

Tahmineh Borhani

Postdoctoral Fellow • College of Letters,
Arts, and Social Sciences • Department of
Politics and Philosophy • University of Idaho

Address:

Moscow-Idaho

Google
Scholar:

<https://scholar.google.com/citations?hl=en&user=62Xc5gYAAAAJ>

Email:

tahminehborhani@uidaho.edu

*PROFESSIONAL PROFILE

I have a PhD in public administration. My research fields are employee mental health, organizational performance, and public policy and decision-making. My PhD dissertation contributed to the creation of Iran's first public policy laboratory at Tehran University.

* EDUCATION

2017-2022

University of Tehran

PhD in Public Administration, Decision-Making and Public Policy-Making (GPA: 18.32 out of 20)

Thesis title: "Presentation of the Public Policy Laboratory Design Model" / Thesis defense date: April 20, 2022

2014-2016

Shahid Beheshti University

Master in Public Administration, Human Resources Management (GPA: 17.05 out of 20)

Thesis title: "The study of the factors affecting the mental well-being of employees and the consequences of the mental well-being of employees" / Thesis defense date: June 28, 2016

2010-2014

Shahid Beheshti University

Bachelor in Civil engineer

* RESEARCH INTEREST

- Public administration (decision-making and public policy-making, human resources management)
- Employees' well-being and mental health
- Social and organizational health
- Organizational behavior
- leadership styles
- Racial, gender, health, and ethnic inequalities
- Public policy laboratories

* PUBLICATIONS

- April 2024* Enhancing Team Performance in the Digital Age: Impact of Technologically Moderated Communication in the Interplay of E-Leadership & Trust
International Journal of Business and Management Studies
Eslamdoust, S., Hoon Lee, J., **Borhani, T.** (2024).
Doi: 10.56734/ijbms
URL: <https://ijbms.net/journal/320>
- February 2024* Presentation of the Public Policy Laboratory Design Model
Scholars Journal of Economics, Business and Management
Borhani, T., Monavarian, A., Pourezat, A., Ostadalidehaghi, R.
Doi: 10.36347/sjebm.2024.v11i02.002
URL: <https://www.saspublishers.com/article/19371/>
- February 2022* Applying a meta-combination qualitative approach to provide a design pattern for a policy laboratory
Public Administration Perspectives Quarterly, 13 (1), 97-115.
Borhani, T., Pourezat, A., Monavarian, A.
Doi: 10.52547/jpap.2022.223266.1097
URL: https://jpap.sbu.ac.ir/article_102097.html
- March 2022* The public policy lab, Policy examination scene (Book)
University of Tehran Press
Pourezat, A., **Borhani, T.**, Faghihi, M.
- November 2019* The study of factors affecting the reduction of bullying in the organization: The role of human resources activities and employee welfare
Journal of New Research Approaches in Management and Accounting, 3 (10), 15-32.
Borhani, T., Amirkhani, T., and Ali, A.
URL: <https://majournal.ir/index.php/ma/article/view/256>
- Jun 2016* The study of factors affecting the mental well-being of employees
Public Administration Perspectives Quarterly, 7 (3), 85-103.
Borhani, T., Hadizadeh Moghadam, A.
URL: https://jpap.sbu.ac.ir/article_95857.html?lang=en

April 2016

Public service motivation: A study of the impact of job design and employee subjective well-being

Iranian Management Sciences Quarterly, 11 (41), 76-90.

AmirKhani, T., & **Borhani, T.**

URL: http://journal.iams.ir/article_227.html?lang=en,

* IN PROGRESS PUBLICATIONS

The effect of authentic leadership on employees' job satisfaction mediating role of felt obligation and job fit

Reliability and validity of the COPSOQ III (Copenhagen Psychosocial Questionnaire)

Identifying the contribution between precarious employment (PE), psychosocial risk factors (PRFs), and mental health

The role of public policy laboratories in the relationship between policies, racial inequalities, and individuals' mental health

Exploring Factors Influencing Successful Resorption in the Conservative Treatment of Disc Herniation Sequestration

* CONFERENCES

May 29-31,
2024

The role of public policy laboratories in the relationship between policies, racial inequalities, and individuals' mental health

Idaho Health Priorities Conference

Borhani, T.

Accepted to take part as a **presenter.**

March 2018

Investigating the effect of knowledge management on innovation and organizational performance

International Congress on Science and Engineering, Hamburg, Germany

Borhani, T.

URL: <https://civilica.com/doc/755597/>

November
2018

Human resources activities and their effects in the organization: By focusing on the motivation of public sector employees and the welfare of employees in the organization

Human Resources Management Conference, Faculty of Management, University of Tehran

Borhani, T.

URL: civilica.com/l/7063/

October
2016

Job Design's Influence on Organizational Bullying: By considering Employee's Subjective Well-being as a mediating variable

The second international conference on new paradigms of innovation management and entrepreneurship

Borhani, T., Hadizadeh Moghadam, A., AmirKhani, T.

URL: civilica.com/doc/556224/

May 2015

Mental well-being of employees: What it is and factors influencing it?

The first international conference of business and organizational intelligence of new management paradigms

Hadizadeh Moghadam, A., AmirKhani, T., **Borhani, T.**

URL: civilica.com/doc/500108/

* WORK EXPERIENCE

November
2023-
Present

Department of Politics and Philosophy • University of Idaho

Postdoctoral Fellow

- Doing research.
- Teaching Public Policy Theory in Fall 2024.
- Arranging conference at the University.
- Attending conferences.

2022- 2023

University of Tehran

Research Assistantship and Teaching Assistantship

Tasks:

- Working on some research papers as a research assistant
- Teaching Public Policy Analysis
- Mentoring graduate and undergraduate students
- Evaluating assignments and exams

* PEER REVIEW EXPERIENCE

February
2024
Annual Meeting reviewer
Academy of Management
Reviewing five research papers.

* CERTIFICATES

January
2024
Export Controls for Staff
Collaborative Institutional Training Initiative (CITI)
Under requirements set by: University of Idaho
Record ID: 60424065

January
2024
IRB Investigators and Student Researchers
Collaborative Institutional Training Initiative (CITI)
Under requirements set by: University of Idaho
Record ID: 60423954

January
2024
Primary Investigator (COI)
Collaborative Institutional Training Initiative (CITI)
Under requirements set by: University of Idaho
Record ID: 60423956

July 2020
IELTS
International English Language Testing System
Overall Score: 6.5

August 2018
The fifth educational and national conference on labor law and social security
International radio and television conferences; Gostar Law Collection, labor relations specialized database

September
2018
Business management and international trade course
Shahid Beheshti University

May 2015
Microsoft Dynamics CRM", "Data Driven Decision Making (DDDM)" training workshop
The first international conference on new business and organizational intelligence management paradigms

* HONORS

Following the conclusion of my PhD dissertation, "Presentation of the Public Policy Laboratory Design Model," the first public policy laboratory in Iran was established at the University of Tehran, under the chairmanship of my doctoral supervisor (2022).

* LANGUAGES

English

(Full professional proficiency),

Persian

(Native)

* SKILLS

Hard Skills: Bilingual; Teaching skills; Scientific presentations; Literature reviews skills; Strong research skills; Strong writing skills; Analytical and problem-solving skills; Data gathering skill; Interviewing skills, Statistical analysis and data mining skills; Specialist in quantitative, qualitative, and mixed methods research, Interdisciplinary research skills; PLS and SPSS software; Microsoft office skills; Social media skills; Working independently as well as in a team; and having the ability to translate research results into clear insights that are in line with the target group.

Soft Skills: Active listening skills; Willingness to learn; passionate about scientific writing; Self-Motivation skills; Detail-Oriented; Creative thinking and innovative skills; Strong critical thinking skills; Respectful communication skills; Teamwork skills; Ability to work collaboratively but also independently; Leadership skills; Honesty; Adaptability and flexibility skills; Reliability; Self-discipline skills; Sympathy; Committed; Emotional intelligence; Problem solving and decision-making skills; Time management skills; Hardworking; Having self-confidence; Willingness to work in a high-growth, dynamic start-up environment.

* HOBBIES

Travel, Research, Reading, Enjoying collaborative research and writing, Swimming, Hiking, Hangout sessions, Training in Psychology, Biking, Eating Out, Interested in learning new languages