

Zeinab Mokhtari

New York, NY | zmokhtari71@gmail.com | [Website](#)

EDUCATION

- 2024 Joint Ph.D., Education and Educational Administration
Technische Universität Dresden, Shiraz University
Advisors: Dr. Ghasem Salimi
Professor Thomas Koehler
- Dissertation Title: Adapting the Internet of Everything (IoE) concept to develop a Technical and Vocational Education and Training (TVET) Framework
GPA: 18.70/20
- 2016 M.A., Human Resources Training and Development
Shahid Beheshti University
Advisor: Professor Abasalt Khorasani
- Thesis Title: An Assessment of the Effectiveness of On-the-Job Training Using Holton's Model
GPA: 19.28/20
- 2014 B.A., Educational Administration and Planning
Shiraz University
Advisor: Dr. Mehdi Mohammadi
GPA: 17.51/20
- Thesis Title: Investigating the Role of Managers' Emotional and Social Competencies in Enhancing Employees' Technical, Contextual, and Behavioral Competencies: A Human Resource Management Perspective

PUBLICATIONS

- Mokhtari, Z.**, Koehler, T., Salimi, G., Safavi, A. A., & Shafiei, M. (2022). Internet of Everything in the teaching-learning approach: An integrative review. *Interdisciplinary Journal of Virtual Learning in Medical Sciences*, 13(2), 69-84.
- Mohammadi, M., Naseri Jahromi, R., Rasekh Jahromi, A., **Mokhtari, Z.**, AllameZade, M., & Tanasan, M. (2019). The effects of COMFORT education on nurses' attitude towards communication skills. *Research in Medical Education*, 10(4), 23–30.

- Mohamadi, M., Naseri Jahromi, R., **Mokhtari, Z.**, Hesampor, Z., & Naseri Jahromi, R. (2018). Multilevel analysis of student and school level factors on students' academic achievement. *Quarterly Journal of Educational Innovations*, 17(3), 7–22.
- Shafiei, M., Salimi, G., Mohammadi, M., & **Mokhtari, Z.** (2018). Research self-efficacy and career decision-making self-efficacy of students at Shiraz University of Medical Sciences: An explanatory model. *Iranian Journal of Medical Education*, 18, 49–59.
- Mohammadi, M., Marzooghi, R., Naseri Jahromi, R., Dorfeshan, M., & **Mokhtari, Z.** (2017). The effect of cooperative teaching on students' group cohesion: The mediating role of cooperation approaches. *Knowledge & Research in Applied Psychology*, 16(3), 49–59.
- Mohammadi, M., Naseri Jahromi, R., **Mokhtari, Z.**, Rasekh Jahromi, A., Abedi, A., & Naseri Jahromi, R. (2016). An evaluation of effective factors in learning transfer of nursing on-the-job training courses in the work-environment based on Holton's transfer model. *Journal of Medical Education Development*, 9(23), 83–89.
- Khorasani, A., Shams Morekani, G., & **Mokhtari, Z.** (2016). Evaluating the role of individual factor in employees' effective transfer of in-service training to the workplace. *Journal of Studies in Learning & Instruction*, 9(1).
- Mohammadi, M., Salimi, G., & **Mokhtari, Z.** (2015). Investigating the role of emotional and social managers' competencies in improving technical, contextual and behavioral employees' competencies from human resource management perspective. *Journal of Organizational Resources Management Research*, 6(3), 195–214.
- Naseri Jahromi, R., Mahmoodi, E., Rahmani, H., Mohammadi, M., & **Mokhtari, Z.** (2015). Investigating the barriers to promoting women's management level from viewpoints of Shiraz high schools female principals. *Educational Administration Research*, 6(23), 87–105.
- Salimi, G., Mohammadi, M., & **Mokhtari, Z.** (2015). The impact of emotional intelligence on employees' job satisfaction and job performance in higher education institutions: Shiraz University as a case study. *Quarterly Journal of New Approaches in Educational Administration*, 6(22), 39–60.

MANUSCRIPTS UNDER REVIEW

- Jeong, S. J., Alhassan, I. A., & **Mokhtari, Z.** (under review). Navigating the double-edged sword: A systematic synthesis of artificial intelligence and career outcomes.
- Jeong, S. J., **Mokhtari, Z.**, & Alhassan, I. A. (under review). The Impact of Artificial Intelligence on Career Outcomes in the Workplace Context: Systematic Review Approach.

MANUSCRIPTS IN PREPARATION

- Mehrvarz, M., **Mokhtari, Z.**, Abdoli, S., McLaren, B., & Rahimi, S. When, what, and how scaffolding: Optimizing hint modality and delivery in digital game-based learning.
- Salimi, G., **Mokhtari, Z.**, Mirghafari, F., Bameri, M., & Koehler, T. How do technological pedagogical content knowledge (TPACK) and acceptance of Web 2.0 technologies promote TVET instructors' innovative teaching behaviors?
- Mehrvarz, M., **Mokhtari, Z.**, & Kahveci, E. N. The role of LLMs in digital game-based learning: A systematic literature review.

CONFERENCE PRESENTATIONS

- Mokhtari, Z.**, & Jeong, S. J. (2026, June). Co-intelligence instructional coaching: A concept analysis of human–AI collaboration in teacher professional development. *Annual Meeting of the International Society of the Learning Sciences*, Irvine, CA, United States.
- Mokhtari, Z.**, Mehrvarz, M., McLaren, B., Rahimi, S., Abdoli, S., & Kahveci, E. N. (2026, April). One hint doesn't fit all: Learner characteristics and hint design in digital learning games. Roundtable presentation at the *Annual Meeting of the American Educational Research Association*, Los Angeles, CA, United States.
- Mokhtari, Z.**, Salimi, G., Safavi, A. A., & Koehler, T. (2026, April). Reimagining TVET in the digital age: A conceptual framework for Internet of Everything integration. Roundtable presentation at the *Annual Meeting of the American Educational Research Association*, Los Angeles, CA, United States.
- Mokhtari, Z.**, Salimi, G., & Safavi, A. A. (2021). Gamified teaching-learning approaches in higher education: A scoping review. *The 8th International and the 14th National Conference on e-Learning and e-Teaching*, Tehran, Iran.
- Mokhtari, Z.**, Mohammadi, M., & Safavi, A. A. (2019). Toward enabling the campus smart classrooms based on IoT. Oral presentation at the *24th Annual International Conference on e-Learning and e-Teaching*, Tehran, Iran.
- Jahani, J., & **Mokhtari, Z.** (2018). Examining the competencies of teachers with the approach of training for sustainable development. Paper presented at the *3rd International Conference on Modern Research in Educational Sciences and Psychology*, Tehran, Iran.
- Mohammadi, M., & **Mokhtari, Z.** (2016). Vocational training: Worthy of selection, worthy breeding, worthy performance. Paper presented at the *7th National Conference of the Philosophy of Education Society of Iran*, Shiraz, Iran.
- Mahdian, M., Nowrouzi, R., Jahani, J., & **Mokhtari, Z.** (2015). The role of social capital in staff's organizational citizenship in private university–Borujerd Branch. Paper presented at the *2nd International Conference on Psychology, Educational Sciences, and Lifestyles*, Iran.

RESEARCH PROJECT CONTRIBUTIONS

- 2017–2018 Contributed to the development of the strategic plan for Kurdistan University
- 2016–2017 Contributed to the design of an applied system for developing and accelerating literacy in Fars Province
- 2016–2017 Contributed to the design of a model for the use of information technology in literacy programs
- 2015–2017 Contributed to the development of a model for assessing research quality in the academic system

TEACHING EXPERIENCE

- Jun 2021–Jul 2021 Instructor, Teaching Methods for Teachers, Various Schools
- Aug 2020–Sep 2020 Instructor, SPSS Workshop for Faculty Members, Farhangian University
- Feb 2020–May 2020 Instructor, Instructional Design for Pre-Service Physics Students (Remote Delivery Due to COVID-19), Farhangian University
- Aug 2019–Jan 2020 Instructor, Instructional Design for Pre-Service Literature Students, Farhangian University
- Aug 2018–Aug 2019 Teaching Assistant, Research Methods (Qualitative, Quantitative, and Mixed Methods), Shiraz University
- Aug 2016–Aug 2017 Teaching Assistant, Statistical Analysis Using SPSS, Shiraz University

PROFESSIONAL EXPERIENCE

- 2020–2022 Consultant in Human Resources Training and Development, Various Schools and Organizations
- 2018–2019 Research and Development Specialist in STEM for Children, Negar
- 2017–2018 Journal Administrative Manager, Shiraz University
- 2013–2014 Training Program Assistant (Intern), Shiraz University

ACADEMIC SERVICE

- 2026 Conference Reviewer, International Conference of the Learning Sciences (ICLS)
- 2019 Collaborated with the Executive Committee, 2nd International and 13th National Conference on Quality Assessment in University Systems, Shiraz University
- 2014 Executive Committee Member, 3rd National Conference of the Iranian Society for Training and Development
- 2014–2015 Volunteer, Iranian Society for Training and Development (ISTD)

HONORS AND AWARDS

2016

- Ranked 26th in Iran's National Ph.D. Entrance Examination in Education
- Recognized as an Exceptional Talent in the M.A. Program

2014

- Achieved top rankings in Iran's National Master's Entrance Examination:
 - 3rd in Educational Administration and Human Resources Training and Development
 - 8th in Higher Education Administration
 - 9th in Philosophy of Education
- Ranked 16th in Iran's National Education Olympiad

SKILLS

- Statistical Software, Programming & Web Technologies: R, SPSS, Python, HTML, CSS
- Qualitative Analysis Software: MAXQDA
- Data Visualization & Reporting: R, Python, Microsoft Excel
- Instructional & Authoring Tools: Articulate Storyline, Camtasia, Adobe Premiere
- Quantitative Research Methods: Survey design, structural equation modeling, mediation and moderation analysis, multilevel modeling, longitudinal modeling, ANOVA/MANOVA, and regression analysis
- Qualitative Research Methods: Phenomenology, grounded theory, the Delphi method, interviews, focus groups, thematic analysis, and qualitative coding
- Mixed-Methods Research: Exploratory sequential and explanatory sequential designs; integration of quantitative and qualitative findings
- Review and Conceptual Methods: Systematic reviews, scoping reviews, integrative reviews, and concept analysis

PROFESSIONAL MEMBERSHIPS

2026–Present	Member, International Society of the Learning Sciences
2025–Present	Member, American Educational Research Association
2019–2021	Member, Iranian E-Learning Association
2014–2015	Member, Iranian Society for Training and Development (ISTD)