

Nabi Ebrahimi

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RESEARCH INTERESTS

- AI and trust dynamics
- Job insecurity and career sustainability
- Remote work
- Experiential learning

EDUCATION

Ph.D., Business Administration, GPA: 3.95/4

September 2021 – May 2025 (Expected)

University of Massachusetts Lowell

- Concentration in Leadership/Organization Studies
- Dissertation Title: Job insecurity during AI integration: The mitigating role of employee felt trust
 - Committee: Tamara Montag-Smit (Chair), Kimberly Merriman, (The 3rd member: TBD)

M.A., Business Administration, GPA: 3.72/4

July 2015 – June 2018

Marmara University, Istanbul, Turkey

- Concentration in Quantitative Methods
- Thesis Title: The role of moral disengagement on the relationship between affective commitment and unethical pro-organizational behavior

M.A., Education, GPA: 3.64/4

September 2007 – June 2009

University of Kashan, Iran

- Concentration in Language Education
- Thesis Title: Enhancing tertiary-level language teaching: The role of learning environments

B.A., English Language

2007

Persian Gulf University, Iran

TEACHING EXPERIENCES

Instructor of Record

Spring and Summer 2024

University of Massachusetts Lowell

- MGMT 3010: Organizational Behavior
- Student evaluation: 4.6 out of 5.00

Teaching Assistant

2021-2023

University of Massachusetts Lowell

- MGMT 3100: Human Resource Management
- MGMT 3010: Organizational Behavior

ESL Instructor Ibn Haldun University, Turkey	2018-2021
<ul style="list-style-type: none"> • School of Language Education 	
ESL Instructor Worldwide Institute/English Time, Turkey	2013-2018
<ul style="list-style-type: none"> • Department of Languages 	
ESL Instructor Azad University, Iran	2008-2013
<ul style="list-style-type: none"> • School of Language Education 	
ESL Instructor Parto Language Academy, Iran	2007-2013

PEER-REVIEWED JOURNAL PUBLICATIONS

Ebrahimi, N.*, and Yurtkoru, E. S. (2017). “The relationship between affective commitment and unethical pro-organizational behavior: The role of moral disengagement”. *Research Journal of Business and Management*, 4(3), 287-295.

* Master’s Thesis

MANUSCRIPTS UNDER REVIEW

Ebrahimi, N.*, Montag-Smit, T. (Under Review). Employee felt trust: A critical review and future directions. *Journal of Management*.

Merriman, K., Kostanski, S., **Ebrahimi, N.**, Tamara Montag-Smit. (Under Review). Nature at work: Unraveling the psychological valuation of biophilic work environments. *Human Resource Management*.

Smit, B., **Ebrahimi, N.**, Montag-Smit, T., Boyar, S., & Maertz, C. (Under Review). The hidden pitfalls of flexibility: How work flexibility can promote strain and work-family conflict through telepressure. *Journal of Managerial Psychology*.

* Ph.D. Dissertation, Essay 1

MANUSCRIPTS IN PREPARATION

Ebrahimi, N., Montag-Smit, T., Greenway D., Kostanski, S. [Topic: Remote work’s dual nature: Inducing workplace loneliness while facilitating community embeddedness]. Stage: Writing. Target: *Human Relations*.

Kostanski, S., Montag-Smit, T., **Ebrahimi, N.**, [Topic: Theory of interaction of social and individual processes for individual creativity]. Stage: Writing. Target: *Academy of Management Review*.

Montag-Smit, T., Keith, M., **Ebrahimi, N.**, Smit, B., Sirkwoo, J. [Topic: Motivation and creativity: A meta-analysis]. Stage: Data entry. Target: *Journal of Applied Psychology*.

Ebrahimi, N., Montag-Smit, T., Kronrod, A., [Topic: The effect of servant leadership on languishers' social functioning and organizational identification]. Stage: Writing. Target: *Leadership Quarterly*.

Ebrahimi, N., Kimberly, M., Montag-Smit, T. [Topic: Servant leadership: A systematic review and future research direction]. Stage: Writing. Target: TBD.

BOOK CHAPTER IN PREPARATION

Feldman, E., Kostanski, S., Montag-Smit, T., **Ebrahimi, N.**, (In Preparation). The role of workplace relationships as potential antidotes to loneliness. In Hughes, E., Krueger, J., Roberts, T., Seemann, A. (Eds). *An Interdisciplinary Investigation of Loneliness*: Bloomsbury Press.

PEER-REVIEWED PRESENTATIONS

Ebrahimi, N., Montag-Smit, T. & Greenway D. (2024). *Sustaining remote work: The role of movement flexibility and community embeddedness*. Paper accepted to be presented at the Academy of Management Conference, August 9-13, 2024, Chicago, IL.

Merriman, K., **Ebrahimi, N.**, Kostanski, S. (2024). *Nature at work: Unraveling the psychological valuation of biophilic work environments*. Paper accepted to be presented at the Academy of Management Conference, August 9-13, 2024, Chicago, IL.

Pirson, M., **Ebrahimi, N.**, et al. (2024). *Humanistic leadership and management- innovating for a humane future in a globalized world*. PDW workshop accepted to be presented at the Academy of Management Conference, August 9-13, 2024, Chicago, IL.

Ebrahimi, N., Montag-Smit, T. & Greenway D. (2024). *Sustaining remote work: The role of movement flexibility and community embeddedness*. Paper presented at the Eastern Academy of Management Conference, May 14-17, 2024, Providence, RI.

Ebrahimi, N., Montag-Smit, T., Kronrod, A. (2023). *Effects of servant leadership on languishers' social functioning and organizational identification*. Paper presented at the Academy of Management Conference, August 4-8, 2023, Boston, MA.

Ebrahimi, N., Montag-Smit, T. (2023). *Inclined to stay: When community embeddedness diminishes stress and enhances employee retention*. Paper presented at the Eastern Academy of Management Conference, May 16 – 19, 2023, Philadelphia, PA.

Ebrahimi, N., Merriman, K., Montag-Smit, T. (2023). *Servant leadership: A review of its mechanisms*. Paper presented at the Eastern Academy of Management Conference, May 16 – 19, 2023, Philadelphia, PA.

Ebrahimi, N., (2016). *The relationship between organizational efficacy and collective work engagement among Turkish employees*. 3rd International Conference of Business Students. 13-14 May 2016, University of Sakarya, Turkey.

OTHER PEER-REVIEWED JOURNAL PUBLICATIONS

- Ebrahimi N.** (2015). "Validation and application of the Constructivist Learning Environment Survey in English language teacher education classrooms in Iran." *Learning Environments Research*, 18 (1), 69-93.
- Ebrahimi N.**, Eskandari Z., Rahimi A., (2013). "The effects of using technology and the internet on some Iranian EFL students' perceptions of their communication classroom environment." *Teaching English with Technology*, 13(1), 3-19.
- Ebrahimi N.**, Rahimi A., (2013). "Towards a more efficient EFL reading comprehension classroom environment: The role of content and critical reading." *Apples - Journal of Applied Language Studies*, 7 (2), 1– 15.
- Ebrahimi N.**, (2013). "Constructivist Translation Classroom Environment Survey (CTLES): development, validation and application." *Translation & Interpreting*, 5 (2), 163-186.
- Rahimi A., **Ebrahimi N.A.**, (2011). "Constructivist vs. objectivist learning environments". *Contemporary Online Language Education Journal*, 1, 89-103.
- Bahadori, F., Eskandari, Z., **Ebrahimi, N.***, Bostan, M.S., Eroglu, M.S., Oner, E.T. (2019). "Development and optimization of a novel PLGA-Levan based drug delivery system for curcumin, using a quality-by-design approach". *European Journal of Pharmaceutical Sciences*, 138 (2019) 105037.
- Eskandari, Z., Kazdal, F., Bahadori, F., **Ebrahimi, N.*** (2018). "Quality-by-design model in optimization of PEG-PLGA nano micelles for targeted cancer therapy". *Journal of Drug Delivery Science and Technology*, 48, 393-402.

*Role: Quantitative Data (quality-by-design) Analyst

APPLIED/WORK EXPERIENCE

- Mentorship** 2023-2024
Rist DifferenceMaker Institute, University of Massachusetts Lowell
- Mentoring young entrepreneurs in personal, professional, and business development
- Mentorship** 2024-Present
Lumiere Education
- Volunteering to mentor high school students in less privileged communities in conducting academic research
- Co-founder and Director** 2007-2013
Parto Language Academy, Iran
- Established the academy's vision and long-term goals.
 - Developed and executed strategic plans for growth and sustainability.
 - Designed comprehensive language programs and integrated innovative teaching methods.
 - Led and evaluated educators and staff, fostering a collaborative environment.
 - Implemented student-centric policies and extracurricular activities to enhance learning outcomes.
 - Ensured compliance with educational standards and achieved accreditation.

- Managed budgets, finances, and fundraising strategies.
- Built relationships with parents, students, and the community through outreach programs.
- Executed marketing campaigns to attract and retain students.

Freelancer

2014-2021

Online

- Research mentorship
- Statistics: analysis and tutoring (R, SPSS, Stata, SAS, Minitab)
- Translation and interpretation (English, Persian, and Turkish)

HONORS & AWARDS

UMass Lowell Graduate Scholarship

2021-Present

Manning School of Business Dean's Scholarship

Summer 2022

SERVICE

Reviewer

- Academy of Management Conference
- Eastern Academy of Management Conference

PROFESSIONAL AFFILIATIONS

Academy of Management

- Member and a volunteer at the Global Committee of the OB Division

Eastern Academy of Management

- Member and a leading member of Doctoral Students Advisory Board

Association for the Advancement of Artificial Intelligence (AAAI)

- Member

The Association for Business Simulation and Experiential Learning (ABSEL)

- Member

International Humanistic Management Association

- Fellow

University of Massachusetts Lowell Graduate Iranian Association

- Treasurer