

Masoomeh Kalantari

CONTACT INFORMATION *Address:* McGill University
1001 Sherbrooke St., Montreal, Canada
Tel: +1 (202) 805-6120 *E-mail:* Masoomeh.Kalantari@mail.mcgill.ca
Website: MasoomehKalantari.com
Citizenship: Canada & U.S. Permanent Resident

EDUCATION **Ph.D. in Management, McGill University** Expected 2026
Desautels Faculty of Management, Montreal, QC, Canada
Concentration at Organizational Theory & Economic Sociology

Visiting Research Scholar, University of Maryland 2022-2023
Robert H. Smith School of Business, College Park, MD, USA
Strategic Management and Entrepreneurship Program

Master of Science in Applied Economics, University of Maryland 2019
Department of Economics, College Park, MD, USA
Sample Courses: Program Analysis, Game Theory & Market Design, Time Series Analysis

Master of Architecture in Urban Design and Housing, McGill University 2010
School of Architecture, Montreal, QC, Canada

Bachelors of Architectural Engineering, Central Tehran University 2007
School of Art and Architecture, Tehran, Iran
Summa cum laude graduate

RESEARCH INTERESTS Strategic Management, Organizational Design & Implementation, Social Networks,
Innovation & Workforce Dynamics, Organizational Theory

Dissertation / Job Market Paper: “Birds Of Many Feathers: Uncovering Joint Similarities and Organizational Outcomes.”

- **Best Student Paper Award Finalist, AOM 2025: OMT Division**
- Explores how formal structures and informal networks shape collaboration, conflict, and innovation, showing why similar designs lead to different competitive advantages
- Committee: Brian Rubineau, John-Paul Ferguson, Suzanne Rivard

UNDER REVIEW PAPERS Bennett, V., Ferguson, J.P., **Kalantari, M.**, & Koning, R. (Alphabetical Authorship),
“Demographically Biased Technological Change? Evidence from Automation’s Impact on Manufacturing Employment”.

- **Revise and Resubmit** at *Organization Science*
- **Best Paper Award Finalist, EGOS 2024**

Rubineau, B., **Kalantari, M.**, Cech, E., Seron, C., & Silbey, S., “Nothing to Lose or Much to Lose? The Gendered Employment Consequences of Leaving Engineering Majors.”

- **Revise and Resubmit** at *Organization Science*

WORKING PAPERS **Kalantari, M.**, (2021). “Intersectional Homophily: A New Measure of Multi-Dimensional Homophily in Social Network.” *In Academy of Management Proceedings*

Kalantari, M., & Broomes, A. “Beyond Social Network Data: Critiques of a Dyadic Approach in Social Network Studies.” (Longitudinal qualitative studies, at the data analysis stage)

CONFERENCE PAPER PRESENTATIONS	<p>“Birds of Many Feathers: Uncovering Joint Similarities and Organizational Outcomes.”</p> <ul style="list-style-type: none"> • 18th Annual People and Organizations Conference, The Wharton School 2025 • 2025 Economic Sociology Job Market Showcase 2025 • 85th Annual Meeting of the Academy of Management Conference 2025 • 40th European Group for Organizational Studies (EGOS), Milan, Italy 2024 <p>“Nothing to Lose or Much to Lose? The Gendered Employment Consequences of Leaving Engineering Majors.”</p> <ul style="list-style-type: none"> • 85th Annual Meeting of the Academy of Management Conference 2025 <p>“Demographically Biased Technological Change? Evidence from Automation’s Impact on Manufacturing Employment”.</p> <ul style="list-style-type: none"> • 17th Annual People and Organizations Conference, The Wharton School 2023 <p>“Intersectional Homophily: A New Measure of Multi-Dimensional Homophily in Social Network”</p> <ul style="list-style-type: none"> • 39th European Group for Organizational Studies (EGOS), Italy 2023 • 15th International Network of Analytical Sociology (INAS), Princeton 2023 • Diversity in Management and Organizations Conference (DMO) 2023 • International Network for Social Network Analysis (Sunbelt 2023) 2023 • 81st Annual Meeting of the Academy of Management Conference 2021
CONFERENCE ACTIVITIES	<p>PDW Participant 2025</p> <p>85th Annual Meeting of the Academy of Management Conference, Copenhagen PDW: “Is Network Advantage Not the Same for Everyone?” by Andrew Shipilov PDW: “Teaching Social Networks” by Bill McEvily</p> <p>OMT Doctoral Student Consortium 2024</p> <p>84th Annual Meeting of the Academy of Management Conference, Chicago</p> <p>OB Research Incubator PDW 2024</p> <p>84th Annual Meeting of the Academy of Management Conference, Chicago</p> <p>SER Doctoral Consortium 2023</p> <p>17th Smith Entrepreneurship Research Conference, University of Maryland</p> <p>Summer Intensive, Research Discussion 2023</p> <p>Intersectionality Training Institute, Philadelphia</p> <p>GDO Doctoral Consortium with Barbara Lawrence 2022</p> <p>82nd Annual Meeting of the Academy of Management Conference, Seattle</p> <p>OMT Dissertation Proposal Workshop with Martin Kilduff 2021</p> <p>81st Annual Meeting of the Academy of Management Conference</p> <p>PDW Facilitator 2021</p> <p>81st Annual Meeting of the Academy of Management Conference PDW: “Supporting Non-traditional Research Career Paths In The Academy” Facilitator session with Matthew Bidwell</p>

CERTIFICATES	Intersectionality Training Institute, Intersectionality Summer Intensive	2023
	McGill University, Ethical Conduct for Research Involving Humans	2019
	University of Illinois Urbana Champaign, Microeconomics Principles	2016
	University of California Irvine, The Power of Macroeconomics	2016

SKILLS

Software: Python, R, STATA
Development Tools: Visual Studio Code, Git/GitHub, LaTeX
Language: English (Fluent), Persian (Native)

REFERENCES	Prof. Brian Rubineau Desautels Faculty of Management McGill University 1001 rue Sherbrooke Ouest Montreal, Quebec, Canada, H3A 1G5 +1 (514)-398-5663 brian.rubineau@mcgill.ca	Prof. John-Paul Ferguson Desautels Faculty of Management McGill University 1001 rue Sherbrooke Ouest Montreal, Quebec, Canada, H3A 1G5 +1 (514) 398-3414 john-paul.ferguson@mcgill.ca
	Prof. Victor Bennett David Eccles School of Business University of Utah Department of Entrepreneurship and Strategy +1 (801)-587-0040 Victor.Bennett@Eccles.Utah.edu	