**Marjan Houshmand**

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| University of Hawaii | Associate Professor | Office: BusAd C502b |
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# **EDUCATION**

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| PhD, Organizational Behavior and Human Resources  Sauder School of Business, *University of British Columbia*  Dissertation: [Entrepreneurship Unfolding: The Effect of Entrepreneurship on Family Wellbeing—A Family Embedded Perspective](https://open.library.ubc.ca/collections/24/24/items/1.0132743) |  |
| Masters of Business Administration  Beedie School of Business, *Simon Fraser University* |  |
| Bachelor of Applied Science in Electronics Engineering (Honours with Distinction), Minor in Business Administration, *Simon Fraser University*  Thesis: Fibre Optics Planning for Internet Protocol TV (IPTV) |  |

# **ACADEMIC EXPERIENCE**

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| Associate Professor of Management and Industrial Relations  Family Business Center of Hawai’i Distinguished Professorship  Shidler College of Business, University of Hawaii  Faculty Director  Family Business Center of Hawai’i  Assistant Professor of Management and Industrial Relations  Shidler College of Business, University of Hawaii | Aug 2020-Now  Aug 2020-Now  Sep 2015-Aug 2020 |
| Faculty Associate Director  Family Business Center of Hawai’i | Sep 2015-Aug 2020 |
| Visiting Scholar  W. Maurice Young Centre for Entrepreneurship & Venture Capital  University of British Columbia | Sep 2017-Dec 2017 |
| Visiting Scholar  Stanford University, Stanford Graduate School of Business | Feb 2017 |
| Instructor  Sauder School of Business, University of British Columbia | 2012-2015 |
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# **RESEARCH INTERESTS**

Broadly, I am interested in exploring the intersection of family and business within the family business context.

* Organizational Theory & Behavior
* Life Course Research
* Quantitative Methodology & Dynamic Models

# **SELECTED PUBLICATIONS**

Hachey, A., **Houshmand, M**. (2023). Rainbow Drive-In: Hawaiian Cultural Values and a Stakeholder Approach to Managing the Pandemic, Sage Business Cases. DOI: https://dx.doi.org/10.4135/9781071915295

**Houshmand, M**., Seidel, M-D. L., & Ma, D. G. (2020) Engaging the Next Generation through Work--Adolescence and Beyond. In A. Calabrò (Ed), “Research Agenda for Family Business. A Way Ahead for the Field” at Edward Elgar.

Michael-Tsabari N*,* **Houshmand M,** Strike V.& Efrat Treister D (2020), When You Work with Your Own Family: Examining the Work-Family Interface in Family Businesses. *Family Business Review.*

Kei, W., Seidel, M-D., Ma, D. & **Houshmand, M. (**2020*)*, Exploring the effect of public pension benefits on low-income status for elderly immigrants using administrative and Census data, *Insights on Canadian Society,* Catalogue No 75-006, ISSN 2291-0840.

**Houshmand, M**., Seidel, M-D. L., & Ma, D. G. (2017). The Impact of Adolescent Work in Family Business on Child–Parent Relationships and Psychological Well-Being. *Family Business Review*, 30(3), 242-261.

Seidel, M-D. L., Ma, D., & **Houshmand**, M. (2017). Why teenage jobs are good for your kid. *The Conversation*, Business + Economy, October 26, 2017.

**Houshmand, M.**, Seidel, M-D L. & Ma, D. (2014). Beneficial 'Child Labor': The Impact of Adolescent Work on Future Professional Outcomes. *Research in the Sociology of Work*, Volume 25 (191-220).

**Houshmand, M.**, O’Reilly, J., Robinson, S., & Wolff, A. (2012). Escaping bullying: the simultaneous impact of individual and unit-level bullying on turnover intentions. *Human Relations*, 65(7), 901-918.

# **TEACHING**

EVALUATED TEACHING EXPERIENCES

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| University of Hawaii  BUS 699: *Directed Reading and Research*  MGT450: *Family Business* (4.8/5)  BUS 315: *Global Management and Organizational Behavior* (4.9/5)  MGT450: *Family Business*  (4.7/5)  BUS 315: *Global Management and Organizational Behavior* (4.6/5)  BUS 315: *Global Management and Organizational Behavior* (4.6/5)  MGT450: *Family Business*  (4.8/5)  BUS 315: *Global Management and Organizational Behavior* (4.9/5)  BUS 315: *Global Management and Organizational Behavior* (4.9/5)  MGT450: *Family Business*  (4.9/5)  BUS 315: *Global Management and Organizational Behavior* (4.7/5)  BUS 315: *Global Management and Organizational Behavior* (4.7/5)  MGT450: *Family Business* (5/5)  BUS 315: *Global Management and Organizational Behavior* (4.9/5)  MGT450: *Family Business* (5/5)  BUS 315: *Global Management and Organizational Behavior* (4.8/5) | Fall 2021  Fall 2021  Fall 2020  Fall 2020  Fall 2019  Fall 2019  Fall 2019  Fall 2018  Fall 2018  Fall 2018  Spring 2018  Spring 2018  Spring 2018  Fall 2016  Fall 2016  Spring 2016 |

# **CONFERENCE PAPERS**

Houshmand, M., Seidel, M.D., & Ma, D. (2019). The Effect of Active Learning during Formative Years on Self-Employment--Indirect and Direct Exposure to Family Business. *International Family Enterprise Research Academy Conference*, Bergamo, Italy

Houshmand M,Michael-Tsabari N*,* Chen, S*.* Strike V.(2019). The COR of Firm Ownership: A Resource Perspective on Business Ownership--The Business–Family Resources Model. AMR PDW, *International Family Enterprise Research Academy Conference*, Bergamo, Italy.

Houshmand, M., Moore, R., Chen, Q (2018). Venturing Beyond Local Boundaries—The Unique Effect of Locality on the Performance of Family Firm*. Academy of Management Conference*, Chicago.

Strike V. Michael-Tsabari N*,* Efrat Treister D & Houshmand M. (2018). In the Age of an Electronic Leash: Examining Work-Family Balance in Family Firms. *International Family Enterprise Research Academy Conference*, Zwolle, Netherlands.

Houshmand, M., Moore, R., Chen, Q (2017). The Effect of Locality on the Performance of Family Firm*. Family Enterprise Research Conference*, Asheville, North Carolina.

Houshmand, M.& Schulz, M. (2016). The Effect of Entrepreneurship on the Financial Wellbeing of Family Members. *Academy of Management Conference*, Anaheim, CA.

Houshmand, M., Seidel, M.D., & Ma, D. (2016). Teenagers Working in Family Firms: Impact of Work on Parent-Child Relationship and Psychological Well-being*,* Paper presentation at *European Academy of Management Conference*, Paris, France.

Houshmand, M. & Schulz, M. (2015). The Fruits of Passion: The Effect of Entrepreneurship on Life Satisfaction of Family Members*.* Paper presentation at *Academy of Management Conference*, Vancouver, BC.

Houshmand, M., Seidel, M.D., & Ma, D. (2014). Next Generation Socioemotional Wealth: Impact of Work on Relational and Psychological Outcomes in Family Business Firms. Paper presentation at *Academy of Management Conference*, Philadelphia, Pennsylvania.

Houshmand, M., Seidel, M.D., & Ma, D. (2013). Get a Job Child! The Impact of Adolescent Work on Future Professional Outcomes. Paper presentation at the *Administrative Sciences Association of Canada*, Calgary, Ontario.

Houshmand, M., Schulz, M. (2012). ICT-Enabled Social Networks and Issue Construction in the Arab Spring. Poster presentation at the *Organization Science Winter Conference*, Colorado.

Houshmand, M. (2012). Adolescent Work-the Impact on Family. PhD consortium paper discussion at the 2012 *Family Enterprise Research Conference*. Montreal, Quebec.

Houshmand, M. (2011). “You Broke My Heart”: The Impacts of Negative and Positive Forgiveness on Familial Relationships in Family Business Firms. Poster presentation at the *Family Enterprise Research Conference*. Grand Rapids, US.

Houshmand, M., Su, Y. (2010). Revenge in Family-owned Businesses: the Impact on Family Relations. Paper presentation at *Academy of Management Conference*, Montreal, Quebec.

Houshmand, M., Su, Y. (2010). What Happens to the Family after a Business Revenge? A Study on the Consequences of Revenge on Family Relations*.* Proceedings of the 2010 *International Family Enterprise Research Academy.*

Su, Y., Houshmand, M. (2010). The Antecedents and Outcomes of Successors’ Psychological Ownership of Their Family Businesses. Poster presentation at the *International Family Enterprise Research Academy*. Lancaster, UK.

# **INVITED PRESENTATIONS**

*Diseconomies of Entrepreneurship* (*2017),* Shidler College of Business, Management and Industrial Relations department, Honolulu, HI.

*The Effect of Entrepreneurship on the Life Satisfaction of Family Members* (2016), Shidler College, AKA & UH Foundation, Honolulu, HI.

*The Dark Side of the Workplace Workshop* (2014), Canadian Psychological Association, Canadian Society for Industrial Organizational Psychology, Vancouver, BC.

*Escaping Social Toxicity: The Impact of Social Mistreatment and Socially Toxic Environments on Turnover Intentions* (2011), Sauder School of Business, Vancouver, BC.

# **INDUSTRY EXPERTISE**

Ballard Power Systems (Fuel Cell Technology), Business Consultant, Vancouver, 2009.

TELUS Corp, (Telecommunication), Engineer (Contractor), Planning and Engineering, Vancouver, 2005.

Simon Fraser University (Engineering Lab, Laparoscopic Project), Engineering Intern, 2003.

Silent Witness (Currently Acquired by Honeywell, Telecommunication), Project Manager (Contractor), 2001.