

CURRICULUM VITAE

1. Personal Details

E-Mail: unger@sapir.ac.il

2. Higher Education

Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
1980-1983	Department of Education and English Literature, Ben-Gurion University (BGU) of the Negev, Beer Sheva, Israel	B.A.	1984
1989-1991	Department of Industrial/Organizational Psychology, California State University at Long Beach (CSULB), USA. Advisor: Prof. Mary Schratz	M.A.	1991
1993-2000	Faculty of Industrial Engineering and Management, Technion – Technological Institute of Technology, Haifa, Israel. Advisor: Prof. Miriam Erez	Ph.D.	2001

B. Post-Doctoral Studies

Period of Study	Name of Institution, Department and Host	Degree	Year of Completion
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2001-2003	School of Management, Ben Gurion University (BGU) of the Negev. Host: Prof. Amos Drori	Postdoctoral Fellow	2003
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3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2001-2004	Sapir Academic College, Dept. of Behavioral Science, Management & Economics under the auspices of BGU.	Adjunct Lecturer
	Polytechnic University, Israel Branch Rehovot, M.S.M. Program.	Adjunct Lecturer
	Interdisciplinary Center in Herzeliya, Dept. of Business Administration	Adjunct Lecturer
2004-2006	Sapir Academic College, Dept. of Behavioral Science, Management & Economics under the auspices of BGU.	Lecturer
	Polytechnic University, Israel Branch Rehovot, M.S.M. Program.	Adjunct Lecturer
2006-2007	School of Business Administration, Peres Academic Center (PAC); Sapir Academic College, Dept. of Behavioral Science,	Lecturer

	Management & Economics under the auspices of BGU, and Dept. of Managing Human Resources	Adjunct Lecturer
2007-2011	Sapir Academic College, Department of Managing Human Resources	Lecturer
2011-2012	Sapir Academic College, Department of Managing Human Resources	Lecturer
2012-current	Department of Managing Human Resources, Sapir Academic College	Senior Lecturer Tenure

4. Offices in Academic Administration

- 2006-2007 Dean of Students, Peres Academic Center (PAC)
- 2011-2017 Department Chair & Head of B.A. program in “Managing Human Resources”, Managing Human Resources, Sapir
- 2016 -Present Founder & Head of M.A. program in “Management & Development of the Human Resource” with two specialties: Human Resource Management (HRM) and Intra-Organizational Consulting & Development.

Academic Committees

- 2006-2007 College Pedagogy Committee Peres Academic Center
College Academic Council – Peres Academic Center
- 2006-2011 Member of Pedagogy Committee, Department of Managing Human Resources, Sapir Academic College

- 2009-2011 Department Library Committee - Department of Managing Human Resources, Sapir Academic College
- 2011-2017 Head of Pedagogy Committee, Department of Managing Human Resources, Sapir Academic College
- 2011-Present Member in College Academic Council, Sapir Academic College
- 2012- Present Member in College Research & Fellowship Committee, Sapir Academic College
- 2012- 2013 Member in College Committee for Affirmative Action Sapir Academic College
- 2014-Present Member in the College Board of Directors.
- 2014-Present Member in Central Advisory Committee to the College Board of Directors.
- 2016-Present Head of Pedagogy Committee, M.A. Program – "Management & Development of the Human Resource", Sapir Academic College

Additional College &Community Committees:

- 2013-Present Member of Board of Directors – Sapir Academic College
- 2013-Present Member of Executive Committee – Sapir Academic College
- 2013-Present Member of Board of Governors – Sapir Academic College
- 2015-2015 Member of Recruitment Committee for Top Administrative College Executive Positions: HRM & College Service Divisions

5. Scholarly Positions and Activities outside the Institution

Membership in Professional/Scientific Societies

2000-present AOM – Academy of Management

SIOP – Society for Industrial and Organizational Psychology

Reviewer and Member of Journal Editorial Boards:

2010- present Reviewer IJPOM - *International Journal of Project Organisation and Management Science*

2012- present Reviewer GOM – *Group and Organization Management Journal*

2015 – present Reviewer *Frontiers in Psychology*

2016 – present Reviewer *Journal of Experimental Education*

2018 – Reviewer *Small Group Research*

6. Active Participation in Scholarly Conferences

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
July 2000	XXVII International Congress of Psychology	Stockholm, Sweden	Learning goals and performance goals of teams and their effect on team learning and performance.	Co-Author & Presenter - Invited Symposium
August 2001	Academy of Management Conference (AOM)	Washington, D.C.	Building a team learning culture. Invited Symposium	Co-Author & Presenter - Invited Symposium
August 2001	Academy of Management Conference (AOM)	Washington, D.C	The effect of learning teams on the transfer of skills in a complex multi-issue negotiation task.	Co-Author - & Roundtable participant
December 2001	Tmurot. Mashabe Enosh	Ramat Gan, Israel.	Team Learning.	Co-Author & Presenter
June 2002	Economic Science Association (ESA)	Boston, MA	Learning in negotiations: A question of transfer.	Co-Author
July 2002	XXV International Congress of Applied	Singapore	Goal orientation & learning values: Their effects on regulatory processes & learning at	Co-Author Invited Symposium

	Psychology (ICAP)		the individual & team levels.	on Work Motivation
August 2002	Academy of Management Conference (AOM)	Denver, Colorado	Structural & Cultural Effects on the Emergence of Collective-Efficacy, & on the Collective-Efficacy – Performance Relationship	Co-Author & Presenter
December 2007	21 st ANZAM Conference: "Managing our Intellectual and Social Capital"	Sydney Australia	Team Development: Why doesn't it work in Project Teams?	Co-Author
July 2008	Project Management Institute (PMI) Research Conference*	Warsaw, Poland	The Project Manager as a Team Leader - The Role of Team Development Practices.	Co-Author
August 2008	Academy of Management CONFERENCE (AOM)	Anaheim, CA,	Team cognitions and processes: team learning, shared mental models information sampling, and transactional memory.	Co-Author & Participant
September 2008	Conference on Empirical Legal Studies	Cornell University	Myth and Reality in Consumer Contracting Behavior.	Co-Author, Poster Presentation
December 2011	<i>1st Israel Organizational Behavior Conference (IOBC)</i>	Tel Aviv, Israel	Goal Orientations in the workplace: A model explaining the relationships between individual- and team-goal orientations, individual self-	Co-Author

			regulations and work performance.	
December 2011	<i>The 1st Israel Organizational Behavior Conference (IOBC)</i>	Tel Aviv, Israel	Revisiting the moderating role of feedback and recognition in the goal attainment-performance success relationship: The case of project teams.	Co-Author & Presenter
April, 2013	<i>Society of Industrial/Organizational Psychology (SIOP- 14th division of APA).</i>	Houston, Texas, USA	Team and dispositional goal orientations and performance: Integrating self-regulation.	Co-Author, Poster Presentation
April 2013	The 15 th Conference of International Academy of Management and Business (IAMB)	Lisbon, Portugal	Team and Dispositional Goal Orientations at Work: The Mediating Role of Negative Affect.	Co-Author
January 2017	The 23 rd Conference of IAMB	New Orleans, Louisiana, USA	Narcissists as Satisfied and Productive Team Members: The Moderating Role of Goal Orientation	Co-Author & Presenter

*This paper was selected by the Project Management Institute (PMI) in March 2009 as one of the articles to be used as a source for a PMI Publication Quiz.

7. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
January 2017	The 23 rd Conference of IAMB	New Orleans, Louisiana, USA	The 23 rd Conference of International Academy of	Chair

			Management and Business (IAMB)/Mixed Session	
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8. Invited Lectures\ Colloquium Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
2002	Ben Gurion University	Presentation in faculty seminar, School of Management	Title: Team Learning
2003	Holon Technological Institute (HIT)	Presentation in Faculty seminar, Department of Industrial Management	Title: Learning in Teams
2012	Faculty of Industrial Engineering and Management, Technion-Technological Institute of Technology, Haifa, Israel.	Best Practices in Team Leadership & Development: The Case of Project Teams.	Presentation in Workshop on Cognition and Organizational Behavior.
2014	Sapir Academic College	New directions in team management	Annual Seminar: Sapir Academic College and the Israeli Society for Human Resource Development (ISHRM): Challenges on the Management & Development of Teams in the Future Workplace

9. Scholarships, Awards and Prizes

2001-2003 Council of Higher Education, Planning & Budgeting Committee - Postdoctoral fellowship.

10. Teaching

Number of Students	Degree	Course Type	Name of Course	Year
150-200	B.A.	Lecture, Mandatory	Organizational Psychology	1995-2002
40-50 50-60	B.A. & Ms.M.	Elective Elective	Leadership & Behavior	1995- 2005
15-20	B.A.	Seminar	Motivation and Cultural Values	1995-2001
60-80 120	B.A. B.A.	Lecture, Elective; Mandatory	Developing Leadership in Organizations	2002-2014
200-250 60	B.A. Ms.M.	Lecture, Mandatory	Organizational Behavior	1998-2016
100	B.A.	Lecture, Elective	Learning & Motivation	2002-2008
120 60	B.A. Ms.M.	Lecture, Mandatory	Learning, Motivation, Appraisal & Reward	1998-2016
80-120 60	B.A. Ms.M.	Lecture, Elective; Mandatory	Organizational Change and Development	2001-2014
50-60	M.A.	Lecture, Mandatory	Selected Issues in Human Resource Management	1998-2006
50	M.A.	Lecture, Mandatory	Human Resource Management	2003-2006
10-15	B.A.	Elective	Guided Reading	2008-2011
10-15	B.A.	Elective	Guided Research	2008-2011
47-65	B.A.	Mandatory	Managing Teams in Organizations	2008-2016
30	M.A.	Mandatory	Organizational Consulting: Micro Level	2017-Present
30	M.A.	Mandatory	Organizational Psychology	2017-Present
30	M.A.	Mandatory	Team Dynamics & Development	2017-Present
30	M.A.	Mandatory	Appraisal & Rewards	2017-Present
30	M.A.	Mandatory	Practicum: Selective Issues	2017-Present
5	M.A.	Mandatory	Practicum: Individual Supervision	2017-Present

11. Professional Experience

Training Psychologist (First Lieutenant) in Professional Army Training Programs (Israeli Air Force) and Workshops within Organizations: The Design and Development of Training Programs and Training Sessions; Training Skills and Techniques; Human Perception and Cognition; Leadership Skills & Development; Learning and Memory; Managing by Objectives (M.B.O.); Motivation; Interpersonal Communication; Performance Appraisals; The Development of Presentation Skills; Conflict Management; Win/Win Negotiation; Developing Negotiation Skills; Stress and Burnout; Organizational Cultures and Climates.

PUBLICATIONS

A. Ph.D. Dissertation

Unger-Aviram, E. (2001). *The learning team* (Unpublished manuscript). Faculty of Industrial Engineering and Management, Technion – Technological Institute of Technology, Haifa, Israel.


Field of Study: Industrial/Organizational Psychology, English, 113 pages.


B. M.A. Thesis

Unger-Aviram, E. (1991). *Motivating employees through an efficacious environment: The impact on perceived self-efficacy and performance outcomes of employees*. California State University, Long Beach.

C. Articles in Refereed Journals

Published

1. Bereby-Meyer, Y., Moran, S. & **Unger-Aviram, E.** (2004). Transfer of Integrative Negotiation Skills in Teams. *Organizational Behavior and Human Decision Processes*, 93, 142-154. 

2. Zwikael, O. & **Unger-Aviram, E.** (2010). HRM in project groups: The effect of project duration on team development effectiveness. *International Journal of Project Management*, 28, 413-421. 

3. Becher, S. & **Unger-Aviram, E.** (2010). The Law of Standard Form Contracts: Misguided Intuitions and Suggestions for Reconstruction *DePaul Business & Commercial Law Journal*, 8(3), 199-227. [Combined score 20.7; Impact .27; Journal Cites 231; Ranked 21/36].

4. **Unger-Aviram, E.** & Zwikael, O., & Restubog, S. L.D. (2013). Revisiting the moderating role of feedback and recognition in the goal attainment-performance success relationship: The case of project teams. *Group and Organization Management*, 38(5), 570 – 600. doi:10.1177/1059601113500142 **Q1** (1 year IF = 1.48; 5 year IF=2.83). [This paper was chosen to be included in *Group and Organization Management* Editor's Choice article collections (May 30th, 2015), under "team effectiveness"]. *

5. **Unger-Aviram, E.** & Erez, M. (2016). The effects of situational goal orientation and cultural learning values on team performance and adaptation to change. *European Journal of Work and Organizational Psychology*, 25(2), 239-253. doi: 10.1080/1359432X.2015.1044515 **Q1** (1 year IF= 2.3; 5 year IF=2.80).

6. Katz-Navon, T., **Unger-Aviram, E.**, & Block, C. J. (2016). Examining the cross-level influence of dispositional and team goal orientations on employee self-regulation and performance in a complex task environment. *The Journal of Applied Behavioral Science*. doi: 10.1177/0021886316665460 **Q2** (1 year IF = 1.43; 5 year IF=1.64).

7. **Unger-Aviram, E.**, Zeigler-Hill, V., Barina, M. & Besser, A. (2018). Narcissism, collective efficacy, and satisfaction in self-managed teams: The moderating role of team goal orientation. *Group Dynamics: Theory, Research, and Practice*, 22(3), 172-186. <http://dx.doi.org/10.1037/gdn0000089> **Q2** (1 year IF =1.641; 5 year IF=1.835).

D. Articles or Chapters in Scientific Books

1. Zwikael, O. & **Unger-Aviram, E.** (2010). Project leadership: Best practices in project team development. In R. Gleich, T. L. Mayer, R. Wagner, & Wald, A. (Eds.), *Advanced project management*, Volume 2, Nuremberg, Germany: GPM Deutsche Gesellschaft für Projektmanagement e.V.
2. **Unger-Aviram, E.** (2014). Narcissism in teams. In A. Besser (Ed.), *Handbook of psychology of narcissism: Diverse perspectives*, pp. 281-296. New York: Nova Science.

E. Articles in Conference Proceedings

Published

1. Unger-Aviram, E. & Erez, M. (2001). The learning team. *Tmurot, 13th Mashabe Enosh Conference & Annual Meeting*, Ramat Gan, Israel. Mashabe Enosh Journal, December, 136-139 (Hebrew).
2. Zwikael, O., **Unger-Aviram, E.** (2007). Team development – why doesn't it work in project teams? *Australia New Zealand Academy of Management (ANZAM) Annual Conference*, Sydney, Australia.
3. Zwikael, O., & **Unger-Aviram, E. (2008)**. The project manager as a team leader – the role of team development practices. *PMI Research Conference*, Warsaw, Poland [Selected by PMI's Professional Development as a mandatory learning material for PMI Certification exams and publication quizzes
[\[http://www.pmi.org/Marketplace/Pages/ProductDetail.aspx?GMProduct=00101083700\]](http://www.pmi.org/Marketplace/Pages/ProductDetail.aspx?GMProduct=00101083700)]
4. **Unger-Aviram, E.**, Zwikael, & O., Restubog, S. (2011). Revisiting the moderating role of feedback and recognition in the goal-performance relationship: the case of project teams. *Israel Organizational Behavior Conference*, Tel Aviv, Israel.
5. Katz-Navon, T., Block, C., & **Unger-Aviram, E.** (2013). Team and Dispositional Goal Orientations at Work: The Mediating Role of Negative Affect. The 15th Conference of International Academy of Management and Business (IAMB), Lisbon. http://iamb.net/CD/CD13-IAMBPT/Proc_IAMB13PT_main.htm

F. Other Publications

Papers in practitioner journals and popular press

1. Unger-Aviram, E. & Besser, A. Organizational protective edge. Information Issue 22, Nitzuvut Sherut Hamidina, July, 2014 (Hebrew).
2. Nadiv, R. & Unger-Aviram, E. (2014). Protective edge diversity: Managing organizational diversity during crisis. Mashabe Enosh, 1145 (Hebrew).
68577.7467.3210.aspx www.hrisrael.co.il/document/