

# Mohammadreza Shahsahebi

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## Education

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**University of Calgary, Haskayne School of Business** 2020 – 2025 (expected)  
PhD in Operations and Supply Chain Management

- Advisors: Osman Alp, Justin Weinhardt, Alireza Sabouri.
- Thesis: *Toward Fair AI Systems: Programmer Practices, Human-Machine Bias Interactions, and Trust Dynamics*

**Sharif University of Technology** 2018 – 2020  
*M.Sc in Industrial Engineering*

**Kharazmi University** 2014 – 2018  
*B.Sc in Industrial Engineering*

## Research interests

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Fairness in Machine Learning, Human-Machine Collaboration, Behavioral Operations

## Research

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### 1. Shaping Programmer Practices: Effective Strategies for Mitigating Bias in Machine Learning Algorithm Development

Mohammadreza Shahsahebi, Osman Alp, Alireza Sabouri, Justin Weinhardt.

*Submitted to Production and Operations Management*

- Presented at the 2024 CORS Conference, London, ON, June 3, 2024.
- Presented at the 2023 MSOM Conference, Montreal, QC, June 25, 2023.

### 2. Collaborative Fairness: Human and Machine Interaction

Mohammadreza Shahsahebi, Osman Alp, Alireza Sabouri, Justin Weinhardt.

*Working Paper*

### 3. The Overconfidence's Effect on Product Proliferation

Mohammadreza Shahsahebi, Justin Weinhardt.

*Working Paper*

### 4. Trust and Bias: The Interplay of Fairness and Trust in Human-Machine Collaboration

Mohammadreza Shahsahebi, Osman Alp, Alireza Sabouri, Justin Weinhardt

*Work in Progress*

## Awards and Grants

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Paramount Resources Ltd Graduate Scholarship in Business

2024

## Academic Experience

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### Teaching Experience

**MGST 391 - Business Analytics**, University of Calgary Fall 2023  
*Average of Median Student Rating: 7/7*

**MGST 391 - Business Analytics**, University of Calgary Winter 2023  
*Average of Median Student Rating: 6.77/7*

### Other Experiences

**Teaching Assistantship** Fall 2022  
Haskayne School of Business, University of Calgary

**Research Assistant** Winter 2024  
Haskayne School of Business, University of Calgary

### Industry Experience

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**Web Development Programmer** 2017-2018  
Freelancer

**Strategic Management Intern** 2018  
EZAM Co., Tehran, Iran

### Services

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**Treasurer, Board Member** 2024-2025  
Alberta Student Chapter in CORS

**Session Moderator** 2024  
CORS Annual Conference

### Technical and Language Skills

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- **Programming Languages:** Python, R, STATA, OTree, and web development experience.
- **Languages:** English (fluent), Farsi (native), French (beginner).

### Hobbies

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- Photography, reading, cycling, music.

## References

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### **Osman Alp**

Professor, Operations and Supply Chain Management  
Haskayne School of Business, University of Calgary  
Email: osman.alp@haskayne.ucalgary.ca

### **Justin Weinhardt**

Associate Professor, Organizational Behaviour and Human Resources  
Haskayne School of Business, University of Calgary  
Email: justin.weinhardt@haskayne.ucalgary.ca

### **Alireza Sabouri**

Assistant Professor, Operations and Supply Chain Management  
Haskayne School of Business, University of Calgary  
Email: alireza.sabouri@haskayne.ucalgary.ca