**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 the Department** | **Degree** | **Years of study** |
| 2005-2010 | Ben-Gurion University, Faculty of Management | PhD | 2010 |
| 2001- 2004 | Tel-Aviv University, Labour Studies | MA  Excellency award | 2004 |
| 1995-1998 | College of Management, Department of Behavioural 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 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**

| **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**

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| --- | --- |
| \*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 promote anti-bullying legislation |
| \*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) 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 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 Organization  79th 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 deviance  Poster 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** |
| \*19th of October 2021 | Online - Slovakia | Annual meeting: Metamorphosis of Quality | Interpersonal relations and their impact on the quality of Life. |
| \*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** |
| --- | --- | --- | --- | --- |
| 2021 | Council for Higher Education- Planning and Badgeting Comeettee/ 134,067 NIS | Promotion of Constructivist Learning Envirounments through Gamification | Oz Gore | \*Co- Resercher |
| 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 | \*Principal Researcher |
| 2020 | ISF / 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 Dolev  Noa Shapira | \*Partner |
| 2018 | Rothschild Foundation /100,000 NIS | 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 | 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 | 7.5% on Yearly Salary |
| \*2017 | Institution award for excellence | 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

\***Itzkovich, Y**., & **Dolev, N.** (2020). Incivility prevention in the public sector: Pilot report. submitted to the Civil Service Commission.

**\*Itzkovich Y**. & Dolev, N. (2017). The prevalence and impact of incivility among preschool teachers. Report submitted to preschool educators’ union

**\*Itzkovich Y**., Dolev, N., Shnapper -Cohen, M (2017). The prevalence and implications of incivility among healthcare providers. Report submitted to the padeh-poria hospital’s management