**Name:** Yariv Itzkovich  **Date:** 19.7.2021

**CURRICULUM VITAE**

1. **Personal Details**

**Full Name:** Yariv Itzkovich

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1. **Higher Education**

##### Undergraduate and Graduate Studies

|  |  |  |  |
| --- | --- | --- | --- |
| **Period of Study** | **Name of Institution**  **and Department** | **Degree** | **Year of Approval of Degree** |
| 2005-2010 | Ben Gurion University, Faculty of Management | PhD | 2010 |
| 2001- 2004 | Tel Aviv University, Labor Studies | MA  Excellence award | 2004 |
| 1995-1998 | College of Management, Department of Behavioral Science | 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 Academic College, School of Social Sciences and Humanities, Human Resource Management Department | Lecturer |
| 2010-2016 | Ashkelon Academic College | Lecturer |

1. **Offices in Academic Administration**

| **Dates** | **Name of institution and Department** | **Rank/position** |
| --- | --- | --- |
| 2020-present | Kinneret Academic College, School of Social Sciences and Humanities | Head, Kinneret Institute for Applied Ethics in Organizations |
| 2020-present | Kinneret Academic College, School of Social Sciences and Humanities | Founding member of a steering committee to promote 21st century skills in the College |
| 2019-present | Kinneret Academic College, School of Social Sciences and Humanities | Teaching Committee member |
| 2017-present | Kinneret Academic College, School of Social Sciences and Humanities | Head, Human Resource Management Department |
| 2018-2019 | Kinneret Academic College, School of Social Sciences and Humanities | Member of a steering committee to promote faculty engagement |
| 2018-2019 | Kinneret Academic College, School of Social Sciences and Humanities | Member of a steering committee to promote student attendance |
| 2018-2019 | Kinneret Academic College | Founding member of a steering committee to construct an integrative model of work- academia interrelations |
| 2018-2019 | Kinneret Academic College | Chair of a steering committee to review the Discipline Committee’s structure |
| 2018-2020 | Kinneret Academic College, School of Social Sciences and Humanities | Member of a steering committee aimed to build and implement the excellence program in the Department of Multidisciplinary Studies |
| 2018-2019 | Kinneret Academic College, School of Social Sciences and Humanities | Member of a steering committee to develop and run a student involvement program within the multidisciplinary program |
| 2017- present | Kinneret Academic College | Member of the Ethics Committee |
| \*2016-2019 | Kinneret Academic College, School of Social Sciences and Humanities | Academic coordinator, combined practical-academic courses |
| \*2016-2019 | Kinneret Academic College, Department of Multi-Disciplinary Studies | Head of the Human Resource Management Division |
| 2016-2020 | Kinneret Academic College, School of Social Sciences and Humanities | Managing Director, Kinneret Institute for Applied Ethics in Organizations |
| 2016- 2016 | Kinneret Academic College, School of Social Sciences and Humanities | Member of a steering committee to establish the Kinneret Institute for Applied Ethics in Organizations |
| 2016- 2016 | Kinneret Academic College | Member of a steering committee aimed to establish a research authority |

1. **Scholarly Positions and Activities outside the Institution**

Professional Functions and Consulting

|  |  |
| --- | --- |
| 2019- present | Leading on communications between a national task force to mitigate bullying and academic institutes (Bar Ilan University and Tel-Hai College) |
| 2019- present | Member of a national task force to mitigate bullying and promote anti-bullying legislation |
| 2018-present | Comanager of 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 to implement 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) IF: 2.990 Q2, H Index 110 |
| 2021 | Journal of Managerial Psychology (1) IF:3.614 , Q1, H Index 80 |
| 2020 | Wirtschaftspsychologie (Business Psychology) (2) |
| 2020 | Journal of Managerial Psychology (1) IF:3.614 , Q1, H Index 80 |
| 2020 | Sage Open (1) IF:1.356 Q2, H Index 32 |
| 2020 | British Journal Of Management (1) IF:6.567, Q1, H Index 108 |
| 2020 | Creativity and Innovation Management (1) IF:3.051, Q1, H Index 60 |
| 2019 | Psychology Research and Behavior Management (1) IF:2.945, Q2, H Index 30 |
| 2019 | European Journal of Work and Organizational Psychology (1) IF:3.968, Q1, H Index 65 |
| 2019 | Current Psychology (1) IF:4.297, Q2, H Index 41 |
| 2018 | Eurasian Business Review(1) IF:3.5, Q, H Index 19 |
| 2018 | Current Psychology (1) IF:4.297, Q2 H Index 41 |
| 2018 | International Journal of Workplace Health Management (1) |
| 2018 | Journal of Managerial Psychology (3) IF:3.614 , Q1, H Index 80 |
| \*2018 | International Journal of Human Resource Management (1) IF:5.546, Q1, H Index 114 |
| \*2017 | Studies in Higher Education (1) Cite Score: 6.8, Q1, H Index 104 |
| \*2017 | The Baltic Journal of Management (1) IF:2.897, Q2, H Index 28 |

* 1. **Membership in Professional /Scientific Societies**

|  |  |
| --- | --- |
| 2021 | Member of an Israeli research group aimed to promote research in the fields of strategy and management |
| 2021 | Member of the International Behavior in Organizations Research Group (BORG) |
| 2018-present | Member of the 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** | **Subject of lecture/discussion** | **Role** |
| --- | --- | --- | --- | --- |
| 29 July 2021 | The 81st Annual Meeting of the Academy of Management | Online | Perpetrated incivility:  Individual vs contextual antecedents – a reflective viewpoint | Speaker |
| 12 April 2021 | IAWBH 2021 | Online | In the eyes of the bystander: constructing and validating measurement scales to assess the uncivil experiences of teachers witnessing incivilities | Speaker |
| 16 March 2021 | 6th Education, Society and Periphery: Communities in time perspective | Kinneret Academic College | 21st century skills in academic settings | Co-speaker |
| 6 July 2020 | ATEE (Association for Teacher Education in Europe) conference | Romania | Integrating well-being into the curricula of pre-service student-teachers | ADD |
| 9 August 2019 | AOM 2019 Understanding the Inclusive Organization | Boston, USA | An affective events theory viewpoint of the relationship between incivility and potential outcomes | Speaker |
| 24 June 2019 | 35th Annual Conference of the Association for Israel Studies | Kinneret Academic College | Teaching in a changing world: different game, different methods | Session chair |
| 24 June 2019 | 35th Annual Conference of the Association for Israel Studies | Kinneret Academic College | Trends and challenges in public services | Speaker and session chair |
| 12 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 | ADD |
| 27 June 2018 | The 9th European Conference on Positive Psychology | Budapest, Hungary | Defeating the darkness with brightness: happiness and gratitude in the struggle to reduce interpersonal deviance | ADD |
| 4 June 2018 | 11th International Conference on Workplace Bullying and Harassment | Bordeaux, France | Development and validation of a reflective measurement scale of incivility | Speaker |
| 4 June 2018 | \*11th International Conference on Workplace Bullying and Harassment | Bordeaux, France | Can incivility affect the ethical climate, quality of work-life, and pride of nurses? | Speaker |
| 4 June 2018 | 11th International Conference on Workplace Bullying and Harassment | Bordeaux, France | Social exchange theory as a framework for investigating drivers of employee deviance | Poster presentation |
| 29 August 2017 | The European Association for Research on Learning and Instruction 17th Biennial Conference | Tampere, Finland | A comprehensive framework for assessing college students' reactions to faculty incivility | Speaker |
| 26 June 2017 | 16th International Facet Theory Conference | Israel | Students' perceived reactions to faculty incivility: toward a comprehensive model (in the framework of facet theory) | ADD |
| 7 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 | Speaker |
| 14 Sept 2016 | EuroMed Academy of Business 9th Annual Conference. | Poland | Are you unionized? The relationship between job insecurity and organizational entrepreneurship, in the framework of unionization | Session chair and speaker |
| 22 August 2016 | The European Conference on Educational Research | Dublin, Ireland | Can EI detain faculty incivility in higher education? | ADD |
| April 2016 | Seminar | London, UK | Partial least squares structural equation modelling (pls-sem) using smart pls three workshop | Delegate |
| 16 Sept 2015 | EuroMed 2015 | Verona, Italy | The impact of workplace incivility on horizontal solidarity and perceptions of job insecurity | ADD |
| 16 Sept 2015 | ECER 2015, Education and Transition - Contributions from Educational Research | Budapest, Hungary | Assessing faculty incivility | Speaker |
| 23 August 2015 | EARLI 2015 | Limassol, Cyprus | Students' justice experience and perceptions of faculty incivility in higher education | ADD |
| 23 August 2015 | EARLI 2015 | Limassol, Cyprus | Constructing and validating a new scale for measuring faculty incivility | Speaker |
| 3 July 2014 | International Conference on Business and Information | Osaka, Japan | The role of negative affectivity, hierarchical status and their interaction in explaining victimization | Speaker |

1. **Organization of Conferences or sessions**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Role** | **Subject of Conference** | **Place of**  **Conference** | **Name of**  **Conference** | **Date** |
| Chair and member of organizing committee | Bullying in organizations/IAWBH masterclass | Kinneret College | The dark side of organizations: causes, consequences, and mitigation – an organizational perspective | June 2019 |
| Chair and member of the organizing committee | Incivility in organizations | Kinneret College | Incivility at work- research, legal, organizational, and psychological responses: local and international aspects | March. 2018 |
| Member of scientific committee | Cooperation between higher education and organizations | Vilniaus Kolegija/University of Applied Sciences, Lithuania | International Scientific-Practical Conference - Cooperation between Higher Education and World of Work: Sustainable, Innovative and Creative Perspective. | May-2018 |
| Chair and member of organizing committee | Bullying in organizations | Kinneret College | From Victimization to Protectiveness-1st Conference of the Institute for Applied Ethics in Organizations | June 2017. |
| Member of organizing committee | The role of adults in bullying prevention | Kinneret College | The 4th Conference of Child Bullying and Protection | May 2017 |
| Member of Organizing Academic Committee | International Conference on Business and Information | Osaka, Japan | International Conference on Business and Information | July 2014 |
| Session chair | International Conference on Business and Information | Osaka, Japan | International Conference on Business and Information | July 2014 |
| Member of organizing committee | Organizational culture management | Kinneret College | Organizational Culture Management in a Postmodern Era | April 2013 |

1. **Invited Lectures**

|  |  |  |  |
| --- | --- | --- | --- |
| **Date** | **Place of Lecture** | **Name of Forum** | **Presentation/Comments** |
| October 2021 | Online Slovakia | Annual meeting: metamorphosis of quality | Interpersonal relations and their impact on the quality of life |
| June 2021 | Online UK and Ireland | Behaviour in Organizations Research Group | The measurement of mistreatment- a call for rethinking |
| April 2021 | Online Moravian Business College, Czech Republic. | 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, 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 | Deviant interpersonal behaviors: definition, prevalence, manifestations, and coping strategies |

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

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

1. **Submission of Research Proposals - Not Funded**

| **Year** | **Funded by** | **Topic** | **Co-Researchers** | **Role in Research** |
| --- | --- | --- | --- | --- |
| 2021 | Council for Higher Education- 134,067 NIS | Promotion of constructivist learning envirounments through gamification | Oz Gore | Co- Researcher |
| 2021 | ISF / 1,000,000 NIS | Social workers’ emotional and behavioral response to workplace mistreatment: towards validation of a theoretical model of bystanders | Rachel Lev- Wiesel | PI |
| 2020 | ISF / 1,183,272 NIS | Violence mitigation in emergency rooms using real-time sensors, load, and heuristics-based actuators | Yael Dubinsky, Eran Talor | PI |
| 2020 | Erasmus + /1,000,000 Euro | SHIFT (Sustainability and Humanity, an Impact Framework for Tomorrow) | Niva Dolev, Noa Shapira | Partner |
| 2018 | Rothschild Foundation /100,000 NIS | Academia and its relation to the labour market- research grant (declined in second phase.) | Itzkovich Yariv | PI |
| 2017 | Erasmus +  1,000,000/ Euro | SecompD | Niva Dolev | Partner |

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

| **Year** | **Name/Awarding Institution** | **Amount** |
| --- | --- | --- |
| 2021 | Institution award for excellence | 15% on annual 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*, 7(4) | $2,000 |
| 2018 | Institution award for excellence | 7.5% on annual salary |
| 2017 | Institution award for excellence | 7.5% on annual 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. |  |

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 (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 male and female victimization | MA | In Progress |  |

**11. Miscellaneous**

**12. 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 across international locations
* Analyzed the training needs of internal customers and provided consultation to managers
* Planned and created various training programs and monitored their progress
* Performed monitoring and feedback for training programs and procedures
* Designed effective work interfaces with multiple in-house groups
* 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)
* Regularly met and exceeded individual and team targets
* Contributed significantly to increasing the level of service offered internally 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 similar programs for the company's international clients
* Met and exceeded budgetary target and 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 local and international vendors and other cross-organizational entities
* Responsible for establishing an infrastructure that resulted in increased activities with 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 centers
* Monitored annual budgets to the value of hundreds of thousands of USD
* Contributed to an increase in the company's activities, resulting in reaching the company's business targets