MASOUD SHADNAM

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Education

2005 – 2011	PhD in Business Administration, Simon Fraser University Specialization: Management and Organization Studies Thesis: "The regulation of morality in formal organizations: The case of Iranian oil industry" (Supervisor: Dr. Thomas B. Lawrence). **Nominated for "Best Dissertation Award" of Society for Business Ethics (SBE).**
2003 – 2005	MBA, Sharif University of Technology General Management
1999 – 2003	BSc in Industrial Engineering, Sharif University of Technology Specialization: System Analysis Thesis: "Developing a TQM model for the chemistry group of Allameh Helli high school" (Supervisor: Dr. Kianfar).

Honours and Awards

2011	Nominated for "Best Dissertation Award", Society for Business Ethics (SBE)
2011	Nominated for "Best Doctoral Paper", Western Academy of Management Conference, Victoria, BC
2011	"Best Reviewer Award", Western Academy of Management Conference, Victoria, BC
2007	Nominated for "Best Paper", Western Academy of Management Conference, Missoula, MT
2005, 2007, 2008, 2010	Graduate Fellowship Award, Simon Fraser University
2003	Ranked 3rd in the national entrance examination for the Sharif University of Technology MBA program among 18,000 competitors

1998	Gold Medal in the Iranian National Mathematics Olympiad

Academic Positions Held

2009 – Present	**Assistant Professor** Management and Strategy Department Rouen Business School France
2006 – 2011	**Research Scholar** CMA Canada Centre for Strategic Change and Performance Measurement Simon Fraser University Canada
2006 – 2009	**Lecturer** In the following undergraduate courses for Simon Fraser University:

- Business, Society and Ethics
- Organization Theory

and the following graduate short courses for Sharif University of Technology:

- Selected Theoretical Perspectives on the Concept of Culture
- Selected Perspectives of Organization Theory

as well as the following executive course for Rahbaran Petrochemical Company:

- Building and Leading Effective Teams

Publications

Shadnam, M., & Lawrence, T. B. 2011. Understanding widespread misconduct in organizations: An institutional theory of moral collapse. *Business Ethics Quarterly*, 21(3): 379-407.

Lawrence, T. B., & Shadnam, M. 2008. Institutional theory. In Wolfgang Donsbach (ed.), *The International Encyclopedia of Communication (Volume V)*: 2288-2293. Malden: Blackwell Publishing Ltd.

Lavaei, J., Shafizadeh, H., & Shadnam, M. 2003. *The Complete Reference for Mathematics Olympiads*. Tehran: Alavi Publication.

Work in Progress

Lawrence, T. B., & Shadnam, M. The cultural construction of moral failure in organizations: The institutional work of enforcing moral institutions. Invited to Revise and Resubmit at *Organization Science*.

Shadnam, M. Uncovering two theoretical perspectives on the relation between morality and organization: Illustration of implications for studying the rise of private military and security industry. Invited to Revise and Resubmit at *Journal of Management Inquiry*.

Shadnam, M. & Leca, B. Methodologies of critical discourse analysis. To be submitted to *Organizational Research Methods*.

Shadnam, M. Morality in context. To be submitted to *American Sociological Review*.

Shadnam, M., Mantere, S., & Phillips, N. Institutional work as a response to societal change: The social construction of foreign relations in the Iranian oil industry. To be submitted to *Administrative Science Quarterly*.

Shadnam, M. Morality and control in organizations. To be submitted to *Academy of Management Review*.

Shadnam, M., & Lawrence, T. B. Organizational regulation of morality: The case of Iranian oil industry. To be submitted to *Academy of Management Journal*.

Refereed Conference Proceedings and Presentations

Shadnam, M., & Leca, B. 2012. Critical discourse analysis as textual analysis: An illustration in private military companies. Accepted for presentation at *Annual Meeting of the Academy of Management*, Boston, Massachusetts.

Shadnam, M., & Leca, B. 2012. Analyser les stratégies du discours: Une présentation théorique et empirique de l'analyse critique de discours. *Journée de recherche 'les discours stratégiques en question'*, le groupe thématique Méthodologie de l'AIMS, Paris, France.

Shadnam, M. 2011. Contextualization of morality in organizations. *18th Annual International Business Ethics Conference*, St. John's University, New York, NY.

Shadnam, M. 2011. Morality in organizational context. *The 27th European Group for Organizational Studies (EGOS) Colloquium*, University of Gothenburg School of Business, Economics and Law, Gothenburg, Sweden.

Shadnam, M. 2011. Beneath the veil of givenness: A reflexive theoretical foundation for organization studies of morality. *Western Academy of Management Conference*, Victoria, BC. **Nominated for "Best Doctoral Paper" award.**

Shadnam, M. 2009. Regulating moral change as organizational hegemony: The case of Iranian oil industry. *The 25th European Group for Organizational Studies (EGOS) Colloquium*, ESADE Business School, Barcelona, Spain.

Shadnam, M. 2009. Attacking the givenness: Reflections on the state of morality in organization studies. *The 6th International Critical Management Studies Conference*, Warwick Business School, Coventry, UK.

Shadnam, M. 2008. Morality in critical theories of organization. *Western Academy of Management Conference*, Oakland, California.

Papania, L., Shadnam, M., & Dover, G. 2007. Moral frames in continuous play: Change in a conversational community of organizations. *The 2nd Workshop on Moral Foundations of Management Knowledge*, Copenhagen, Denmark.

Shadnam, M., & Lawrence, T. B. 2007. Institutions, organizations, and moral failure. *Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

Shadnam, M., & Lawrence, T. B. 2007. Institutions, organizations, and moral failure. *Western Academy of Management Conference*, Missoula, Montana. **Nominated for "Best Paper" award.**

Shadnam, M., & Lawrence, T. B. 2006. Morality, institutions, and organizations. *The Third British Columbia Organizational Behaviour Conference (BCOB III)*, Simon Fraser University, Vancouver, BC.

Invited Presentations and Talks

Lawrence, T. B., & Shadnam, M. 2008. Institutions, organizations and moral failure. In *Sauder School of Business, University of British Columbia*, Vancouver, BC.

Shadnam, M. 2002. Business creativity. In *Ghazal National Entrepreneurship Festival*, Isfahan University of Technology, Isfahan, Iran.

Beshkar, M., & Shadnam, M. 2001. Dynamics of informal student organizations in universities. In *The 1ˢᵗ National Conference on Student Organizations*, Ministry of Education, Tehran, Iran.

Professional Service

Member of the Academic Ethical Committee at Rouen Business School

Member of organizing committee

- The First Rouen Business School Entrepreneurship and Innovation Conference, Rouen, France, 2012

Ad hoc reviewer for the following journals:

- Organization Studies
- Journal of Management Inquiry
- Business Ethics Quarterly
- Iranian Journal of Management Studies

Session chair at:

- Western Academy of Management Conference, Oakland, California, 2008

Teaching Responsibilities

Supervision of several graduate theses in the following programs

- International MBA
- MSc in Global Management

Teaching duties at Rouen Business School
- Behaviour in Organization, International MBA course

- Sustainable Development, International MBA course
- Morality and Ethics in Organizations, Graduate course for MSc in International Project Development
- Organizational Corruption and Control, Graduate course for MSc in Global Management
- Organizational Behaviour, Undergraduate course in MGE program
- Business Ethics, Undergraduate course in MGE program
- Sustainable Business, Undergraduate course in International Business program

Professional Experiences

1999 – 2009   **Research Assistant**
In various projects including:
- Discursive understanding of the institutionalization of Vancouver's safe injection site (under supervision of Dr. Thomas B. Lawrence)
- Applying behavioural sciences in Iranian service companies (under supervision of Dr. Modares)
- Trust development between an organization and its suppliers (under supervision of Dr. Modares)
- Organizational culture change along the organizational life cycle (under supervision of Dr. Feyzbakhsh)
- A System dynamics view on small business growth (under supervision of Dr. Mashayekhi)

2001 – 2009   **Teaching Assistant**
- Business, Society & Ethics, undergraduate course, Simon Fraser University
- Organization Theory, undergraduate course, Simon Fraser University
- Behaviour in Organizations, undergraduate course, Simon Fraser University
- Leadership and Organizational Behaviour, MBA course, Sharif University of Technology
- Introduction to Entrepreneurship, undergraduate course, Sharif University of Technology

1999 – 2008   **Managerial positions**
- Information communication and technology masterplan development in National Iranian Oil Refining and Distribution Company (NIORDC), Rahbaran Petrochemical Company
- Strategic analysis of energy for Iran, Petroleum Development and Engineering Company (PEDEC)
- Business process redesign and improvement in PEDEC, Sharif University of Technology Research & Development Centre
- Information communication and technology masterplan development in PEDEC, Sharif University of Technology Research & Development Centre

- Developing a business plan for CyberTrust company, Cyber7 Association for High Tech Development
- Developing the administrative organization for IranStudies portal, Cyber7 Association for High Tech Development
- Surveying global trends of enterprise applications, Cyber7 Association for High Tech Development
- Inventory modeling for Automatic Storage and Retrieval System (AS/RS) of an automobile manufacturer, Young Scholars Club (YSC) Research Group
- Young Scholars Club (YSC) nation-wide workshop programs

1996 – 2005 **Educational positions**

Workshop organizer, course designer, and instructor in various educational organizations in all major cities of Iran for:
- Iranian Ministry of Education and its regional offices
- Young Scholars Club (YSC) and its training programs
- National Organization for Development of Exceptional Talents (NODET) high schools

Workshops and Training

March 2007   Doctoral and Junior Faculty Consortium
                     Western Academy of Management Conference
                     Missoula, Montana

August 2006   A day-long workshop on scholarly publishing in management
                     Simon Fraser University

April 2006   A day-long workshop on NVivo 7 qualitative software
                     University of British Columbia

1995 – 2002   Non-certificate part-time program in philosophy (Islamic and Greek
                     philosophy, moral philosophy, philosophy of religion and science)
                     National Organization for Development of Exceptional Talents (NODET)
                     Tehran, Iran