

Name: Ronit Nadiv

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CURRICULUM VITAE

Personal Details

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Education

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
1998-2004	Department of Labor Studies, Tel Aviv University, Israel	Ph.D.	2004
1995-1997	Department of Labor Studies, Tel Aviv University, Israel	M.A, <i>cum laude</i>	1998
1993-1995	School of Economics, Tel Aviv University Israel	B.A, <i>Cum laude</i>	1995

Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2007-current	Departments of Managing Human Resource, Sapir Academic College	Lecturer
2006-2008	School of Management, Ruppin Academic College	Lecturer
2004-2005	Department of Labor Studies, Tel Aviv University	Lecturer
1998-2000	Department of Labor Studies, Tel Aviv University	Teacher
1995-1997	Department of Labor Studies, Tel Aviv University	Adjunct lecturer

Offices in Academic Administration

2019 - current	Academic advisor of the students' internship program, Sapir Academic College
2017- current	Head of Department, Department of Human Resource Management, Sapir Academic College
2007 - Current	Pedagogy committee Department of Human Resource Management, Sapir Academic College
2013 - 2014	Sapir college quality teaching committee, Sapir Academic College

Scholarly Positions and Activities outside the Institution

Professional Memberships

2020 – Current	WFRN work family research network
2018 – Current	ISTR international society for third sector research
2007 – Current	Israeli Society for Human Resources Management
2007 – Current	Israeli Sociological Association.

Participation in Scholarly Conferences

a. **Active Participation**

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
2021	The 52nd Israeli Sociology Society Conference	Sapir Academic College	Critical practices in diversity management among HR practitioners	Co- speaker
2021	White Academy Conference: Practices of Racism and Exclusion	Hebrew University and Ben-Gurion University	"I don't see myself in Tel-Aviv": First-generation college students in the Israeli periphery contending with identity conflicts in an entrepreneurship education program	Co- speaker
2020	3rd International Conference on Advanced Research in Teaching and Education	ICATE Virtual Conference	First-generation college students in the Israeli periphery contending with challenges in an entrepreneurship education program	Co- speaker
2020	The 27th International Conference on Learning	Universitat de València, Spain Virtual presentation	The impact of organizational learning programs aimed at the prevention of workplace sexual harassment in contemporary labor markets	Co- speaker
2020	The 15th International Conference on Interdisciplinary Social Sciences	University of Athens Virtual presentation	Organizational learning programs aimed at the prevention of workplace sexual harassment in contemporary labor markets	Co- speaker
2020	Work and Family Researchers Network	WFRN Virtual Conference Series	The Shoemakers go Barefoot: Work – Family Challenges among Human Resource Business Partners	Co- speaker
2020	Work and Family	WFRN Virtual	The toll of the sexual harassment commissioner	Co- speaker

	Researchers Network	Conference Series	role on work-family concerns of female practitioners	
2019	The 50th Israeli Sociology Society Conference	Haifa University	Perceptions of "Hadata" among secular employees in Israeli work organizations	Co- speaker
2019	SASE – Society for the Advancement of Socioeconomics	The New School, NYC	Double-edged sword? Labor market intermediaries' influence on the employment precariousness of socially diverse jobseekers from the perspectives of staffing agencies and their human resources clients	Co- speaker
2019	SASE – Society for the Advancement of Socioeconomics	The New School, NYC	The emerging role of sexual harassment commissioners in contemporary labor markets: An evolving paralegal profession?	Co- speaker
2019	EGOS – European Group of Organization Studies	Edinburgh University	Human resource practitioners as sexual harassment commissioners: Sisyphus in the midst of the politics of (in)equality	Co- speaker
2018	The 49th Israeli Sociology Society Conference	Ben-Gurion University	The role of female HR practitioners in the prevention of sexual harassment in Israeli business organizations	Co- speaker
2018	The 8th Conference of the Israeli Center for Qualitative Research	Ben-Gurion University	The role of seminar advisors in qualitative research which exposes students to organizational pathologies	Co- speaker
2018	Best Consulting Practices in HR and OD: from Theory to Practice Conference	Human Resource Management Studies, Sapir Academic College	Contemporary Research about Consulting Skills in HR and OD	Co- speaker

2018	Conference of the International Society for Third Sector Research	Vrije University, Amsterdam	Teaching Nonprofit Organization Development (OD): Evolving Scholarship and Practice	Co- speaker
2018	Conference of the International Society for Third Sector Research	Vrije University, Amsterdam	Managing workforce diversity from outside-in: The role of Israeli NPOs in promoting the employment of people with disabilities in the business sector	Co- speaker
2017	The 48 th Israeli Sociological Society Conference, Open University	Israel	Diversity practices regarding disabled employees in business organizations	Co- speaker
2017	The 48th Israeli Sociological Society Conference	Israel	Diversity practices regarding disabled employees in business organizations.	Co- speaker
2017	17 International Conference on Diversity in Organizations, Communities & Nations	Canada	Can bureaucracy defeat prejudice? Lessons from the Israeli business sector's reactions to recent legislation regarding employment of people with disabilities	Co- speaker
2017	17 International Conference on Diversity in Organizations, Communities & Nations	Canada	Diversity climate and management consultants: Are they agents of greater solidarity or of organizational inequality?	Co- speaker
2017	EBEN Israel International Conference: Responsibility, Trust and Dissent in Business Organizations, Ben-Gurion University	Israel	. Outsourcing ethical responsibility for organizational diversity to staffing agencies in the business sector in Israel	Co- speaker

2016	16 International Conference on Diversity in Organizations, Communities & Nations	Spain	The evasive role of staffing agencies in (de)increasing diversity in organizations.	Co- speaker
2016	16 International Conference on Diversity in Organizations, Communities & Nations	Spain	The complex impact of using social networking sites in employee selection processes on organizational diversity	Co- speaker
2016	The Israeli Conference of Qualitative Research	Israel	Indecent proposal? Let's talk about studying diversity in organizations	Co- speaker
2016	The Annual Israeli Sociological Society conference	Israel	Gaps between rhetoric and practice in diversity management	Co- speaker
2015	The European Sociological Association Conference	Prague	Opening the black box: Can segregated job placement processes explain economic inequality between secular and ultra-orthodox Jews in Israel?	Co- speaker
2015	The European Sociological Association Conference	Prague	Paradoxical professionalism processes of human resource managers	Co- speaker
2011	International Conference of Global HRM	Israel	Opportunities and threats: Objective and subjective aspects of the job searching process as experienced by Ethiopian graduates	speaker
2009	The Annual Israeli Sociological Society conference	Israel	Work and Family among Self-Employed Women in Israel	speaker
2006	The Annual Israeli Sociological	Israel	The work experiences of post settlers in Gaza strip	speaker

	Society conference			
2006	The Annual Israeli Sociological Society conference	Israel	Organizations in the era of flexibility: Organizational characteristics that promote the use of temporary help firms' workers in Israeli organizations	speaker

b. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
28.5.19	Contending with Workplace Sexual Harassment Conference	Human Resource Management Studies and the Israeli Sociology Society, Sapir Academic College	Contending with workplace sexual harassment	Presenter and member in the scientific committee of the Israeli Sociology Society
28.5.18	The Development of Consulting Skills	Human Resource Management Studies and the Israeli Sociology Society, Sapir Academic College	The Development of Consulting Skills	Presenter and member in the scientific committee of the Israeli Sociology Society
23.5.17	Diversity Management Conference	Human Resource Management Studies and the Israeli Sociology Society, Sapir Academic College	Diversity Management	Presenter and member in the scientific committee of the Israeli Sociology Society

Invited Lectures\ Colloquium Talk

Date	Place of Lecture	Name of Forum	Presentation/Comments
2021	The Hebrew University of Jerusalem	Achord Institute for Social Diversity	Diversity challenges
2019	Israeli Defense Force (IDF)	Advanced HR course	HR competencies and skills
2019	Ben-Gurion University	Department of Social Work	Diversity aesthetics
2017	Israeli Defense Force (IDF)	Advanced HR course	The value of HR work in organizations
2017	Sapir Academic College	Law Department	Understanding the emerging role of diversity managers in Israeli business organizations
2017	Sapir Academic College	Department of Managing Human Resource	Diversity management research and practice: What lessons have we learnt?
2016	Israeli Security Agency	Advanced HR course	The value of HR work in organizations
2015	The College of Management Academic Studies	Research methods panel	Integrating research in HR work
2014	The College of Management Academic Studies	Research methods panel	Integrating research in HR work
2013	Sapir academic college	The Accessibility Center, Sapir Academic College	Ecology of accessibility from HR perspective

Research Grants

a. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/ Amount	Year
PI	Shani Kuna, Sapir Academic College	Placement practices of socially diverse jobseekers from the perspectives of staffing agencies and their client organizations	ISF 336,000 NIS	10.2019-10.2021

Teaching

Year	Name of Course	Type of Course Lecture/Seminar/ Workshop/High Learn Course/ Introduction Course (Mandatory)	Degree	Number of Students
2020-2021	Remote Work	Seminar	BA	9
2019-2020	The Future of Work Lab	Co-manager with Shani Kuna	BA	12
2017-2019	Managing Organizational Transitions	Lecture	MA	7
2017-today	Learning Systems in Organizations	Lecture	MA	7
2017-Present	Talent Management	Lecture	MA	7
2016-Present	Strategic Human Resource Management	Lecture	MA	28
2014 - 2017	Managing diversity	Seminar	BA	18
2013	Managing diversity	Lecture	BA	35
2007-Prsent	Human Resource Management	Lecture	BA	120
2007-today	Managing Training System	Lecture	BA	120
2007-2008	Organizational behavior	Introduction Course	BA	120
2007-2008	Organizational theory	Lecture	MA	60
2004-2014	Labor market theory	Lecture	BA	35
2004-2008	Research Methods	Introduction Course	BA	60
2002-2004	Statistics	Introduction Course	MA	40
2002-2005	Alternative Work Arrangements	Seminar	MA	20

Professional Experience

2005-2007 Researcher and project manager in the Ministry of Economy and Industry staff of integrating people with disability in employment.

2002-2007 Researcher in the Research Department of Ministry of Economy and Industry

Additional Academic activities

- 2019 Member in the scientific committee of the Israeli Sociology Society on Contending with Workplace Sexual Harassment Conference
- 2018 Head of organizing committee and facilitator workshop on Best Consulting Practices in HR and OD: From Theory to Practice Conference. Sapir Academic College
- 2016 Head of organizing committee and facilitator workshop on Periphery Employment: The Organizational Consequences of the Relocation of IDF Units to the Southern Part of Israel. Sapir Academic College.
- 2015 Head of organizing committee and facilitator workshop on The Aging Workforce. Sderot Conference for Society, Sapir Academic College.
- 2015 Head of organizing committee and facilitator workshop on Human Resource Management and Managing Service. Sapir Academic College.
- 2013 Head of organizing committee and facilitator workshop on Evidence Based HR and Organizational Development. Sapir Academic College.
- 2012 Head of organizing committee and facilitator workshop on Challenges of Human Resource Managers in Israel's periphery. Sapir Academic College.
- 2010 Head of organizing committee and facilitator workshop on employment of people with disabilities. Sapir Academic College.

Publications

A. Ph.D. Dissertation

Diversified employment: The internal labor market of external workers, 2004.

[Hebrew]. Tel Aviv University, Israel. Department of labor studies.

Advisor: Prof. Haya Stier

B. Books

Edited books

Member in the writing committee

Mundlak, G. (Ed.) (2004) *Industrial Relations in Times of Transition*. The Israeli Democracy Institute. [Hebrew].

Articles in refereed journals

Published

= equal contribution; + Corresponding Author

1. Kuna, S. and =Nadiv, R. (2021). Human resource practitioners as sexual harassment commissioners: Sisyphus amid gender inequalities. *Equality, Diversity and Inclusion :An International Journal*, <https://doi.org/10.1108/EDI-10-2020-0305> **IF=1.280**
2. +Nadiv, R. & Kuna, S. (2020). Diversity management as navigation through organizational paradoxes. *Equality, Diversity and Inclusion: An International Journal*, 39(4), 355-377. **IF=1.280**. 6 citations.
3. Kuna, S. & =Nadiv, R. (2018). Divided we stand? Boundary work between HR managers and external OD practitioners. *Employee Relations*. 40(5), 848-867. **IF=1.65**. 3 citations.
4. +Nadiv, R., Raz, A., & Kuna, S. (2017). What a difference a role makes: Occupational and organizational characteristics related to HR strategic role among

human resource managers. *Employee Relations*, 39(7), 1131-1147. **IF=0.864**. 16 citations.

5. =Nadiv, R. & Feldman, Y. (2010). Equality in triangular relationship in Israel: Empirical and doctrinal perspectives. *Law, Labor and Society*. Tel-Aviv University, 2010 (Hebrew). H – rank=D.

Published in Scientific journal – with no IF

Kuna, S., & =Nadiv, R. (2013). Organizational development dilemmas in nonprofit organizations in difficult economic times. *The Organization Development Journal*, 31(2), 62-71.

Cohen, Y., Stier H., & Nadiv, R. (2000). Involuntary part time job and unemployment in Israel 1979-1997. *The Economics Quarterly*, 47(3), 353-372 (Hebrew).

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Articles or Chapters in Scientific Books

Kuna, S., & =Nadiv, R. (2020). Diversifying diversity, for a change? Critical diversity management practices of human resource practitioners in the Israeli business sector. In M. Krumer-Nevo, R. Strier, & I. Weiss-Gal (eds.), *Critical theory in action: Critical practices in the social sphere in Israel* (pp. 195-232). Tel Aviv: Resling. (Hebrew)

Kuna, S., & =Nadiv, R. (2019). The embodiment of otherness: Deconstructing power relations between staffing agencies, diverse jobseekers and organizations in the Israeli business sector. In M. Fotaki, & A. Pullen (Eds.), *Diversity, affect and embodiment in organizing* (195-224). New York: Palgrave Macmillan.

Waismel-Manor, R. & =Nadiv, R. (2010). Work and family among self-employed women in Israel. In *Working Families in Israel*. Kulik, L., & Muhlbauer, V. (Eds.). Peles [Hebrew].

Accepted for Publication

Kuna, S. & =Nadiv, R. (2021), Contending with paradox in an academic entrepreneurship education program among socially underprivileged students in the

Israeli periphery, *Sociologia Israelit*, (in Hebrew). (Accepted for publication in the June 2021 issue).

Articles in Conference Proceedings

=Nadiv, R. & Feldman, Y. Labor law and productive decentralization. Proceedings of the XVIII World congress of Labor and Social Security Law. (with Yuval Feldman). France September 2008.

Other publications (Hebrew)

Nadiv, R. (2013). The footsteps of chief learning officers – A book review. *Human Resource journal*, January- February.

Nadiv R. (2006). People with disabilities: socioeconomic background and employment characteristics. *Ministry of Trade, Industry and Employment*.

Nadiv, R. Greenstein M. & Harris, R. (2005). Druze population in Israel. *Ministry of Trade, Industry and Employment*.

Nadiv R. (2005). Temporary work agencies in Israel. *Ministry of Trade, Industry and Employment*.

Nadiv R. & Selach S. (2004). The self- employed and their employment characteristics. *Ministry of Trade, Industry and Employment*.

Nadiv R. (2004). Employment mobility in the Israeli labor market. *Ministry of Trade, Industry and Employment*.

Nadiv R. (2003). Temporary work in Israel: an overview. *Ministry of Trade, Industry and Employment*.

Nadiv R. (2003). Both employed and self- employed. *Ministry of Trade, Industry and Employment*.

Nadiv R. (2002). Mothers go to work, and where are the children? *Ministry of Trade, Industry and Employment*.

Nadiv R. (2001). Part time job? Is it voluntary? *Ministry of Trade, Industry and Employment*.

Hendeless S. & Nadiv R. (2000). Temporary work in Israel. *Ministry of Trade, Industry and Employment*.

Submitted Publications

Nadiv, R. Home, Work, or Both?: The Role of Paradox Mindset in a Remote Work Environment During the COVID-19 Pandemic. Submitted to International Journal of Manpower. Submitted to *International Journal of Manpower*. **IF=0.953**

Papers in preparation

Nadiv, R., & Kuna, S. (Paper in preparation). On becoming chief diversity officer: Applying a business partner framework for chief diversity officers.

Nadiv, R. & Kuna, S. (Paper in preparation). Career turbulence among professional women during the Covid-19 pandemic: A SWOT analysis.

Nadiv, R. (Paper in preparation). Rethinking work – family conflict: Integrating both subjective and objective considerations.

Summary of my Activities and Future Plans

My research focuses on two interrelated topics: HR roles and practices in a volatile and changing environment and diversity management practices. Prior research suggest that HR practices have a significant impact on business results. Thus, my research is directed towards better understanding the roles HR leaders take and the practices they use to promote organizational effectiveness. Specifically, my aim is to better understand how HR practitioners and leaders can become more significant and bring “people” considerations into top management decisions. Based on Ulrich’s (1997; 2005; 2016) seminal work on HR strategic partner, my colleague and I explore conditions which enable the strategic transformation among HR practitioners.

One of the most prominent “people” considerations which is highly significant in all western countries is the challenge of diversity and inclusion. I study diversity practices in different organizational settings ranging from business organizations, non-profit organizations (NPOs) and public organizations. I study why some diversity practices work better while others fail, and explore how organizational conditions can promote the inclusion of socially diverse employees. HR practitioners have a crucial role in designing and implementing diversity practices. Thus, I aim to understand how HR and diversity practices contribute to organizational effectiveness as well as how they shape working relations and employee wellbeing. Given that diversity and inclusion challenges have worsened during the covid-19 pandemic, I find the study of these practices fascinating and fruitful for both theory and practice.

My co-author and I have recently won an ISF grant for a new project which combines two research topics which I am passionate about: diversity and inclusion and staffing agencies. We aim to understand how staffing agencies practices might affect the diversity and inclusion of socially diverse job candidates. We suggest that while organizations try to promote diversity, the recruitment of new job candidates through staffing agencies might be counterproductive and undermine diversity efforts. This project combines my cumulative knowledge and expertise regarding diversity initiatives that I have acquired over the years since my PH. D studies.

As the covid-19 pandemic broke out, I found myself struggling to combine work and life demands. Thus, I decided to study work life conflict among Israeli scholars who had to adjust immediately to online teaching while continuing with their research projects and coping with home burdens and demands. Based on my prior knowledge and experience with Paradox Theory, I set out to examine the association between paradox mindset and work-home conflict. This study is currently under review in the International Journal of Manpower. My research findings regarding work-home conflict during the pandemic period, have contributed to my interest in the two other research projects mentioned above.

Finally, as part of my academic commitment, I feel obliged to supply the community with evidence-based knowledge relevant to my research topics. Therefore, I voluntarily write in popular Hebrew newspapers about HR practices, diversity, and inclusion and give free lectures to business and public organizations. I am highly involved in the Israeli Human Recourse Association, as I believe that scholars should share their knowledge and experience with practitioners in order to promote professionalism among practitioners. These encounters are very important for me and trigger innovations in my research as well as in my teaching.