

Hazhir Rahmandad

Assistant Professor of Industrial and Systems Engineering

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EDUCATION

Massachusetts Institute of Technology

Ph.D. in Management, System Dynamics - Minor Organizational Behavior August 2005
Dissertation: "Three essays on modeling dynamic organizational processes"

Advisors: Professors John Sterman and Nelson Repenning

GPA 5.00 out of 5.00

Sharif University of Technology

Bachelor of Science in Industrial Engineering - Minor System Analysis 1996-2000
Highest GPA in Industrial Engineering Class of 2000

PAPERS AND PUBLICATIONS

Rahmandad, H. (2008). "Effect of delays on complexity of organizational learning." **Management Science** 54(7): 1297-1312.

Rahmandad, H. and J. Sterman (2008). "Heterogeneity and network structure in the dynamics of diffusion: Comparing agent-based and differential equation models." **Management Science** 54(5): 998-1014.

Rahmandad, H. and D. Weiss. (2008). *Managing Reinforcing Dynamics in Software Organizations*. Forthcoming, **System Dynamics Review**.

Rahmandad, H., N. P. Repenning and J. D. Sterman. (2008). *Effect of Feedback Delays on Learning*, Under Review in **System Dynamics Review**.

Rahmandad, H. and N. Repenning, (2008). *Dynamics of Capability Development and Erosion*, Under review in **Administrative Science Quarterly**.

Rahmandad, H. (2008). *Impact of growth opportunities and competition on dynamics of capability development*. Under review in **Organization Science**.

Rahmandad, H. and K. Hu (2008). "Modeling rework cycle: comparing alternative formulations." Under Review in **System Dynamics Review**.

Rahmandad, H. and S. Fallah-Fini, *Learning Control Policies in System Dynamics Models*, in *International System Dynamics Conference*. (2008): Athens.

Rahmandad, H. (2007). *Dynamics of Organizational Capabilities and Firm Adaptation*, Working Paper

Rahmandad, H. and J. V. d. Cunha. (2001). *Tightening the Iron Cage or Path Dependence in Norm Formation? A System Dynamics Approach*. The 19th International Conference of the System Dynamics Society, Atlanta, Georgia, System Dynamics Society.

Rahmandad, H. 2000. *Developing a Model for Paradigm Shift in Service Industry*. 18th International Conference of the System Dynamics Society, Bergen, Norway, System Dynamics Society.

Rahmandad, H. and M. S. Pazhooh. 2000. *A System Dynamics Approach to Organization Design: Case of Talented Students' Center in Sharif University of Technology*. 18th International Conference of the System Dynamics Society, Bergen, Norway, System Dynamics Society.

AWARDS

- IATC "Bridges of Hope" award and scholarship 2005
 - Dana Meadows Award for best student paper in International System Dynamics conference 2004
 - Wilson Fund Fellowship 2000-2005
 - Dana Meadows Award for best student paper in International System Dynamics conference 2001
 - Presidential Graduate Fellowship 2000-2001
 - Abdun-Nur Fellowship 2000-2001
 - Best paper award - National Industrial Engineering Conference - Tehran 1999
 - Gold Medal- International Chemistry Olympiad - Moscow 1996
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TEACHING EXPERIENCE

Virginia Tech

Instructor 2006-Present

"System Engineering Process: System Dynamics and Systems Thinking"

"Advanced Dynamic Modeling"

"Management of Change, Innovation, and Performance"

"Management Information Systems"

Development and teaching of the course. Both distance learning and in-class-room students participated.

RESEARCH AND RELATED EXPERIENCE

Massachusetts Institute of Technology

Post Doctoral Associate 2005- 2006

Research Assistant 2001-2005

Avaya Corp.

Research Affiliate 2004-2007

M.I.T. and University of Albany

Colloquium Organizer 2000-2004

Organized three one-day colloquia on System Dynamics in M.I.T. and U. of Albany. Presented research in seven of them.

Reviewer 2001-2008

Management science, Operations Research, System Dynamics Review, Industrial and Corporate Change, Computational and Mathematical Organization Theory, International System Dynamics Conference and Academy of Management Conference

International System Dynamics Conference 2001, 2003, 2007-8

Workshop Coordinator

OTHER EXPERIENCE

McClatchy-Tribune 2008

Consultant

IBM 2006

Consultant

Farsi Teach Net 2006

Founding Member, Member of Executive Board

International Association of Iranian Managers (I-AIM) 2006-Present

Founding Member, Member of Board of Directors

Iranian Studies Group at M.I.T. 2002-2007

Founding Member, Executive Board Member

Iranian Association of Boston

Member of Board of Directors 2003 – 2004

Adleran Industrial Valves, Ltd, Tehran, Iran

Member of Board of Directors 1995-2000

Hadi Bargh Co., Tehran, Iran

Management Consultant 1999

Developed plans for system design and improvement in the company.

Pars Shahab Co., Tehran, Iran

Management Consultant 1998-1999

Developed decision-support systems to facilitate strategic re-orientation of the company.

SOFTWARE AND MANAGEMENT FLIGHT SIMULATORS

- Epidemics simulator- In collaboration with XJTechnology - Available at <http://web.mit.edu/hazhir/research.html>
- Software Management Simulator- Available upon request

INVITED SPEAKER

- International Association of Product Development workshop on Managing the Product Development Pipeline, Marlboro, MA, October 2004
- Booz Allen Hamilton Workshop on Systems Dynamics Modeling of Physical and Social Systems for National Security, Chantilly, VA, April 2005
- University of Pennsylvania, Wharton School of Management, January 2006
- Stanford University, Management Science and Engineering Department, February 2006
- Virginia Polytechnic Institute and State University, March 2006
- University of Toronto, April 2006
- University of Massachusetts, Amherst, April 2006
- International Management Conference, Tehran, December 2006
- Massachusetts Institute of Technology, October 2008

LANGUAGES

- Farsi – native language
- English – fluent

MEMBERSHIP IN PROFESSIONAL SOCIETIES

- Academy of Management
- INFORMS
- System Dynamics Society

EXTRACURRICULAR ACTIVITIES

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- Violin, tennis, archery, fencing, badminton, ice-skating, soccer, hiking, and biking.