

SANA ZAFAR
PhD candidate
Raymond J. Harbert College of Business
Auburn University
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EDUCATION

Auburn University Harbert College of Business Ph.D. in Management (Candidate), 2022	Auburn, AL
COMSATS Institute of Information Technology M.B.A., 2015	Islamabad, Pakistan
Santa Fe College A.A., 2010	Gainesville, FL

ACADEMIC POSITIONS

Auburn University, Management Department Principles of Management (1 in person; 1 online; 1 HyFlex) Strategic Management (Lab instructor; 6 in person)	Auburn, AL Spring 2020 - Present Spring & Fall 2019
Islamic University, Business School Human Resource Management (1 in person) Integrated Marketing Communications (1 in person)	Islamabad, Pakistan Spring 2018 Spring 2018

RESEARCH

My research interests include decision making and risk taking, entrepreneurial hubris, and imposter syndrome.

Manuscripts with Revision Decisions (Titles Withheld to Maintain the Double-Blind Review Process)

Zafar, S., Waddingham, J. A., Zachary, M. A., & Short, J. C. (1st round revise and resubmit)
Topic: Search behavior and decision confidence. *Journal of Small Business Management*.

Research in Progress

Hamrick, A., Zafar, S., & Zachary, M. A., (writing manuscript). Topic: The influence of causal attributions for prior outcomes on subsequent risk taking. Target: *Management Science*.

Zafar, S., (writing manuscript). Topic: The effects of entrepreneurial confidence and hubris on venture success. Target: *Journal of Business Venturing*.

Refereed Conference Presentations

Zafar, S., Waddingham, J. A., & Zachary, M. A. (2020). What am I getting into? How equity crowdfunding investors search for information to make investment decisions. [Paper accepted for presentation] Babson College Entrepreneurship Research Conference 2020, Knoxville, TN, United States.

Zafar, S., Waddingham, J. A., Zachary, M. A., & Short, J. C. (2020). Investor search behavior and decision confidence in equity crowdfunding: An information search process model perspective [Paper accepted for presentation] Southern Management Association 2020 Annual Meeting, St. Pete Beach, FL, United States.

Zafar, S. (2020). There's a fine line between confidence and hubris: Exploring the effects of founder confidence and hubris on venture success [Paper accepted for presentation and Paper Development Workshop] Southern Management Association 2020 Annual Meeting, St. Pete Beach, FL, United States.

SERVICE

Ad-Hoc Reviewing

Journal of Small Business Management

INDUSTRY EXPERIENCE

Ufone, Islamabad, Pakistan April 2015 to June 2018

HR Employee Relations Executive

Responsible for the recruitment process, new employee onboarding, handling terminations, administering disciplinary procedures, and conducting awareness sessions pertaining to the compliance framework.

University of Florida, Gainesville, FL March 2011 to June 2011

Graduate Housing Student Assistant

Responsible for providing excellent customer service to graduate students and their families living on campus, maintaining resident records and key inventory of the apartment complex, and performing cleanliness checks and other inspections.

University of Florida, Gainesville, FL July 2010 to January 2011

Undergraduate Housing Program Assistant

Responsible for recruiting, training, and providing direct oversight to the front desk staff, managing assignments online data, and assigning residents to their respective rooms on campus.

University of Florida, Gainesville, FL

May 2009 to July 2010

Administrative Services Student Assistant

Responsible for preparing and maintaining mailing listservs for students living on campus and managing social media pages for undergraduate and graduate housing.

AWARDS AND ACCOMPLISHMENTS

- Awarded the York Fellowship at Auburn University – April 2020
- Awarded the Presidential Graduate Research Fellowship at Auburn University – March 2018
- Launched In-house Career Management System (Phase II) at Ufone – January 2018
- Received certificate of appreciation at Ufone for making the recruitment of One Stop Shops/Business Center Project a success – December 2016
- Dual enrolled at the University of Florida “Young Entrepreneurs for Leadership and Sustainability” program and received recognition for exceptional entrepreneurial skills and exceptional leadership in academic and in extra-curricular activities – August 2007