

Sara Banki

Assistant Professor: Graduate School of Management and Economics, Sharif University, Tehran
Email: sbanki@sharif.edu

Positions

Assistant Professor (2012- present)
Graduate School of Management and Economics
Sharif University of Technology, Tehran, Iran

Education

PhD (2012)
Organization Behaviour and Human Resource Management
Rotman School of Management, University of Toronto

Master of Arts (2006)
Educational Administration
Ontario Institute of Studies in Education, University of Toronto

Bachelor of Arts (2004)
Information Technology/ Mathematics (Honors)
York University

Research Interests

Key words: *teams, groups, ostracism, intra-group relations, intentions, cross-cultural studies*

I am interested in how group members' harmful or self-centered behaviors affect other members and the group as a whole. More specifically I am interested in behaviors that are not always visible, may seem harmless, or may even seem positive, yet have negative consequences. One such act is ostracism, or social exclusion, within groups. Another is helping group members but with self-serving intentions. Another interest is in the study of non-Western cultures, especially Middle Eastern Muslim cultures, like the one in which I was raised, and the managerial consequences of these differences between Western and Eastern cultures.

Publications

- Banki, S. (2010). Is a good deed constructive regardless of intent? *Small Group Research*, 41, 354-375.
- Banki, S., Latham, G.P. (2010). The criterion-related validities and perceived fairness of the situational interview and the situational judgment test in an Iranian organization. *Applied Psychology: An International Review*, 59, 124-142.
- O'Reilly, J., Robinson, S., Banki, S., Berdahl, J. (2014). Frozen out or burned by fire: The comparative effects of ostracism and aggression at work. *Organization Science*.
- O'Reilly, J., Banki, S., (2016). Research in Work and Organizational Psychology: Social Exclusion in the Workplace. In Paolo Riva and Jennifer Eck Ed. *Social Exclusion: Psychological Approaches to Understanding and Reducing Its Impact*. Springer

Sepehri, M., Haghighi, N., Banki, S., Elmi, O., (under review). An Investigation of Anchoring Effect in Charity Context. *Nonprofit and Voluntary Sector Quarterly*.

Masoumi, S., Amani, F.P., Banki, S., (under review). Succession Planning and Entrepreneurial Organization: A Case Study on Farab Company. *Emerald Publishing*.

Translations

Banki, S., Zuashkiani, A., Rabiee, M. (2015). Improving maintenance through cultural change by Steve Thomas. Ariyana Ghalam.

Work in Progress

Banki, S. Partial Ostracism: A new Typology. Writing up.

Taleghani, M., Alavi, B., Banki, S. (2016). An investigation of the mediating role of organizational cynicism on the relations between the politics perception and organizational commitment. Writing up.

Banki, S. How much or how many: Effects of and reactions to ostracism. Writing up. Targeted for submission to *Journal of Applied Psychology*.

Banki, S., Alam Beigi, H. Revenge or Reconcile: Public and private reactions to partial ostracism. Work in Progress.

Leonardelli, G., Banki, S. Team communication process over time and team performance. Data Analysis Stage

Presentations and Conference Participation

Taleghani, M., Alavi, B., Banki, S. (2016). An investigation of the mediating role of organizational cynicism on the relations between the politics perception and organizational commitment. Paper submitted to the 14th International Management Conference. Tehran, Iran.

Banki, S. (2016). PDW: Forging International Research Collaborations of Consequence. Academy of Management Conference, Anaheim: CA

Banki, S., Alam Beigi, H. (2016) Revenge or Reconcile: Public and private reactions to partial ostracism. Paper presented at the INGRoup conference, Helsinki, Finland.

Banki, S., (2015). Ostracizer or non-ostracizer: With whom do you play? Paper presented at the INGRoup conference, Pittsburgh, PA.

Sepehri, M., Haghighi, N., Banki, S., Elmi, O. (2015). An Investigation of Anchoring Effect in Charity Context. Paper presented at the 13th International Management Conference, Tehran, Iran

- Banki, S. (2012). Differentiating Between Group Members After Ostracism. Paper presented at the INGRoup conference, Minneapolis, MN.
- Banki, S. (2010). *How much or by how many: Effects of and reactions to ostracism*. Paper presented at the INGRoup conference, Washington, DC.
- Banki, S. (2010). *New advances in ostracism research*. Organized and chaired symposium for Academy of Management, Montreal, QC.
- Banki, S. (2010). *Ostracism: Full vs. partial*. Presented paper as part of symposium on ostracism research. Academy of Management, Montreal, QC.
- Banki, S. (2009). *Is a good deed constructive regardless of intent? A study of OCB, motive, and related dyadic and group level outcomes*, Paper presented at the INGRoup conference, Colorado Springs, CO.
- Banki, S. & Latham, G. P. (2008). *Evaluating the situational interview and situational judgment test: An Iranian case*, Paper presented at the Academy of Management, Anaheim, CA.
- Banki, S. (2006). *Women principals and transformational leadership behaviours*, Paper presented at the Canadian Society for Studies in Education (CSSE).

Teaching and Academic Experience

Research Methods

Course Instructor, Sharif University, 2012-present
Autonomously taught entire MBA course

Human Resource Management

Course Instructor, Sharif University, 2012-present
Autonomously taught entire MBA course

Managerial Negotiation

Course Instructor, Sharif University, 2012-present
Autonomously taught entire MBA course

Organization Behaviour

Course Instructor, Sharif University, 2011-Present
Autonomously taught entire MBA course

Leading Teams

Teaching Assistant, University of Toronto, 2011-2014
Assisted Dr. Leonardelli in a semester-length course on leading teams.

Research Assistant

University of Toronto, 2006-2012
Worked with Dr. Zhong, Dr. Latham, Dr. Toh, Dr. Leonardelli, Dr. Berdahl

Organization Theory and Design

Course Instructor, University of Toronto, 2008-2009
Autonomously taught entire undergraduate course

Negotiations

Teaching Assistant, University of Toronto, 2006-2007
Assisted Dr. Zhong in a semester-length course on negotiations.

System Analysis and Design 1 & System Analysis and Design 2

York University, 2005-2006

Replaced the instructor for 6 weeks, teaching two undergraduate classes

Teaching Assistant

York University, 2002-2006

Teaching Interests

Organization Behaviour, Human Resource Management, Organization Theory, Negotiation, Group Dynamics

Projects

Human resource management assessment – Jam Petrochemical, 2013
 Human resource management assessment – Bandar Imam Petrochemical, 2013
 Cultural Change project – Training – Bandar Imam Petrochemical, 2013
 Human resource management assessment – Tavanir, 2014
 Performance Management model development – consulting – Arman Ati Holding, 2014
 Human resource management assessment – Mashhad Electricity Distribution, 2014
 Organization behavior training course – Mapna, 2015
 Cultural Change project – Implementation - Electricity Distribution, ongoing
 Human Resource VP – PAMCO, since 2012
 Maintenance Facilitator Training – Performance management and change module-
 Ariyana, 2016
 Cultural Change workshop – Amir Kabir Sugar Cane Industry, 2016

Service

2015-present PhD program coordinator
 2012-present Graduate School of Management and Economics' Representative at the IRIMC conference
 2014-2015 research head at the Graduate School of Management and Economics
 2009-2010 Rotman PhD Association: Co-President
 2008-2009 Rotman PhD Association: House Committee Representative
 2002-2003 Member of *Excalibur* newspaper, York University
 2001-2003 Volunteer in Income Tax Clinic, York University
 1999-2000 Editor, *Sanaaye* magazine, Iran
 1999-2000 Assistant Director, planning and motivation group, *Sanaaye* magazine, Iran
 1998-1999 Executive Committee Member, 6th international Industrial Engineering Student Conference, Iran

Awards

-
- Ontario Graduate Scholarship, OGS, 2010
 - University of Toronto Canadian Credit Management Foundation (CCMF) Fellowship, 2007-2008
 - Doctoral Fellowship, Joseph L. Rotman School of Management, 2006 - present
 - Canada Graduate Scholarship, Social Science and Humanities Research Council (SSHRC), 2005

- Ontario Graduate Scholarship, OGS, 2005
- Academic Excellence Award, OISE, University of Toronto, 2005
- Top 5-6% student body on the Faculty of Arts Sessional Academic Achievement List, York University, 2001-2004
- Continuing Student Scholarship, York University, 2002-2004
- Dean's Honour Roll, York University, 2003-2004

Professional Affiliations

InGRoup: Interdisciplinary network for group research	2008 – Present
Academy of Management	2007 – Present
SIOP	2010 – Present
