

# Navid Ghaffarzadegan

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## ACADEMIC APPOINTMENT

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<b>Post – Doctoral Researcher</b>	<i>2011-now</i>
<i>Engineering Systems Division, Massachusetts Institute of Technology (MIT), Cambridge, MA &amp; Glenn School of Public Affairs, The Ohio State University, Columbus, OH</i>	

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## EDUCATION

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<b>PhD in Public Administration and Policy</b>	<i>2006-2011</i>
<i>Rockefeller College of Public Affairs, University at Albany, State University of New York</i>	

- *Dissertation: Essays on Applications of Behavioral Decision Making in Public Management and Policy.*

*The dissertation is the winner of four different awards.*

<b>Master in Business Administration</b>	<i>2002-2005</i>
<i>Graduate School of Management and Economics, Sharif University of Technology, Iran</i>	

<b>BS in Mechanical Engineering</b>	<i>1996-2001</i>
<i>School of Mechanical Engineering, Sharif University of Technology, Iran</i>	

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## AWARDS

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- *Lupina Young Researchers Award in Health System Dynamics for the paper “Beyond Personality Traits and Financial Incentives: Bias and Variation in Medical Practices as Results of Experiential Learning” (\$2,500).* *2011*
- *Dana Meadows Student Paper Award, 29th International System Dynamics Conference for the paper “Beyond Personality Traits and Financial Incentives: Bias and Variation in Medical Practices as Results of Experiential Learning” (\$1,200).* *2011*
- *System Dynamics Society tuition and stipend scholarship* *2006-2011*
- *Barry Richmond Scholarship Award, 26th International System Dynamics Conference for the paper “Effect of Conditional Feedback on Learning” (\$1,000).* *2008*
- *Honorable Mention in Dana Meadows Student Paper Award, 26th International System Dynamics Conference for the paper “Effect of Conditional Feedback on Learning.”* *2008*
- *University at Albany, Political Science Department Research Scholarship (\$1,500).* *2007*
- *Second Paper Prize Winner, 2nd International Management Conference, Tehran, Iran, for the paper “Analyzing Stock Market Fluctuations for Developing Policies to Control Market Bubble, A System Dynamics Approach”* *2004*
- *Awards for Innovation and Championship in Robotic Competitions from the American Association of Artificial Intelligence and Robocup.* *2000-2002*

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## **PUBLICATIONS**

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### **Journal Papers**

- Navid Ghaffarzadegan, John Lyneis, George Richardson. 2011. How Small System Dynamics Models Can Help the Public Policy Process. *System Dynamics Review* 27(1): 22-44.
- Navid Ghaffarzadegan, Thomas Stewart. 2011. An extension to the constructivist coding hypothesis as a learning model for selective feedback when the base rate is high. *Journal of Experimental Psychology: Learning, Memory & Cognition* 37(4): 1044-1047. [impact factor =2.72]
- Navid Ghaffarzadegan. 2008. How a System Backfires: Dynamics of Redundancy Problems in Security. *Risk Analysis* 28(6): 1669 - 1687. [impact factor =2.16]
- Navid Ghaffarzadegan, Amir T. Tajrishi. 2010. Economic Transition Management in a Commodity Market: The Case of the Iranian Cement Industry. *System Dynamics Review* 26(2): 139-161.

### **Papers Under Review**

- Navid Ghaffarzadegan. 2011. Beyond Personality Traits and Financial Incentives: Bias and Variation in Medical Practices as Results of Experiential Learning. Revise & Resubmit in *Management Science*. [impact factor =2.54]
- Navid Ghaffarzadegan, David Andersen. 2011. Modeling Behavioral and Dynamic Complexities of Warning Issuance for Domestic Security. Revise & Resubmit in *International Public Management Journal (IPMJ)*. [impact factor =2.22]
- Navid Ghaffarzadegan, Laura Black, Don Greer, David Andersen. 2011. Complex Governmental Projects and the Challenge of Shared Understanding. Under review in *Journal of Public Administration Research and Theory*.
- Navid Ghaffarzadegan, Thomas Stewart. 2011. Stop, Search, and (Do not) Learn: Barriers to Learning in Security Contexts. Under review in *Public Management Review*.
- Navid Ghaffarzadegan, Andrew Epstein, Erika Martin. 2011. Practice Variation and Experiential Learning in Cesarean Delivery: A Data-Based System Dynamics Approach. Under review in *Health Services Research*.

### **Work in Progress**

- Navid Ghaffarzadegan, Erika Martin. 2011. Why Are Patients Treated Differently? A Conceptual Framework to Understand Health disparities from a Behavioral Approach.
- Navid Ghaffarzadegan. 2011. Learning to Disagree: Effects of Patients' Social Network on Decision Models of Physicians

### **Peer Reviewed Conference Papers/ Conference Proceedings Publications**

- Navid Ghaffarzadegan. 2011. Social Complexities and the Problem of Healthcare Disparities: The Case of Obstetrics. Accepted for presentation at the *Association for Public Policy Analysis and Management (APPAM) Conference*. Washington DC.
- Navid Ghaffarzadegan, Thomas Stewart. 2011. Examination of Barriers to Learning in Public Services: A Multi-Method Approach Accepted for presentation at the *Association for Public Policy Analysis and Management (APPAM) Conference*. Washington DC.

### **Peer Reviewed Conference Papers (continued)**

- Navid Ghaffarzadegan, David Andersen. 2011. Optimization of Warning Decisions to Increase Security in a Public Place. *Academy of Management (AOM) Conference*, San Antonio, TX
- Navid Ghaffarzadegan, David Andersen. 2011. Management Tools for Public Safety: Behavioral Decision Making Considerations. Proceedings of the *Public Management Research Conference*, Syracuse University, Syracuse, NY
- Navid Ghaffarzadegan. 2011. Beyond Personality Traits and Financial Incentives: Bias and Variation in Medical Practices as Results of Experiential Learning. Plenary presentation at the *International System Dynamics Conference*, Washington, DC.
- Navid Ghaffarzadegan, David Andersen. 2009. Examining the Effectiveness of Optimal Short Term Security Policies in the Long Run: How Optimal Are the Optimal Security Policies? Proceedings of the *Association for Public Policy Analysis and Management (APPAM) Conference*. Washington DC.
- Navid Ghaffarzadegan, Laura Black, Don Greer, David Andersen. 2009. Examining Disconnects as Drivers of Cost and Time Overruns in Complex Innovative Government Development Programs: A Multi -Method Approach. Proceedings of the *Association for Public Policy Analysis and Management (APPAM) Conference*. Washington DC.
- Navid Ghaffarzadegan, Thomas Stewart. 2009. Modeling the Effect of Conditional Feedback on Learning. *Academy of Management (AOM) Conference*. Chicago.
- Navid Ghaffarzadegan, Thomas Stewart. 2009. Modeling the Effect of Conditional Feedback on Learning. *Society of Judgment and Decision Making (JDM)*. Boston.
- Navid Ghaffarzadegan, Laura Black, Don Greer, David Andersen. 2009. Path Dependency and the Role of Delays in Creating Shared Understanding in Dyadic Communication. Proceedings of the *International System Dynamics Conference*. Albuquerque. MN.
- Navid Ghaffarzadegan, John Lyneis, George Richardson. 2009. Why and How Small System Dynamics Models Can Help Policymakers: A Review of Two Public Policy Models - plenary session presentation. Proceedings of the *International System Dynamics Conference*. Albuquerque. MN.
- Navid Ghaffarzadegan. 2008. Effect of Conditional Feedback on Learning. Proceedings of the *International System Dynamics Conference*. Athens. Greece.
- Don Greer, Laura Black, Navid Ghaffarzadegan, David Andersen. 2008. Dyadic Communication to Monitor Project Scope : Social Construction of Meaning in an Aerospace Program. Proceedings of the *International System Dynamics Conference*. Athens. Greece.
- Navid Ghaffarzadegan, Amir T. Tajrishi, Niyousha Hosseini. 2007. Economic Transition Management in the Iranian Cement Industry. Proceedings of the *International System Dynamics Conference*. Boston, MA.
- Navid Ghaffarzadegan. 2007. How a System Backfires: From a Redundancy Solution to Redundancy Problems in Security. Proceedings of the *International System Dynamics Conference*. Boston.
- Navid Ghaffarzadegan. 2007. A Simulation Approach to Redundancy Solution (Problem) in Security. *NAACSOS Conference*. Atlanta.

- Mahshid Ghaffarzadegan, Naghmeh Karbasi, Hamid Foroughi, Keyvan Vakili, Navid Ghaffarzadegan. 2006. Key Success Factors (KSF) for Research Institutes. Proceedings of the *Tehran Intl Management Conference* (in Persian)
- Ali N. Mashayekhi, Navid Ghaffarzadegan, Babak Mahmoudi Ayough, Nazgol Moshtaghi. 2005. Collaborative BSC Based Action Planning in Imidro. Proceedings of the *Tehran Intl Management Conference*.
- Ali N. Mashayekhi and Navid Ghaffarzadegan. 2005. Stock Market Fluctuations; A System Dynamics Approach. Proceedings of the *International System Dynamics Conference*. Boston.
- Ali N. Mashayekhi and Navid Ghaffarzadegan. 2004. Analyzing Stock Market Fluctuations for Developing Policies to Control Market Bubble; A System Dynamics Approach. Proceedings of the *Tehran Intl Management Conference*.
- Mohammad T. Isaai, Nami Attaassadi and Navid Ghaffarzadegan, 2004. Using Genetic Algorithm for Resource Allocation in Crisis Management. Proceedings of the *Tehran Intl Management Conference*.

### **Invited Talks/Lectures**

- Navid Ghaffarzadegan. 2011. Toward Real Time Policy Making. Massachusetts Institute of Technology (MIT). Cambridge. MA
- Navid Ghaffarzadegan (presenter), Erika Martin. 2011. Why Are Patients Treated Differently? A Conceptual Framework for Classifying Practice Variation in Medicine. Albany Med Hospital, Capital District Medical Decision Making Interest Group.
- Navid Ghaffarzadegan. 2010. Behavioral Decision Making, Learning, and Shared Understanding: Applications to Policy Analysis, i-aim webinar series.
- Navid Ghaffarzadegan. 2008. Shared Understanding and Applications in Multi-Agent Projects, Cement Investment and Development Corporation, Iran, Tehran
- Navid Ghaffarzadegan. 2008. Learning under conditional feedback, Research Institute for Petroleum Industry, Iran, Tehran

### **Other Conference and Seminar Presentations**

- Navid Ghaffarzadegan. 2010. Optimal Public Warning Decisions in a Dynamic Context: Calibration for Criminal Incidents in a University. *MIT-Albany PhD Colloquium at MIT, Boston, MA*.
- Navid Ghaffarzadegan, Laura Black, Don Greer, David Andersen. 2009. Path Dependency and the Role of Delays in Creating Shared Understanding in Dyadic Communication: Lessons from a Simulation Model. *MIT-Albany PhD colloquium at MIT, Boston, MA*.
- Navid Ghaffarzadegan. 2008. Effect of Feedback on Learning. *Research Institute for Petroleum. Iran*.
- Navid Ghaffarzadegan. 2008. Dynamics of Redundancy in Policy Making. *Research Institute for Petroleum. Iran*.
- Navid Ghaffarzadegan. 2007. Economic Transition Management in Iran's Cement Market. *MIT-Albany PhD colloquium at MIT, Boston, MA*.
- Navid Ghaffarzadegan. 2006. A Simulation Approach to Redundancy Solution (Problem) in Security. *MIT-Albany PhD colloquium at Albany, NY*.
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## TEACHING EXPERIENCE

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### *Rockefeller College of Public Affairs, State University of New York, Albany*

- **Instructor for PUB316 - Methodological Tools for Public Policy (16 students)** *Spring 2010*

**Course evaluation:** 4.8/5 – including: instructor preparation 5/5, holding to high standards of performance: 5/5, instructor overall: 4.9/5

PUB316 is a required methodological course. The course covers different topics in statistics including simple and multiple regression analysis using cases and examples from public administration and policy.

- **Instructor for Math Refresher III for New Masters Students** *Fall 2011*

A short course that helps MPA students to refresh their Algebra knowledge with a specific focus on examples from public affairs. No course evaluation available.

- **Teaching Assistant for PUB624 - Simulating Dynamic Systems** (Taught by Professor Richardson) *Fall 2006*

### *National Institutes of Health (NIH)*

- **Workshop Assistant for the Track of System Dynamics** *Spring 2011*

Offered by Professor Rahmandad, hosted by University of Pittsburgh

- **Workshop Assistant for the Track of System Dynamics** *Spring 2010*

Offered by Professor Richardson at the School of Public Health, Columbia University

### *Graduate School of Management and Economics, Sharif University of Technology, Iran*

- **Teaching Assistant for**

**Learning Organizations** (Taught by Professor Mashayekhi) *Spring 2005*

**System Dynamics** (Taught by Professor Mashayekhi) *Fall 2004*

**System Dynamics** (Taught by Professor Mashayekhi) *Spring 2004*

**Management Information Systems** (Taught by Professor Kermanshah) *Fall 2003*

### *Different public and private institutes and organizations, Iran*

- **Day long workshops on system dynamics, systems thinking, strategic planning** *2004-2005*

*2003-2004*

- **Instructor for *Principles of Management and Math for MBA entrance exam***

Developed syllabus and course structure, developed course material, offered the courses five times for the classes of up to 20 students.

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## PROFESSIONAL EXPERIENCE

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- **International Association of Iranian Managers (I-AIM)** 2005 – present
  - President (2011 – present)
  - Member of the Board (2010 – present)
  - Talk Coordinator (2006 – 2010)
  - Representative (2005 – 2006)
  
- **Management Consultant:** 2001-2006
  - **The Iranian Cement Holding** – Analyzing pricing policy, business proposals, and strategic planning and organization design – *Independent consultant* (2006)

One of the main projects that I coordinated in CIDCO was later published in System Dynamics Review (Ghaffarzadegan and Tajrishi 2010). The project helped a successful smooth transition of the Iranian cement industry from a fixed-priced economy to a market economy.
  - **Information Communication and Technology Research Center** – Process and organization design improvement – *Consulting team manager* (2006)
  - **IMIDRO, an Iranian holding with more than 6B\$ annual sales** – Action Planning, Strategic evaluation and control – *team coordinator under supervision of Prof. Mashayekhi* (2005)
  - **National Petrochemical Company** – Designing a center to improve performance of project management – *team coordinator under supervision of Prof. Mashayekhi* (2004)
  - **Salman Cooperation** – Strategic planning and business process design for a new company – *Consulting team member* (2005)
  - **Jahan Pars Corporate University** – Strategic planning and business process design for a new corporate university – *Consulting team member* (2005)
  - **MABSA Research center, Sharif University** – System design in energy project for the National Iranian Oil Ministry - *Researcher* (2001-2002)

Worked in team of 50 researchers and consultants. The goal of the projects was to help sustainability of the environment and decrease air pollution in Tehran due to extensive use of subsidized gas. One of the outputs of the project was a system of smart card for gas consumption, which later was implemented in the country.
  - **Saman Tadbir** – Thyristor market research – *Consulting team member* (2002)
  
- **BONYAN researchers Organization**, A private research institute 2001-2006
  - One of the founders
  - Member of the Board (2001 – 2006)
  - Engineer/Project Manager (2001 – 2006)

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## ACADEMIC & EXECUTIVE SERVICES

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### Journal and Conference Review

- **Ad hoc Reviewer for** *2006-2011*
  - Risk Analysis Journal
  - European Journal of Operational Research (EJOR)
  - System Dynamics Review
  - Academy of Management Conference (2010, 2011)
  - International System Dynamics Conference (2006 – 2011)

### Membership in Professional Societies

- Academy of Management (AOM) *2009 – present*
- Association for Public Policy Analysis and Management (APPAM) *2009 – present*
- Public Management Research Association (PMRA) *2010 – present*
- Institute for Operations Research and the Management Sciences (INFORMS) *2011 – present*
- System Dynamics Society *2007 – present*
- Society of Judgment and Decision Making *2008- 2009*

### Coordinating and helping Academic Events

- MIT-Albany PhD Colloquium Coordinator. *2007-2008*
- Coordinator of Decision and Policy Sciences Weekly Meetings (Brown Bag) *2006-2008*
- Coordinator of Poster Symposium in International System Dynamics Conference, *2007-2009,*  
Managing a session with more than 100 posters. *2011*
- Volunteer in System Dynamics Conference *2007-2011*
- Elected and Served as the Representative of Sharif Management School Alumni. *2005-2006*
- Elected and Served as the President of Mechanical Engineering Students Council. *1999-2000*

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## REFERENCES

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**Professor David F. Andersen**

Distinguished Service Professor  
Rockefeller College of Public Affairs, University at Albany  
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Albany, NY 12222  
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**Professor George P. Richardson**

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