



MISAA NASSIR, Ph.D

CURRICULUM VITAE

1. Personal Details

Permanent Home Address:	TIRA ISRAEL 9219
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Electronic Address:	Misaa_Nassir@qsm.ac.il M.nassir.13@gmail.com
Personal website:	https://scholar.google.com.pk/citations?hl=en&user=MHZ3iE4AAAAJ ORCID: https://orcid.org/0000-0002-3631-0495
Place of Birth:	Israel
Languages:	Arabic mother tongue, English fluent, Hebrew fluent

2. Higher Education

Undergraduate and Graduate Studies

Year	Degree	Institution
2026-Present	Postdoctoral Fellow Autonomy and participative decision-making in collectivist contexts as organizational resources for enhancing collective efficacy, teacher empowerment, and artificial intelligence adoption	MOFET Institute, Israel
2020-2023	PH.D Leadership, Organizational Development and Policy program, Faculty of Education <i>PHD Thesis: The relationship between participative decision-making and paternalistic leadership and school effectiveness: Examining the mediating role of teachers' attitudes and behaviors and the moderating role of cultural differences. (Written in English)</i> Supervisor: Prof. Pascale Benoliel	Bar-Ilan University, Ramat Gan, Israel
2022-2023	Certificate studies Neurofeedback training for those with ADHD	Professional Development Unit, Bar Ilan University Ramat Gan, Israel
2018-2020	M.A completed with Honors Leadership, Organizational Development and Policy program, Faculty of Education <i>MA Thesis: A cultural perspective to study the relationship between participative and paternalistic leadership and school outcomes: Comparative analysis of the perceptions of teachers from public schools in the Arab and Jewish sectors in Israel</i> Supervisor: Prof. Pascale Benoliel	Bar-Ilan University, Ramat Gan, Israel

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2010-2013	B.ED completed with Honors (Arabic language education and -special education)	Al-Qasmi Academy, Baka Alcarbaya, Israel
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3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2024-	Ono Academic College 104 Tzahal St., POB 759, kiryat ono, Israel, 55000	Lecturer
2023-	Al-Qasemi Academic College of Education Baqa-El-Gharbia, Israel, 30100	Lecturer

4. Scholarly Positions and Activities outside the Institution

A. Activity at an academic institution

Year	Activities
2023-	Ambassador at the unit of diversity equity and inclusion at the Faculty of Education. My role involves supporting students from the underrepresented population in the faculty. For example, I actively participated in the 2023 national conference on the topic, which was held at the Faculty of Education. My involvement demonstrated my commitment and professionalism in promoting these important values. Additionally, I actively participated in a panel discussion that addressed the challenges and academic achievements of students from underrepresented groups within the university.

B. Paper Reviewing:

2024	Reviewer- Leadership and Policy in Schools
2024	Reviewer- Journal of School Violence

7. Participation in Scholarly Conferences

A. International conferences:

Date	Name of Conference	Place of Conference	Subject of the Conference	Role And Presenters
August 2026	ECER – European Conference on Educational Research 2026	Tampere, Finland	Exploring Organizational Commitment as a Mediator of Participative Decision-Making and School Violence	Presenter — Misaa Nassir. Co-author: Pascale Benoliel. Session: <i>Student Voice Empowerment & School Experience</i> (SES 12 I
March 2026	CIES- Comparative and International	San Francisco, CA (Hybrid)	Educating For Peace in a Divided World: Religious Visions,	Presenter — Misaa Nassir. Islamic religious education in Israel: What research actually four

			Pedagogical Models, — A meta-analysis and Policy Pathways (2013–2024)	
March 2026	CIES- Comparative and International	San Francisco, CA (Virtual Conference)	The Impact of participative decision-making and Authoritarian Leadership on Teachers’ Organizational Commitment: The moderator Role of Principal-Teacher Gender (Dis)Similarity	Nassir, M. & Benoliel, P. [Paper Presentation]
April, 2025	Annual Meeting of the American Educational Research Association AERA	Denver, CO USA	The implications of participative decision-making for teachers’ organizational commitment and school violence	Nassir, M. & Benoliel, P. [Roundtable session]
April, 2025	CIES- Comparative and International Education Society.	Chicago, USA	Participative Decision-Making and School Violence: Implications of Students' Socio- Economic Status	Nassir, M. & Benoliel, P. [Paper Presentation]
July, 2024	Comparative Education Society in Europe XXIX	Thessaloniki, Greece	Promoting school effectiveness: Examining the mediating role of teachers' organizational commitment and the moderating role of school cultural attributes	Nassir, M. & Benoliel, P. [Paper Accepted]
July, 2024	XVIII World Congress of Comparative Education Societies	Cornell university, Ithaca, New York, USA	School violence in the Israeli Arab educational system: Investigating the implications of paternalistic leadership and teachers’ job satisfaction	Nassir, M. & Benoliel, P. [Paper Presentation]
November, 2023	UCEA- University Council for Educational Administration .	Minneapolis, MN, USA	The implications of participative decision- making and organizational commitment in Arab educational system in Israel	Benoliel, P. & Nassir, M. [Paper Presentation]

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August, 2023	UCER-University Council for Educational Administration ,	Glasgow, Scotland	Principal-Teacher Gender (dis)Similarity as a Moderator between Paternalistic Leadership and Organisational Citizenship Behaviour Relationship in the Israeli Arab Minority	Nassir, M. & Benoliel, P. [Paper Presentation]
August, 2023	UCER-University Council for Educational Administration ,	Glasgow, Scotland	Discourses of Gender on Educational Leadership.	Nassir, M. Session Chair
February 2023	CIEC-Comparative and International Education Society.	Washington DC, USA	Promoting school effectiveness: Examining the mediating role of teachers' organizational commitment and the moderating role of school socio-cultural attributes.	Nassir, M. & Benoliel, P. Highlighted Session. [Paper Presentation]
May, 2022	AERA-American Educational Research Association	USA	Examining the Impact of a School Sector and Principal Leadership on School Effectiveness: A Moderator-Mediation Model.	Nassir, M. & Benoliel, P. [Virtual Paper Presentation]
B. Local conferences:				
July 2026	PRIZMA Conference – <i>Cracking the New Code of Teacher Education</i>	MOFET Institute, Tel Aviv	From Knowledge Consumer to Knowledge Creator: Our Journey in the Department of Non-Formal Education	Presenter – Misaa Nassir
November, 2025	Education in a Changing Reality	Al-Qasmi Academy, Baka Alcarbaya, Israel	Teacher Well-Being and Organizational Citizenship Behavior in the Arab Education System in Israel: Contribution of Engagement, within the framework of the annual Teachers' Education Conference on Decision Making	Nassir, M. & Benoliel, P. [Poster Presentation]

			and Organizational Commitment	
November, 2025	Education in a Changing Reality	Al-Qasmi Academy, Baka Alcarbaya, Israel	The relationship between professional autonomy and job satisfaction: The mediating role of a sense of collective competence among teachers," at the annual education conference.	Nassir, M. & Masry-Herzallah, A. [Paper Presentation]
October, 2025	Educational Administration Trends Conference	Gordon Academy, Haifa,	Fostering Collective Teacher Efficacy through Transformational Leadership and Organizational Commitment in Schools	Nassir, M. & Benoliel, P. [Paper Presentation]
October, 2025	ICES: Israel Comparative Education Society 2025	Haifa University, Haifa, Israel	Participative Decision-Making and Organizational Commitment as a Key to Prevent School Violence in the Israeli Arab Education systems	Nassir, M. & Benoliel, P. [Paper Presentation]
September, 2025	ICER: Israeli Conference on Research in Education 2025	ANA Hostel, Acre, Israel	The implications of job autonomy on job satisfaction: Examining the mediator role of collective teacher efficacy	Nassir, M. & Masry-Herzallah, A. [Poster Presentation]
May, 2025	LEAD: Learning for Strategic Development	Bar-Ilan University, Ramat Gan, Israel	Participative Decision-Making and School Violence in Israeli Arab Society: The Mediating Role of Teachers' Organizational Commitment	Nassir, M. & Benoliel, P. [Poster Presentation]
October, 2024	Education Administration trends conference	Hamada Academic College, Negev, Israel	The differences in the implications of participative decision-making and paternalistic leadership for teachers' perceived strain in the education system of the Israeli Arab minority	Nassir, M. & Benoliel, P. [Paper Presentation]

October, 2024	Education Administration trends conference	Hamada Academic College, Negev, Israel	Teacher commitment and school effectiveness	Nassir, M. Session Chair
June, 2023	Passion and Professionalism in Teacher Education	The MOFET Institute, Tel Aviv, Israel	Teacher well-being in Arab educational system in Israel.	Nassir, M. & Benoliel, P. [Paper Presentation]
May, 2023	Multiculturalism, diversity, and inclusion: Widening access and participation in Education	Bar-Ilan University, Ramat Gan, Israel.	Teacher well-being in Arab educational system in Israel: The implications of teacher involvement in decision-making and organizational commitment.	Nassir, M. & Benoliel, P. [Poster Presentation]

5. Invited Lectures

1. **Nassir, M. & Benoliel, P.** (2025, November 12). **Invited Keynote Speaker**, *Breaking the glass ceiling: Challenges, empowerment, and progress for Israeli Arab women*. Roundtable meeting with French researchers – Bar-Ilan University. Bar-Ilan University, Ramat Gan, Israel.
2. **Nassir, M. & Benoliel, P.** (2025, February 20). **Invited Keynote Speaker**, *Breaking the glass ceiling: Challenges, empowerment, and progress for Israeli Arab women in higher education*. International Symposium hosted by the Education, Policy and Society Department, Institute of Education, University College London, London, United Kingdom.
3. **Nassir, M.** (2025). **Invited Panel, Roundtable discussion** on Diversity, Equity, and Inclusion (DEI) in Higher Education, hosted by the Education, Policy and Society Department, Institute of Education, University College London, London, United Kingdom.

6. Scholarships, Awards and Prizes

2024	Winning the President's and Dean's Award for doctoral students for publishing articles in the amount	8000 NIS
2023	Winning the President's and Dean's Award for doctoral students for publishing articles in the amount	4000 NIS
2023	The President's Office at Bar Ilan University	500 \$
2023	Competitive scholarship to participate in the conference, Faculty of Education, Bar Ilan University.	3000 NIS
2022	Winning the President's and Dean's Award for doctoral students for publishing articles in the amount	4000 NIS
2020-2023	The President's Scholarship for Outstanding Doctoral Students, Bar-Ilan University	226800 NIS
2019-2020	PhD scholarship, Bar-Ilan University.	2500 NIS

7. Main Areas of Research Interest

1. School leadership, participative decision-making and paternalistic leadership.
2. School effectiveness.

3. School sectors, cultural values, minority societies.

8. Teaching

Courses taught in recent years

Al-Qasemi, Academic College of Education, Baqa El-Gharbia, Israel

Year	Name of Course	Type of Course	Degree	Number of Students
2025-present	Practicum in Non-Formal Education and Reflective Workshop – Special Track	Practicum & Workshop	B.Ed.	22
2025-present	Assessment strategies to promote learning	Lecture course	Continuing education for a teaching certificate	33
2025-present	Building an Individualized Education Program	Lecture course	Continuing education for a teaching certificate	31
2025-present	Community and Leadership Development	Lecture course	Non-formal education B.Ed.	50
2024-present	Budgeting and resource mobilization in the education system	Lecture course	Non-formal education B.Ed.	41
2024-present	Interactions and interfaces between the school and the various actors in the community	Lecture course	Non-formal education B.Ed.	48
2024-present	General - New approaches to integrating students with needs	Seminar	Continuing education for a teaching certificate	30
2024-present	Teenagers and youth in the digital age	Lecture course	Non-formal education B.Ed.	24

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2023-present	Issues in teaching and learning	Seminar	Continuing education for a teaching certificate	28
2023-present	Management and innovation - challenges in developing societies	Lecture Online course	M.A	44
2023-present	Teacher student relationship	Introduction Course (Mandatory)	Teaching and Learning Certificates	49
2023-present	Teaching research and improvement	Seminar	B.Ed.	30

Ono Academic College, Kiryat Ono, Israel

2024	Interrelationships between research and practice	Lecture	M.A	40
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9. Professional Experience

Year	Employment
2018-	Teacher, Special education and Arabic language Ajyal Elementary School, Jalgulia
2017-2018	Teacher, Special education Elganan Special Education School, Kfar Qassem
2012-2016	Teacher, Arabic language Ajiel New Elementary School, Jaffa Tel Aviv

10. Other Skills

Proficient in Microsoft Office Suite including Word, Excel, Power Point, Outlook,

Proficient in online learning platforms including Moodle, Zoom, Padlet, Canvas,

Statistical software: Extensive experience with SPSS, AMOS and multilevel analysis.

PUBLICATIONS

A, Articles Published:

List of Articles in Peer Reviewed Journals

1. **Nassir, M. & Masry-Herzallah, A.** (early online publication, 2026). Job autonomy and teacher satisfaction in collectivist contexts: The mediating role of collective teacher efficacy. *International Journal of Cross Cultural Management*. **IF=2.6; Q2**
2. **Nassir, M.** (early online publication 2026). Transformational leadership in relation to job satisfaction and intent to leave: the moderating role of teachers' job autonomy. *International Journal of Educational Management*, 1-21. **IF=2.4; Q2.**
3. **Nassir, M., & Benoliel, P.** (2026). Teachers intent to leave and collective teachers' efficacy: The role of transformational leadership and job autonomy. *Teaching and Teacher Education*, 178, 105566.
4. **Nassir, M.** (2026). Participative Decision-Making and Teacher Withdrawal Behaviors: The Mediating Role of Job Satisfaction and the Moderating Role of Job Autonomy. *Leadership and Policy in Schools*, 1–18. <https://doi.org/10.1080/15700763.2026.2638898>. **IF=1.3; Q2**
5. **Nassir, M., & Benoliel, P.** (2025). Transformational leadership and organizational commitment: Unlocking the potential of collective teacher efficacy. *Social Psychology of Education* **28**, 202 (2025). <https://doi.org/10.1007/s11218-025-10162-1>. **IF=3.2; Q1**
6. **Nassir, M., & Benoliel, P.** (2024). School violence in the Israeli Arab educational system: Investigating the implications of paternalistic leadership and teachers' job satisfaction. *Journal of School Violence*, 24(1), 47–63. <https://doi.org/10.1080/15388220.2024.2387154>. **IF=2,64; Q1**
7. **Nassir, M. & Benoliel, P.** (2024). Participative decision-making in the Arab educational system in Israel: The implications for teachers' organizational commitment and school violence. *Educational Management Administration & Leadership*, 0(0). **IF:3.6; Q1**
8. **Nassir, M., & Benoliel, P.** (2024). Teacher well-being and organizational citizenship behavior in Arab educational system in Israel: The implications of

teacher collective involvement in decision making and organizational commitment. *School Psychology*, 39(3), 256–268. <https://doi.org/10.1037/spq0000610>. *IF=2.945; Q2*

9. **Nassir, M.** & Benoliel, P. (Accepted/In press- 2023). The differences in the implications of participative decision-making and paternalistic leadership for teachers' perceived stress in the education system of the Israeli Arab minority. *Journal of Educational Administration*. 1-23. <https://www.emerald.com/insight/content/doi/10.1108/JEA-04-2023-0077/full/html>. *IF: 1.6; Q4*
10. **Nassir, M.**, & Benoliel, P. (2023). Promoting school effectiveness: Examining the mediating role of teachers' organisational commitment and the moderating role of school cultural attributes. *Educational Management Administration & Leadership*, 53(2), 456-478. <https://doi.org/10.1177/17411432231167715>. *IF:3.6; Q1*
11. **Nassir, M.**, & Benoliel, P. (2022). Principal–teacher gender (dis)similarity as a moderator in the relationship between paternalistic leadership and organisational citizenship behaviour in the Arab minority in Israel. *Educational Management Administration & Leadership*, 52(5), 1154-1177. <https://doi.org/10.1177/17411432221127655>. *IF:3.6; Q1*

B. Submitted:

1. **Nassir, M.** & Benoliel, P. (Submitted). Participative decision-making, authoritarian leadership and organizational commitment: The moderating role of principal-teacher gender (dis)similarity. *International Journal of Educational Management*.
2. **Nassir, M.** & Masry-Herzallah, A. (Submitted). Technological Self-Efficacy and the Technology Acceptance Model: Mediating AI-Related Lifelong Learning. *Professional Development in Education*.
3. Masry-Herzallah, A. & **Nassir, M.** (Submitted). *Beyond Utility: A Moderated Mediation Model of Enjoyment, Self-Efficacy, and AI Adoption Among Arab Educators*.