**Name:** Yariv Itzkovich  **Date:** 30.6.2021

**CURRICULUM VITAE**

1. **Personal Details**

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1. **Higher Education**

##### Undergraduate and Graduate Studies

|  |  |  |  |
| --- | --- | --- | --- |
| **Period of Study** | **Name of Institution****and the Department** | **Degree** | **Year of Approval of Degree** |
| 5 Years | Ben-Gurion University | PhD | 2010 |
| 3 Years | Tel-Aviv University | MAExcellency award | 2004 |
| 3 Years | College of Management, Israel | BA | 1998 |

1. **Academic Ranks and Tenure in Institutes of Higher Education**

|  |  |  |
| --- | --- | --- |
| **Dates** | **Name of Institution and Department** | **Rank/ Position** |
| 2016-present | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities, Human Resource Management Department | Senior Lecturer |
| 2010-2016 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities, Human Resource Management Department | Lecturer |
| 2010-2016 | Ashkelon Academic College | Lecturer |

1. **Offices in Academic Administration**

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| --- | --- | --- |
| **Dates** | **Name of institution and Department**  | **Rank/position** |
| \*2020-present | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Head of the applied ethics research institute in organizations |
| \*2020-present | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Founding member of a steering committee aimed to promote 21st-century skills in the college |
| \*2019-present | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Member of Teaching Committee |
| \*2017-present | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Head, Human Resource Management Department |
| \*2018-2019 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Member of a steering committee aimed to promote faculty engagement |
| \*2018-2019 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Member of a steering committee aimed to promote student attendance in class |
| \*2018-2019 | Kinneret College on the Sea of Galilee | Founding member of a steering committee aimed to construct an integrative model capturing work- academia interrelations |
| \*2018-2019 | Kinneret College on the Sea of Galilee | Chair of a steering committee aimed to review the discipline committee’s structure |
| \*2018-2020 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Member of a steering committee aimed to build and implement the excellence program in the multidisciplinary Department  |
| \*2018-2019 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | A steering committee that was aimed to build and run the student involvement program in the multidisciplinary program at Kinneret academic college  |
| \*2017- present | Kinneret College on the Sea of Galilee | Member of the ethics committee, Kinneret Academic College. |
| \*2016-2019 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Academic coordinator of combined practical-academic courses, Kinneret Academic College |
| \*2016-2019 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Head of the Human Resource Management (HRM) - Division in the Department of Multi-Disciplinary Studies, Kinneret Academic College |
| \*2016-2020 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Managing director of the applied ethics research institute in organizations |
| 2016- 2016 | Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities | Member of the steering committee aimed to establish the applied ethics research institute in organizations  |
| 2016- 2016 | Kinneret College on the Sea of Galilee | Member of a steering committee aimed to establish a research authority, Kinneret Academic College. |

1. **Scholarly Positions and Activities outside the Institution**
	1. **Professional Functions and Consulting**

|  |  |
| --- | --- |
| \*2019- present | Leading the interrelations between a national task force to mitigate Bullying and academic institutes - Bar Ilan and Tel Hai  |
| \*2019- present | Member of a national task force to mitigate Bullying and to promote law against bullying. |
| \*2018-present | Co- Manage the Bystanders and Organizational Influences SIG as part of the International Association on Workplace Bullying and Harassment (IAWBH)  |
| \*2017-2019 | Member of "Netzivut Hamedina" Bullying Prevention task force |
| \*2016-2020 | Member of a steering committee aimed to implement an organizational change in Baruch Padeh Medical Center, Poriya |
| 2015-2017 | Member of the "Histadrut Leumit" Bullying Prevention Committee. |

* 1. **Reviewing for refereed journals (including no. of papers reviewed per year)**

|  |  |
| --- | --- |
| \*2021 | Frontiers in Psychology (2) |
| \*2021 | Journal of Managerial Psychology |
| \*2020 | Wirtschaftspsychologie (business psychology) |
| \*2020 | Journal of Managerial Psychology |
| \*2020 | Sage Open |
| \*2020 | British Journal Of Management |
| \*2020 | Creativity and Innovation Management |
| \*2019 | Psychology Research and Behavior Management. |
| \*2019 | European Journal of Work and Organizational Psychology |
| \*2019 | Current Psychology  |
| \*2018 | Eurasian Business Review |
| \*2018 | Current Psychology |
| \*2018 | International Journal of Workplace Health Management |
| \*2018 | Journal of Managerial Psychology (3) |
| \*2018 | International Journal of Human Resource Management |
| \*2017 | Studies in Higher Education journal |
| \*2017 | The Baltic Journal of Management |

* 1. **Membership in professional /scientific Societies**

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| --- | --- |
| \*2021 | Member of an Israeli research group aimed to promote research in the fields of strategy and management.  |
| \*2021 | Member Of BORG – an International Be*haviour in Organizations Research Group*  |
| \*2018-present | Member of Academy of Management (AOM) |
| \*2018-present | Member of the International Association on Workplace Bullying and Harassment (IAWBH)  |

1. **Participation in Scholarly Conferences**
2. **Active Participation**

| **Date** | **Name of conference** | **Place of conference** | **The subject of lecture/discussion** | **Role** | **With**  |
| --- | --- | --- | --- | --- | --- |
| \*29th July. 2021 | The virtual 81st Annual Meeting of the Academy of Management taking  | Online | Perpetrated Incivility:Individual vs Contextual Antecedents - A Reflective Viewpoint | Presenter | Ana Aleksić |
| \*12th April. 2021 | IAWBH 2021 virtual conference | Online | In the eyes of the bystander: Constructing and validating measurement scales to assess the uncivil experiences of teachers witnessing incivilities | Presenter | With Juliana Bueno; Niva Dolev  |
| \* 16th March. 2021 | 6th Education, Society and Periphery: Communities in time perspective | Kinneret Academic College | 21st skills in Academic settings | Co-presenter | Niva Dolev Ella Barhon Sibylle Heilbrunn  |
| \*6th July 2020 | ATEE (Association for Teacher Education in Europe) conference | Romania | Integrating Well-being into Pre-service Students' Curriculum |  | Niva Dolev |
| \*9th August. 2019 | AOM 2019 Theme: Understanding the Inclusive Organization79th Annual Meeting of the Academy of Management | Boston  | An affective events theory viewpoint of the relationship between incivility and potential outcomes  | Presenter | Sibylle Heilbrunn and Niva Dolev |
| \*24th June. 2019 | 35th Annual conference of the association for Israel studies (AIS). Images and realities: Land of promise to the startup nation | Kinneret Academic College, Israel | Session chair **WA8 Teaching in a Changing World: Different Game, Different Methods** **Chair: Yariv Itzkovich**, Kinneret College  | Session chair | Niva Dolev and Idit Manosevitch |
| \*24th June. 2019 | 35th Annual conference of the association for Israel studies (AIS). Images and realities: Land of promise to the startup nation | Kinneret Academic College, Israel | Session chair **WB7 Trends and Challenges in Public Services** **Chair: Yariv Itzkovich**, Kinneret College  | Presenter and session chair |  |
| \*12th July. 2018 | \*European Conference on Resilience in Education,  | Malta | Pay it Forward- Service-Learning as a Tool for Developing Social-Emotional Skills and Resilience Skills in Students. |  | Dolev, N.  |
| \*27th June. 2018 | \*The 9th European Conference on Positive Psychology. | Budapest  | Defeating the darkness with brightness: Happiness and gratitude in the struggle to reduce interpersonal deviance.  |  | Niva Dolev |
| \*4th June. 2018 | \*11th International Conference on Workplace Bullying and Harassment | Bordeaux, France, 5-8 June 2018. | Development and validation of a reflective measurement scale of incivility | Presenter | Ana Aleksić |
| \*4th June. 2018 | \*11th International Conference on Workplace Bullying and Harassment | Bordeaux, France, 5-8 June 2018. | Can incivility affect the ethical climate, quality of work-life and pride of nurses? | Presenter | Niva Dolev && Shnapper-Cohen, M |
|  \*4th June. 2018 | \*11th International Conference on Workplace Bullying and Harassment | Bordeaux, France, 5-8 June 2018. | Social exchange theory as a framework for investigating drivers of employee deviancePoster presentation | Presenter | Niva Dolev |
| \* 29th August 2017 | \*The European Association for Research on Learning and Instruction (EARLI) 17th Biennial Conference | The University of Tampere, Finland | a comprehensive framework for assessing college students' reactions to faculty incivility | Presenter | Dorit Alt  |
| \*26th June. 2017 | \*16th International Facet Theory Conference | Israel - Netanya Academic College | Students' perceived reactions to faculty incivility: Toward a comprehensive model (in the framework of facet theory) |  | Dorit Alt |
| \*7TH June. 2017 | \*Ensec- 2017 | Sweden | Can workplace incivility of Preschool Teachers impact their social-emotional competencies and develop young children's social-emotional competencies? The Mediating Effect of Revenge. | Presenter | Niva Dolev |
| \* 14th September. 2016 | EuroMed Academy of Business 9th Annual Conference. Innovation, Entrepreneurship and Digital Ecosystems  | Poland | Are you unionized? The relationship between job insecurity and organizational entrepreneurship, in the framework of unionization (chair) | Session chair and presenter | S. Heilbrunn |
| 22nd August 2016 | ECER - The European Conference on Educational Research | Dublin, Ireland | Can EI detain faculty incivility in higher education?  |  | N. Dolev |
| April 2016 | Seminar  | London, England | Partial least squares structural equation modelling (pls-sem) using smart pls three workshop | Learner  |  |
| 16th September 2015 | EuroMed 2015 | Verona, Italy | The impact of workplace incivility on horizontal solidarity and perceptions of job-insecurity |  | S. Heilbrunn |
| 16th September 2015 | ECER 2015, "Education and Transition - Contributions from Educational Research" | Budapest, Hungary | Assessing faculty incivility | Presenter | D. Alt |
| 23rd August 2015 | EARLI 2015 | Limassol, Cyprus  | Students' justice experience and perceptions of faculty incivility in higher education |  | D. Alt |
| 23rd August 2015 | EARLI 2015 | Limassol, Cyprus  | Constructing and validating a new scale for measuring faculty incivility | Presenter | D. Alt |
| 3rd July. 2014 | International Conference on Business and Information | Osaka, Japan  | The role of negative affectivity, hierarchical status and their interaction in explaining victimization | Presenter |  |

1. **Organization of Conferences or sessions**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Role** | **The subject of Conference/****Comments** | **Place of** **Conference** | **Name of****Conference** | **Date** |
| Chair and Member of the Organizing Academic Committee | Bullying in Organizations/IAWBH Masterclass. | Kinneret College on the Sea of Galilee | The dark side of organizations. Causes, consequences, and mitigation – an organizational perspective | \*June. 2019 |
| Chair and Member of the Organizing Academic Committee | Incivility in Organizations | Kinneret College on the Sea of Galilee | \*Incivility at work- a research, legal, organizational and psychological responses: local and international aspects | \*March. 2018 |
| Member of the Scientific Committee  | Cooperation between Higher Education and Organizations | Lithuania ­- Vilniaus kolegija/University of Applied Sciences | International Scientific-Practical Conference - Cooperation between Higher Education and World of Work: Sustainable, Innovative and Creative Perspective. | \*May-2018 |
| Chair and Member of the Organizing Academic Committee | Bullying in Organizations | Kinneret College on the Sea of Galilee | From victimization to protectiveness-1st Conference of the Institute for Applied Ethics in Organizations | \* June 2017. |
| Member of the Organizing Academic Committee | Adults’ role in bullying prevention | Kinneret Academic College | \*The 4th conference of Children Bullying and Protection | \*May 2017 |
| Member of the Organizing Academic Committee | International Conference on Business and Information | Osaka  | International Conference on Business and Information | July 2014 |
| Session chair  | International Conference on Business and Information | Osaka  | International Conference on Business and Information | July 2014 |
| Member of the Organizing Academic Committee | Organizational Culture Management | Kinneret College on the Sea of Galilee | Organizational Culture Management in a Postmodern Era | April 2013 |

1. **Invited Lectures**

|  |  |  |  |
| --- | --- | --- | --- |
| **Date** | **Place of Lecture** | **Name of Forum** | **Presentation/Comments** |
| \*25th June 2021 | Online- UK and Ireland | Behaviour in Organizations Research Group | The Measurement of mistreatment- a call for rethinking |
| \*20st  April 2021 | On-line - Moravian Business College Olomouc, CZ. | Faculty and Students - International week | Mistreatment in organizations |
| \*March 2021 | Online | Arlozorov Forum - Academia- work interrelations section | Mistreatment intervention |
| \*October 2020 | Online -Bar Ilan University | Students and Faculty  | Bullying in the eyes of research. |
| \*October 2020 | Online -Tel Hai College | Students and Faculty  | Bullying in the eyes of research. |
| \*June 2020 | Online - Ariel University  | Faculty from the Department of Economics and Management | The dark side of organizations |
| \*Oct 2019 | Switzerland | The future of education | Gamification in Higher Education |
| \*May 2019 | Sapir college. | Human Resources faculty and students | Organizational Misbehavior, Causes, and Consequences |
| \*Dec 2018 | Rupin Academic College | Economics’ Faculty members | The dark side of organizations |
| \*April 2017 | Vilniaus Kolegija/University of Applied Sciences, Lithuania | International week - International Students and Faculty | Morality and organizations |
| May 2016 | IDC Herzliya | Students and Faculty from the Department of Law studies. | Deviant Interpersonal behaviours - Definition, prevalence, manifestations, and coping strategy |

1. **Research Grants**
2. **Grants Awarded**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Role in Research** | **Co-Researchers** | **Topic** | **Funded by/ Amount** | **Year** |
|  |  |  |  |  |
| \*Partner | Co – Researchers in KAC - Alt Dorit, Riechel Nirit, Dolev Niva | Assessment Tools for HE learning Environments (ASSET) | Erasmus +1,000,000 Euro | 2017-2020 |
| \*Principal Researcher | Niva Dolev; Moran Shnapper - Cohen | \*Research Project at the Baruch padeh porya Medical Center | 10,000 NIS | 2016-2019 |
| \*Principal Researcher | Prof. S. Heilbrunn | Incivility at Work | Ministry of Economics; 40,000 NIS | 2015-2016 |

1. **Grant applications - Not Funded**

| **Year** | **Funded by/ Amount requested** | **Topic** | **Co-Researchers** | **Role in Research** |
| --- | --- | --- | --- | --- |
| 2020 | 1,183,272 NIS | Violence Mitigation in Emergency Rooms Using Real-Time Sensors, Load, and Heuristics-Based Actuators | Yael Dubinsky, Eran Talor | \*Principal Researcher |
| 2020 | Erasmus + 1,000,000 Euro | SHIFT (Sustainability and Humanity, an Impact Framework for Tomorrow) | Niva DolevNoa Shapira | \*Partner |
| 2018  | 100,000 NIS Keren Rothschild | Academia and its relation to the labour market- research grant - Rothschild foundation- declined in the second phase. | Itzkovich Yariv | \*Principal Researcher |
| 2017  | Erasmus +1,000,000 Euro | SecompD | Dolev Niva | \*Partner |

1. **Scholarships, Awards, and Prizes**

|  |  |  |
| --- | --- | --- |
| **Year** | **Name/Awarding Institution** | **Amount** |
| \*2021 | Institution award for excellence in research. | 15% on Yearly Salary |
| \*2018 | Kibbutz Grant **- Best Research Paper Award** 2017. Heilbrunn, S., Itzkovitch, Y. & Weinberg, C. (2017). Perceived feasibility and desirability of entrepreneurship in institutional contexts in transition. *Entrepreneurship Research Journal*, Vol 7 No. 4 | 2000$ |
| \*2018 | Institution award for excellence in research. | 7.5% on Yearly Salary |
| \*2017 | Institution award for excellence in research | 7.5% on Yearly Salary |
| 2015 | **Best Conference Paper Award** – 8th Annual Conference of the EUROMED Academy of Business – Verona, September 14 – 16, 2015.**Itzkovich, Y.** and Heilbrunn, S. (2015). The impact of workplace incivility on horizontal solidarity and perceptions of job insecurity. |  |
| 2015 | Heilbrunn, S., & **Itzkovich, Y.** (2015, Oct.). The impact of workplace incivility on horizontal solidarity and perceptions of job insecurity, Euro-Med, Verona - Best Conference Paper Award. |  |

1. **Teaching**

###### Courses Taught in Recent Years

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Name of course** | **Type of course** | **Degree**  |
| \*2021-present | Learning and OD. | Online  | MA |
| \*2019-present | Strategic HRM in Tourism and Hospitality  | Lecture/in English | MA |
| \*2017-present | Pro seminar- Public Policy | Lecture | BA. |
| \*2017-present | Ethics in Education | Lecture | BA. |
| \*2017-present | Organizational theory (part a + part b) | Lecture | BA |
| \*2017-present | Human Resource Management | Lecture | BA. |
| \*2017-present | Business Ethics | Lecture | BA |
| 2015-present | Research Methods | Lecture | BA |
| 2015-2016 | Statistics | Lecture | BA |
| 2010-present | Labor Relations | Lecture | BA |
| 2010-present | Management Seminars | Seminar  | BA |
| 2010-2016 | Organizational Misbehavior | Lecture | BA |
| 2010-present | Organizational Psychology | Lecture | BA |
| 2010-2-15 | Organizational Misbehavior | Lecture  | MA |
| 2005-2017 | Team Management  | Lecture | BA |
| 2005-present | Organizational Behavior  | Lecture | BA |

1. **Supervision of Graduate Students**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name of Student** | **Title of Thesis** | **Degree** | **Date of Completion /****in Progress** | **Students' Achievements** |
| \*Ranya Unalla | Team citizenship pressure as a mediator between charismatic leadership and team outcomes: A moderated mediation model | PhD | Research proposal evaluation committee |  |
| \*Ela Barhon | Constructing and validating a new model for bystanders facing mistreatment  | PhD | In Progress | One published article.One scoping review in progress |
| \*Maayan Mendelson  | Similarities and differences in Men and Women victimization - the tentative name  | Master | In Progress |  |

1. **Professional Experience**

1998 – 2010 **Amdocs** (International software firm, specializing in billing solutions)

Divisional Learning Manager (2 years)

* Managed a worldwide group of training project managers in one of the company divisions
* Supervised, trained, and motivated team members – the team, is located in various locations globally
* Analyzed the training needs of internal customers
* Provided consultation to managers after the needs analysis process
* Planned and created various training programs and monitored their progress regularly
* Performed monitoring and feedback activities of training programs and procedures
* Designed effective work interfaces with multiple groups within the organization
* Responsible for budget management of projects, including working with ERP software
* Characterized and built systems that support training management, such as Hotline and Clarify (CRM)
* Met and exceeded individual and team targets regularly
* Contributed significantly to increasing the level of service offered internally to the various departments while establishing successful cross-organizational work procedures

Team Leader – Customer Training Division (4 years)

* Responsible for leading international customer-facing projects
* Managed complex procedures for developing training programs
* Created and led such programs for the company's international clients
* Met and exceeded budgetary targets, as well as scheduled milestones
* Responsible for improving business relationships with clients, increasing income

Technical Infrastructure Manager - Training Division (4 years)

* Promoted to Technical Infrastructure Manager
* Responsible for establishing training centres worldwide
* Created a stable yet flexible infrastructure for delivering courses by using innovative learning technologies
* Worked closely with numerous local and international vendors, as well as other cross-organizational entities
* Responsible for establishing an infrastructure that resulted in increased activities with the clients while reducing training costs and improving the service level

Team Leader - Training Division (3 years)

* Responsible for managing the training infrastructure in Cyprus
* Planned various training programs
* Established training centres
* Monitored budgets in the hundreds of thousands of dollars a year
* Contributed to an increase in the company's activities, resulting in reaching the company's business targets
1. **List of Publications**

Note:

1. The order in which the authors appear in joint publications is based on their relative contribution.
2. One asterisk (\*) denotes publications either published or accepted for publication after appointment as a Senior Lecturer.
3. **PhD. Dissertation**

"Incivility - Victims, Antecedents, Consequences and More," 07.01.2010, 151 pages, Ben-Gurion University of the Negev, Beer-Sheba, Israel; Advisor: Prof. Amos Drori. (Hebrew)

1. **Authored Books – Published**

\*Itzkovich, Y., Alt, D., & Dolev, N. (2020). *The Challenges Of* *Academic Incivility: Social-Emotional Competencies Ad Redesign Od Learning Environments As Remedies*. Springer.

Itzkovich, Y. (2015). *Uneconomic relationships: The dark side of interpersonal interactions in organizations*. Tel-Aviv: Resling Press. (Hebrew).

1. **Articles in Refereed Journals**

**Published**

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1. \* **Itzkovich Y**. (2021). Constructing and Validating Students’ Psychological Contract Violation Scale. Frontiers in Psychology. (IF: 2.067 - Q2, H Index 110)
2. \* **Itzkovich Y**, Barhon, E, and Lev- Weisel, R . (2021). Health and Risk Behaviors of Bystanders: An Integrative Theoretical Model of Bystanders’ Reactions to Mistreatment. International Journal of Environmental Research and Public Health. (IF: 2.849 - Q2 ,H Index 113)
3. \***Itzkovich Y** and Dolev N.(2021). Cultivating a Safer Climate: Mistreatment Intervention Using the Four Pillars of Education, Societies.
4. \***Itzkovich Y** , Heilbrunn, S, Dolev, N. (2021). [Drivers of intrapreneurship: an affective events theory viewpoint](https://www.emerald.com/insight/content/doi/10.1108/PR-09-2019-0483/full/html), *Personnel Review*. (IF: 2.91- Q2)
5. \***Itzkovich Y**. (2021).Why do leaders behave uncivil: a new perspective on workplace mistreatment and power. *Wirtschaftspsychologie*.
6. \*Dolev N., **Itzkovich, Y**., Fisher-Shalem, O. (2020). A Call for Transformation –

EVLN in Response to Workplace Incivility. *Work.* (in press) (IF:1.132 Q2).

1. \***Itzkovich, Y**., Heilbrunn, S., & Aleksić, A. (2020). Full range, indeed? The forgotten dark side of leadership, *Journal Of Management Development*, (in press). (IF:1.69 Q1)
2. \***Itzkovich, Y**., Dolev, N., & Cohen- Shnaper, M.(2020). Does incivility impact the quality of work-life and the ethical climate of nurses? *International Journal of Workplace Health Management,* (in press). (Cite Score 1.8- Q3)
3. \* **Itzkovich, Y.** & Dolev, N., (2019). Rudeness is not only a kids' problem: Incivility Against Preschool Teachers and its impacts. *Current Psychology.* (IF: 2.051 - Q2 )
4. \*Heilbrunn, S., **Itzkovich, Y.**, & Weinberg, C. (2018). Perceived Feasibility and Desirability of Entrepreneurship in Institutional Contexts in Transition. *Entrepreneurship Research Journal* (in press). (IF:1.643- Q2 )
5. \*Alt, D., & **Itzkovich Yariv**. (2018). The connection between perceived constructivist learning environments and faculty uncivil authoritarian behaviours. *Higher Education.* (in press) (IF: 2.856 -Q1)
6. \*Alt, D., & **Itzkovich, Y**. (2017). Cross-Validation of the Reactions to Faculty Incivility

 Measurement through a Multidimensional Scaling Approach. *Journal of Academic Ethics*, *15*(3), 215-228. (IF: 1.48- Q2)

1. \***Itzkovich, Y**., & Klein, G. (2017). Can Incivility Inhibit Intrapreneurship? *The Journal of Entrepreneurship, 26*(1), 27-50. (Cite Score 2.5 - Q1)
2. ‏**\*Itzkovich, Y**., & Dolev, N. (2016). The Relationships between Emotional Intelligence and Perceptions of Faculty Incivility in Higher Education. Do Men and Women Differ? *Current Psychology*, 1-14. (IF: 2.051 - Q2)
3. **\*Itzkovich, Y**., & Heilbrunn, S. (2016). The role of co-workers' solidarity as an antecedent of incivility and deviant behaviour in organizations. *Deviant Behavior, 37*(8), 861-876. (IF: 1.764 - Q2)

**In Hebrew**

1. \*Heilbrunn, S., & **Itzkovich, Y.** (2018). The impact of incivility and horizontal solidarity on job insecurity. *The Study of the Organization and Human Resource Quarterly, 2*(2), 28-39.
2. \***Itzkovich, Y**., Dolev, N., & Heilbrunn, S. (2018). Taking advantage of organizational power. Theory reality and coping strategies. *Law and Business*. 21, 365-391.
3. Dolev, N., & Itzkovich, Y. (2016). EI in the service of selection practices of applicants for education studies. *Dapim*.

**Prior to last promotion**

1. **Itzkovich, Y**. (2016). The impact of employees' status on incivility, deviant behaviour, and job insecurity. *EuroMed Journal of Business, 11*(2), 304-318. (Cite Score 5.3-Q1)
2. Alt, D., & **Itzkovich, Y.** (2016). Adjustment to college and perceptions of faculty incivility. *Current Psychology, 35*(4), 657-666. ‏ (IF: 2.051 - Q2 )
3. **Itzkovich, Y**., & Alt, D. (2016). Development and Validation of a Measurement to Assess College Students' Reactions to Faculty Incivility*. Ethics & Behavior, 26*(8), 621-637*. (IF:1.12 Q2)*
4. Itzkovich, Y. (2016). The victim perspective of incivility: the role of negative affectivity, hierarchical status, and their interaction in explaining victimization. International Journal of Work Organization and Emotion, 7(2), 126-142 (cite score 1.1)
5. Alt, D., & **Itzkovich, Y**. (2015). Assessing the connection between students' justice experience and perceptions of faculty incivility in higher education. *Journal of Academic Ethics, 13*, 121-134. (IF: 1.48- Q2)
6. **Itzkovich, Y**. (2014). Incivility: The Moderating Effect of Hierarchical Status: Does a Manager Inflict More Damage? *Journal of Management Research, 6*(3), 87-98. (Not ranked).

**Other Scientific Publications**

1. \*Itzkovich, Y., Heilbrunn, S., & Dolev, N. (2019, July). An affective events theory viewpoint of the relationship between incivility and potential outcomes. In Academy of Management Proceedings (Vol. 2019, No. 1, p. 14571). Briarcliff Manor, NY 10510: Academy of Management.‏
2. \*Itzkovich, Y., Heilbrunn, S., & Dolev, N. (2019, July). An affective events theory viewpoint of the relationship between incivility and potential outcomes. In Academy of Management Proceedings (Vol. 2019, No. 1, p. 14571). Briarcliff Manor, NY 10510: Academy of Management.
3. Heilbrunn, S. & Itzkovich, Y. (2015). The impact of workplace incivility on horizontal solidarity and perceptions of job insecurity, Proceedings, Euro-Med, Verona, Italy.
4. **Articles or Book Chapters in Scientific Books**
5. \***Itzkovich, Y**., & Alt, D. (accepted for publication). The dark side of teachers' behaviour and its impact on students' reactions: A comprehensive framework to assess college students' reactions to faculty incivility. In A. Weinberger (Ed.), *Professionals ethos, and education for responsibility*. Rotterdam: Sense.
6. \***Itzkovich Y**., & Dolev N. (accepted for publication). Incivility, Empathy, and Ethical Work Climate among Hospital Staff in Israel- A Study Within the Framework of Moral Disengagement Theory. In A. Stachowicz-Stanusch (Eds.), *Contemporary Perspectives in Corporate Social Performance and Policy - The Middle Eastern Perspective*. Charlotte, NC, USA: Age Publishing.
7. \***Itzkovich Y.,** & Dolev N. (accepted for publication). Tit for Tat - Horizontal solidarity as a buffer for micro-level corruption in the framework of the social exchange theory. Charlotte, NC, USA: Age Publishing. In A. Stachowicz-Stanusch (Eds.). *Anti-Corruption in Research, in Practice, and in the Classroom.* Charlotte*,* NC, USA: Age Publishing
8. \*Dolev, N., & **Itzkovich, Y.** (accepted for publication). In the AI era, Soft Skills are the New Hard Skills. In A. Stachowicz-Stanusch (Ed.). *Management and Business Education in the time of Artificial Intelligence*. Charlotte, NC, USA: Age Publishing.
9. \*Dolev, N., & **Itzkovich, Y.** (accepted for publication).Integrating the Development of Social-emotional Skills - into the Ethos of Teachers. Springer

**\*Submitted Publications**

1. Shnapper-Cohen, M., Itzkovich, Y. & Dolev, N. Social identity in a public hospital: The effect on intergroup relations and work processes. *Current Psychology.* (IF: 2.051 - Q2)
2. Itzkovich , Y., and Aleksić, A. Personal Propensity Or Contextual Conditions As Drivers For Incivility Perpetration. *The Journal of Social Psychology.* (IF: 1.241 - Q2)
3. Dolev, N., Itzkovich Y, and Bat, K. A gender-focused prism on the long-term impact of teachers’ emotional mistreatment on resilience: Do men and women differ in their quest for social-emotional resources in a masculine society? Sustainability ((IF: 2.576 - Q2)
4. Alt, D., Itzkovich Y., and Lior S. Students’ Emotional Well-being, and Perceived Faculty Incivility and Just Behavior**.** *Contemporary Educational Psychology* (IF:2.863 Q1)
5. **Publications in Non-Refereed outlets**

\*Itzkovich, Y., & Heilbrunn, S. (2016). Incivility: Antecedents, consequences, and remedies.

A national survey. Israeli Ministry of Economics.<http://www.economy.gov.il/Research/Documents/X13355.pdf>.

1. **Research Statement**

I am primarily interested in the study of deviant interpersonal behaviour, as is clearly reflected in my work. Throughout the years, I have acquired expertise, knowledge, and a strong reputation in academia, industry, and government; I have been involved in research conducted in diverse organizations and engaged in policy creation at the national level, which aimed to mitigate incivility and bullying, both of which are manifestations of deviant interpersonal behaviours, namely interpersonal mistreatment.

My work is largely focused on incivility and I primarily approach this topic through the framework of management and organizations. This approach reflects my educational background and the training I received from the School of Management at Ben Gurion University of the Negev, as well as the Department of Labour Studies at Tel Aviv University. During my time at Tel Aviv University, the work of Prof. Yoav Vardi – one of the pioneers in the research of organizational misbehaviour – motivated my own work on interpersonal mistreatment.

I am constantly striving to deepen my understanding of the causes of interpersonal mistreatment (mainly incivility and bullying). My previous work has dealt with the consequences of these manifestations of interpersonal mistreatment and their interrelations. In this respect, I am extending my work by integrating both quantitative and qualitative methods (C9, C6), as well as by incorporating methodological aspects, including the development of scales (C1), providing critiques of existing scales (Submitted C24) and suggesting groundbreaking perspectives on measurement; these methodological aspects are reflected in my ISF application entitled, ‘Violence Mitigation in Emergency Rooms Using Real-Time Sensors, Load, and Heuristics-Based Actuators. Although my grant was not funded, I plan to continue developing my idea as I believe that the utilization of Artificial Intelligence has been overlooked thus far, despite its potential to be a game-changer for identifying, intervening, and preventing interpersonal mistreatment. In parallel, my publications brought to light new theoretical models (e.g., C2, C7), which advance the study and understanding of interpersonal mistreatment.

 In regard to extending the scope of my work, I additionally focus on the interrelations between dark facets of organizations and positive aspects of organizations such as emotional intelligence, which I view as an integral part of any intervention; this notion is reflected in my work with Prof. Alt and Dr. Dolev and is described in our recent book, “*The Challenges Of* *Academic Incivility: Social-Emotional Competencies Ad Redesign Of Learning Environments As Remedies*,” published by Springer. This broader view of incivility is also reflected in additional publications of mine (C9, C14). I further extend the scope of my work by focusing on understanding the interrelations among mistreatment, unionization and intrapreneurship, areas which are overlooked in the research on mistreatment to its kinds (C4, C13).

Overall, my research reflects two parallel routes. The first, which is most clearly connected with my academic business education, is the organizational route. Over the years, I conducted research in various public and private organizations, including hospitals, production organizations and governmental entities, as is reflected in a number of my publications (C3, C6, C8). In parallel, I am involved in various national projects aimed to mitigate bullying in organizations. For example, one of my first achievements in this regard was convincing the research department of the Ministry of Economy to run a national survey, which I led and conducted with Professor Heilbrunn. This survey, as well as other research data, supported the law proposition against bullying, which was initiated by Merav Michaeli and presented in the Knesset. These activities helped position the Research Institute for Applied Ethics at Kinneret College as the primary source of reliable research on interpersonal mistreatment. These research activities also led to my first academic book on interpersonal mistreatment (in Hebrew; published by Resling). It was the first scholarly book in Israel to address interpersonal mistreatment. The book first introduces a critical academic review of what is currently known about mistreatment, followed by a presentation of the diverse perspectives of core stakeholders in Israel in a micro-macro structure. Testimonies were provided by a victim, a psychologist, and a lawyer. Additionally, the vice president of HR at a big industrial company represented the perspective of organizations, a representative of Histadrut Leumit represented the union’s viewpoint, and the government’s viewpoint was represented by a representative of the Ministry of Economy. Finally, the perspective of Merav Michaeli, who initiated the law proposition against bullying at work, was presented. The local community valued this work, which subsequently contributed to my recent inclusion as a critical member of a national task force to promote the mitigation of bullying. The task force works with governmental figures and organizations, and aims to revise and promote the law proposition. Further, in line with convention 190 of the ILO, we developed a procedure to enable organizations to address bullying (5a).

My work has led me to additionally extend my involvement in the international arena. I am a member of the International Association on Workplace Bullying and Harassment (IAWBH), in which I co-lead the Bystanders and Organizational Influences SIG. This involvement has enabled my participation in a European research group, BORG, as well as led to several other international collaborations in research (C7) and at conferences (e.g., Juliana Beno and I collaborated at the most recent IAWBH conference). This international involvement resulted in my initiating and leading the first international gathering (masterclass) on Workplace Bullying and Harassment in Israel; this masterclass was held at Kinneret College and included delegates from Japan, Australia, Canada, Ireland, USA, UK, and the Netherlands. In total, 26 delegates were involved in this awe-inspiring international event, which contributed to the positioning of Kinneret College in the global arena, reflecting Kinneret’s vision.

The second route of my research deals with mistreatment in education, typically higher education systems. I wrote several articles focused on higher education and faculty incivility – i.e., uncivil mistreatment from faculty members toward students (C9, C11, C12, C18, C20, C21). These activities led me to join the Assessment Tools for HE Learning Environments (ASSET) Erasmus+ project and to jointly apply for a second Erasmus+ project entitled Social-Emotional Competencies Development (SecompD). Both projects reflect my position concerning the adverse interrelations between faculty incivility and the need for a change in learning environments, as well as the need to cultivate social-emotional skills to mitigate incivility and other forms of mistreatment.

My second book, co-authored by Prof. Alt and Dr. Dolev and published by Springer, integrated these notions. The book is centred on the challenges of academic incivility, as well as its potential remedies. The book is divided into three main parts. The first part describes academic incivility within the framework of deviant behaviours. The second piece deals with the antecedents of incivility, and the last part suggests different types of remedies. The first type of remedy proposed stresses the need to change learning environments and related pedagogy, whereas the second suggests cultivating social-emotional competencies.

Since I joined Kinneret College on the Sea of Galilee, I held academic administration positions. Throughout my years of work, I was closely involved in processes central to the development of the college, such as establishing the Research Authority and the Research Institute for Applied Ethics, which I later managed and currently chair. Further, since 2018, I have led the Human Resource Management B.A. program. In line with my vision and Kinneret College’s vision, the program offers a highly respected B.A. degree, which is valued both by stakeholders in academia and practice due to the high level of practical experience embedded in the program, alongside our high academic standards.

My teaching is centred on organizational behaviour, strategic HR and research methods. It embeds gamification and engaged learning, which corresponds with my general viewpoint on learning, a topic which is also discussed in my book. In this respect, I developed a gamified platform currently used in two other departments, which influences both teaching and learning. This platform continues to be integrated into courses as part of my vision to change the learning environment and mitigate mistreatment, namely faculty incivility, in higher education.

In terms of my future career, I envision three main routes. The first is the research route, in which I will strive to embed AI technology into the measurement, intervention and prevention of mistreatment. I believe that this work will be a game-changer and that it should be addressed from an interdisciplinary perspective. The second route concerns teaching. In this respect, as department head, I plan to continue to change the learning environment to reflect a more engaged learning style. Lastly, I strive to contribute to the college's positioning, development and its capacity for adapting to changes, as well as to help demonstrate its relevancy to prospective students through my future positions.