

Nabi Ebrahimi

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EDUCATION

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

September 2021 – Early 2026 (Expected)

University of Massachusetts Lowell

- Concentration in Leadership/Organization Studies
 - Dissertation Title: Reframing technostress in the age of AI: Theoretical foundations and empirical evidence
 - Committee: Tamara Montag-Smit (Chair), Kimberly Merriman, Huimin Chen

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., English Language Teaching, GPA: 18.20/20

2007 – 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, GPA: 14.93/20

2002 – 2006

Persian Gulf University, Iran

TEACHING PHILOSOPHY AND EXPERIENCES

Teaching Philosophy

My teaching philosophy emphasizes experiential learning, student dignity, inclusivity, future-focused thinking, and innovation. I design courses that bridge theory and practice through case studies, simulations, innovative approaches, and applied projects, enabling students to engage deeply with organizational challenges. Having taught students from many different countries, I am committed to creating classrooms where all voices are valued, and I intentionally incorporate technology and real-world perspectives to prepare students for modern workplaces.

Adjunct Faculty

Spring 2025-Present

Merrimack College

- MGT 3120: Organizational Behavior
 - Spring 2025 – 2 blended sections (45 undergrads per section)
- MGT 1100: Introduction to Business
 - Spring 2025 – 1 in-person section
- MGT 3410: Human Resource Management
 - Fall 2025 – 1 blended section (Scheduled, 50 undergrads)

Instructor of Record*Spring 2024-Present*

University of Massachusetts Lowell

- MGT 3010: Organizational Behavior
 - Spring 2024 — 1 in-person section
 - Summer 2024 — 1 online section
 - Fall 2024 — 1 in-person section
 - Spring 2025 — 1 in-person section and 1 online section
 - Summer 2025 — 1 online section
 - Fall 2025 — 4 online sections (scheduled)
- Average student evaluation score: 4.7/5.0

Teaching Assistant*2021-2023*

University of Massachusetts Lowell

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

ESL Instructor (Part-time)*2024-Present*

ASC English, Boston, MA

International Experience**ESL Instructor (Full-time)***2018-2021*

Ibn Haldun University, Turkey

- School of Language Education

ESL Instructor (Full-time)*2013-2018*

Worldwide Institute/English Time, Turkey

- Department of Languages

ESL Instructor (Part-time)*2008-2013*

Azad University, Iran

- School of Education

ESL Instructor (Full-time)*2007-2013*

Parto Language Academy, Iran

RESEARCH INTERESTS

- AI integration, employee well-being, and technostress
- Leadership, trust, and felt trust
- Remote work and employee relationships
- Biophilia

PEER-REVIEWED JOURNAL PUBLICATIONS

Research in Management:

Merriman, K., Kostanski, S., **Ebrahimi, N.**, Montag-Smit, T. (2025). "The Signaling Effect of Biophilic Job Posts: Do Applicants Trade Green for Green?" *Human Resource Management*, <https://doi.org/10.1002/hrm.22285>.

Smit, B., **Ebrahimi, N.**, Montag-Smit, T., Boyar, SL., Maertz, C. (2025). "The Hidden Pitfalls of Flexibility: How Work Flexibility Can Promote Strain and Work-Family Conflict Through Telepressure". *Journal of Managerial Psychology*, <https://doi.org/10.1108/JMP-01-2024-0027>

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.

Research in Education

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.

BOOK CHAPTER

Feldman, E., Kostanski, S., Montag-Smit, T., **Ebrahimi, N.**, (Ready for Publication). 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.

MANUSCRIPTS UNDER REVIEW

Ebrahimi, N., Montag-Smit, T., Greenway D., Kostanski, S. (Under Review). Remote work's dual nature: Inducing workplace loneliness while facilitating community embeddedness. *Journal of Organizational Behavior*.

Ebrahimi, N.*, Montag-Smit, T. (R&R Stage). Employee felt trust: A critical review and future directions. *Journal of Trust Research*.

* Ph.D. Dissertation, Essay 1

MANUSCRIPTS IN PREPARATION

Ebrahimi, N. [Topic: Reconceptualizing Technostress for the Age of AI: Uncertainty, Appraisal, and Employee Adaptation]. Stage: Writing. Target: *Academy of Management Review*.

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.

PEER-REVIEWED PRESENTATIONS

Smit, B., **Ebrahimi, N.**, Montag-Smit, T., Boyar, SL., Maertz, C. (2025). *The Hidden Pitfalls of Flexibility: How Work Flexibility Can Promote Strain and Work-Family Conflict Through Telepressure*. Paper accepted to be presented at the Academy of Management Conference, July 25-29, 2025, Copenhagen, Denmark.

Ebrahimi, N., Montag-Smit, T., Greenway D., Kostanski, S. (2025) Remote but Not Alone: Leveraging Community Embeddedness to Boost Well-Being. Paper accepted to be presented at the Academy of Management Conference, July 25-29, 2025, Copenhagen, Denmark.

Pirson, M., **Ebrahimi, N.**, et al. (2025). *Reality Proves Possibility- Humanistic Management as Enabler of Dignity and Flourishing for All*. PDW workshop accepted to be presented at the Academy of Management Conference, July 25-29, 2025, Copenhagen, Denmark.

Ebrahimi, N., Montag-Smit, T. *Employee felt trust: A critical review and future directions*. Paper accepted to be presented at the Eastern Academy of Management Conference, May 13-18, 2025, Baltimore, MD.

Ebrahimi, N., Montag-Smit, T. & Greenway D. (2024). *Sustaining remote work: The role of movement flexibility and community embeddedness*. Paper 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 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 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.

MANAGERIAL AND LEADERSHIP EXPERIENCE

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.

ADVISING AND MENTORSHIP EXPERIENCE

Mentorship

2023-Present

Rist DifferenceMaker Institute, University of Massachusetts Lowell

- Mentoring and advising students on both academic and professional development pathways.

Mentorship

2024-Present

Lumiere Education

- Volunteering to mentor high school students in less privileged communities in conducting academic research
- Mentoring and advising students on both academic and professional development pathways.

Mentorship and Tutoring

2014-2021

Online

- Research mentorship
- Statistics tutoring (R, SPSS, Stata, SAS, Minitab)

Research and Statistical Collaborations

2015-2019

- Collaborated with interdisciplinary teams on the design and analysis of experimental projects.
- Provided statistical consulting in SEM, meta-analysis, and advanced quantitative methods.

HONORS & AWARDS

UMass Lowell Graduate Scholarship	2021-Present
Manning School of Business Dean's Scholarship	Summer 2022
Best Paper Award, Eastern Academy of Management Conference	2025

SERVICE

Reviewer

- Journal of Managerial Psychology - Member, Early Career Reviewer Board
- 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 of Strategic Planning Committee and Doctoral Students Advisory Board

The Association for Business Simulation and Experiential Learning (ABSEL)

- Member

Association for the Advancement of Artificial Intelligence (AAAI)

- Member

International Humanistic Management Association

- Fellow