

Instructor's Bio

Ehsan Etezzad, PhD(c) in Applied Organizational Psychology

Ehsan Etezzad started his PhD program in Applied Organizational Psychology in 2021 after receiving his Master's degree in Organizational Psychology and his bachelor's degree in Clinical Psychology. Etezzad has over 16 peer-reviewed conference and journal publications. He also taught "Organizational Behavior" course as a Part-Time Professor at Sobey School of Business.

Etezzad is an expert in applied organizational psychology and behavioral science with a passion for enhancing workplace performance and well-being. As the Co-Founder and CEO, he leads initiatives that transform organizational cultures into healthy high-performance environments.

Etezzad is also a dedicated board member and mentor within the community, guiding professionals in human resources through the CPHR mentorship program and emerging ventures through UBC Innovation.

In this training program, his focus is on providing legal professionals with evidence-based strategies to manage stress, prevent burnout, and sustain excellence in the legal industry.

EDUCATION

Ph.D. in Applied Organizational Psychology Saint Mary's University, Halifax, Nova Scotia, Canada.	2021 – 2025
Master's Degree in Industrial and Organizational Psychology Saint Mary's University, Halifax, Nova Scotia, Canada.	2019 – 2021
Bachelor's Degree in Clinical Psychology Ferdowsi University of Mashhad, Mashhad, Iran.	2014 – 2018

PROFESSIONAL EXPERIENCE

Co-Founder & CEO MEUS Science Corp, Canada	Sep 2023 - Present
Co-Founder & Editor-in-Chief Weekly Performance Science, Canada	Sep 2023 - Present
Behavioral Scientist Maslow Leadership, Canada	June 2022 – June 2023
Content Specialist CN Centre for Occupational Health & Safety, Canada	May 2020 – Aug 2021
Organizational Effectiveness Specialist Shoppers Drug Mart, Canada	May 2020 – April 2021
Human Resources Research Officer	Jan 2018 - June 2019

PARAND ARVIN TOOS, Iran

Human Resources Officer

PISHTAZAN SAFAR GOSTAR FANAVAR RATA, Iran

Aug 2017 - June 2018

ACADEMIC EXPERIENCE

Part-time Professor

Sobey School of Business at Saint Mary's University

Jan 2023 – March 2023

Graduate Research Assistant

Saint Mary's University, Canada

Sep 2021 – March 2023

Graduate Teaching Assistant

Saint Mary's University, Canada

Sep 2019 – March 2023

Graduate Research Assistant

Dalhousie University, Canada

Sep 2020 – Sep 2022

Graduate Research Assistant

Saint Mary's University, Canada

May 2020 – May 2021

Graduate Research Assistant

Mount Saint Vincent University, Canada

Feb 2020 – July 2020

Graduate Research Assistant

Saint Mary's University, Canada

Dec 2019 - April 2020

Project Assistant

Saint Mary's University, Canada

Sep 2019 - April 2020

Research Assistant

Ferdowsi University of Mashhad, Iran

May 2015 - Dec 2017

PUBLICATIONS

Etezad, E., Kenny, G., Dutton, D., Woodland, J., Brunt, K. (under review). Qualitative Analysis of Pharmacists' Assessment of Occupational Psychosocial Hazards. *Journal of Pharmaceutical Policy and Practice*.

Lee-Baggley, D., Howatt, B., Bakour, H., **Etezad, E.**, Gilin, D. (under review). Development and Validation of the Belonging at Work Scale: Association with Mistreatment and Leaves. *Plos One*.

Pournezhad, S., **Etezad, E.**, Atkinson, P., Brunt, K R. (2025). Burnout in Critical Care Units: Evidence-based Strategies to Support Healthy High Performance. 2025 Critical Care Congress. Florida, USA.

Kenny, G., **Etezad, E.**, El-Mughayyar, D., Levesque, M., Fowler, S., Fournier, H., Woodland, J., Brunt K R. (2024). Overcoming Barriers to Cardiac Rehabilitation Survey Recruitment of Older Adult Patients with Cardiovascular Disease and Multimorbidity. NB Health Research Conference. Saint John, Canada.

Fournier, H., **Etezad, E.**, El-Mughayyar, D., Fowler, S., Brunt, K R. (2024). Practical Utility and Factors Driving Use of Virtual Cardiac Rehabilitation: A Patient-Centric and Disabilities View to Innovation. International Conference on Human-Computer Interaction, Washington, DC, USA, pp 160-167.

Gilin, D., Anderson, G., **Etezzad, E.**, Lee-Baggley, D. Cooper, A. & Preston, R. (2023). Impact of a Wellness Leadership Intervention on the Empathy, Burnout, and Resting Heart Rate of Medical Faculty. *Mayo Clinic Proceedings: Innovations, Quality & Outcomes*, 7, 6, 545-555.

Etezzad, E., Fleming, M. Weigand, H. A., Hartt, C. M., Dutton, D. J., Barker, J. R., & Brunt, K. R. (2023). Exploring the well-being of community pharmacy professionals, turnover intention, and patient safety — time to include operational responsibility. *Canadian Pharmacists Journal*, 156, 2.

Etezzad, E., Fleming, M., Barker, J. R., & Brunt, K. R. (2023). Caring for Care-Providers: How Organizational Psychology Can Help Improve the Sustainability, Functioning, & Effectiveness of Community Pharmacy Services. Paper accepted as a poster at Canadian Psychological Association 84th Annual National Convention. Toronto, Canada.

Kenny, G., **Etezzad, E.**, Love, M., Barker, J., Brunt, K. (2023). Workplace Wellness: Evidence-Based Strategies to Increase Individual Resilience and Operational Efficiency of Healthcare Services. NB Health Research Conference. Saint John, Canada.

Etezzad, E., Gilin, D., Lee-Baggley, D. Preston, R., & Cooper, A. (2022). Wellness Leadership: An Intervention to Prevent Physician Burnout Post COVID-19 Pandemic. Paper accepted as a 12-Minute Talk at Canadian Psychological Association 83rd Annual National Convention. Calgary, Canada.

Etezzad, E., Fleming, M. Weigand, H. A., Hartt, C. M., Dutton, D. J., Barker, J. R., & Brunt, K. R. (2022). Exploring the well-being of community pharmacists and its association with patient safety culture. Paper accepted as a poster at Canadian Psychological Association 83rd Annual National Convention. Calgary, Canada.

Etezzad, E., & Gilin, D. (2021). Predisposing, Predictive, and Protective Factors of Burnout Among COVID-19 Front-line Care Workers. Paper accepted as a poster at Canadian Psychological Association 82nd Annual National Convention. Virtual, Canada.

Etezzad, E., Gilin, D., Anderson, G., & Hayes, C. (2021). Job Burnout and Turnover Intentions Among Frontline Care Workers During COVID-19 Pandemic. Paper accepted as a poster at Canadian Psychological Association 82nd Annual National Convention. Virtual, Canada.

Blazer, M., **Etezzad, E.**, McVarnock, A., & Gilin, D. (2020). Bipolar Disorder Disclosure and Symptom Types Impact on Stigma in the Workplace. Paper accepted as a poster at Canadian Psychological Association 81st Annual National Convention. Montreal, Canada.

Blazer, M., **Etezzad, E.**, Manels-Murphy, M., Wu, J., & Roulin, N. (2020). Millennial Perception of Perpetuating their Stereotypes in the Workplace Scale. Paper accepted as a poster at Canadian Psychological Association 81st Annual National Convention. Montreal, Canada.

Etezzad, E., & AghaMohamadian Sharbaf, H. R. (2017). Investigate the Role of Self-Efficacy in Job Prospect Anxiety among People with Physical Disabilities. *Clinical Psychology Undergraduate Dissertation*, Faculty of Educational Sciences and Psychology, Ferdowsi University of Mashhad, Iran.

Razaghi, S. Moshirian, M., & **Etezzad, E.** (2017). Comparison of visual working memory between people with internet addiction disorder and normal peoples. Paper presented at First National Congress on New Researches in Cognitive Psychology. Guilan, Iran.

Etezzad, E., & Asghari EbrahimAbad, M. J. (2015). The Psychological Consequences of International Immigration. Paper accepted as a poster at International Conference on Migration: Patterns, Consequences, and Policies. Tehran, Iran.

ACADEMIC AWARDS

FGSR Fellowship Award recipient Saint Mary's University	2019 - 2023
FGSR Graduate Award recipient Saint Mary's University	2019 - 2023
Nova Scotia Graduate Scholarship Government of Nova Scotia	2021 - 2023
Nova Scotia Scholar recipient Research Nova Scotia	2020 - 2023
HMFF Student Scholarship recipient HMFF Foundation	2020 - 2021

VOLUNTEER EXPERIENCE

Board Member AboutFace, Toronto, Canada	Dec 2024 – Present
Mentor for Emerging Ventures Entrepreneurship@UBC, University of British Columbia, Canada	Oct 2024 – Present
Advisory Committee Member Stand Up for Safe Workplaces, BC Federation of Labour, Canada	Sep 2024 – Present
Mentor for HR Specialists Chartered Professionals in Human Resources of BC & Yukon, Canada	Jul 2024 – Present
Member of Equity, Diversity, and Inclusion Committee Psychology Department, Saint Mary's University, Canada	Sep 2020 – April 2021

COMPUTER SKILLS

- R
- Microsoft BI
- Tableau
- SPSS
- Jamovi
- Jasp
- Microsoft Office
- Qualtrics
- HRIS/ERP Software