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Ilanit SimanTov-Nachlieli
2023

The Faculty of Management

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Tel Aviv University
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Education

Period of study	Institution & department	Degree	Subject	Date Awarded
1995-1998	Tel Aviv University School of Computer Science & Coller School of Management	BA	Computer Science & Management	Nov, 1999
2008-2009	VU University of Amsterdam Experimental and Applied Psychology	MSc	Social Psychology	July, 2009
2011-2015	Tel Aviv University The School of Psychological Sciences	PhD	Social Psychology	May, 2016
2016-2017	Ben-Gurion University The Guilford Glazer Faculty of Business and Management	Post-doc Fellowship	Organizational Behaviour	
2018-2019	Tel Aviv University Coller School of Management	Post-doc Fellowship	Organizational Behaviour	

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Title of Master's Thesis	Cooperating with them: The effects of intensity and direction of motivation on intergroup relations
Names of Supervisors	Prof. Catrin Finkenauer
Title of Doctoral Dissertation	Feeling both victim and perpetrator: Investigating duality within the needs-based model
Names of Supervisors	Prof. Arie Nadler and Dr. Nurit Shnabel

Further Studies

Period of study	Institution & department	Degree or Prof. Licence	Subject	Date Awarded
2003-2004	Open University of Israel	Teaching Diploma	Computer Sciences	2004

Academic and Professional Experience

Academic Experience

2013-2015   Tel Aviv University, Tel Aviv, Israel
The School of Psychological Sciences
Lab Manager, Dr. Shnabel's lab

2016-2017   Ben-Gurion University, Beer Sheva, Israel
Guilford Glazer Faculty of Business & Management
Post-doctoral fellow (Kreitman scholarship for 2 years)
Advisor: Dr. Simone Moran

2017-2018   Ben-Gurion University, Beer Sheva, Israel
Guilford Glazer Faculty of Business & Management
Lecturer: Organizational Behavior at Mandel Social Leadership
MBA Program

2018-2019   Tel Aviv University, Tel Aviv, Israel
The Coller School of Management
Post-doctoral fellow
Advisor: Prof. Peter Bamberger

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| Oct 2019-
ongoing | Tel Aviv University, Tel Aviv, Israel
The Coller School of Management
Senior Lecturer, Tel Aviv, Israel
Lecturer: Empirical Research Methods Course |

Previous Professional Experience

| 2006-2007 | Lecturer: Computer Programming & System Analysis (private companies) |
| 1991-2007 | Team leader, Project Manager and Senior Software Analyst Management, analysis and design of several software and IT applications (private companies) |

Professional and Volunteering Activities

2021	Member of a scholarship committee **(ISF)**
2020- ongoing	Emergency Reviewer for Journal of Applied Psychology
2017	Ben-Gurion University, Beer Sheva, Israel Guilford Glazer Faculty of Business & Management Organizing Seminars – The Decision Making and Economic Psychology Center (DMEP)
2015- ongoing	Ad hoc Reviewer • Journal of Applied Psychology • Organizational Behavior and Human Decision Processes • Journal of Personality and Social Psychology • Personality and Social Psychology Bulletin • European Journal of Social Psychology • Group Processes and Intergroup Relations • Basic and Applied Social Psychology
2016- ongoing	Reviewer for conferences • Organizational Behavior Conference (IOBC) • International Association for Conflict Management (IACM) • Academy of Management (AOM)

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Active Participation in Scientific Meetings

Paper Presentations and Invited Talks:

1. *Harvard-IDC Symposium in Political Psychology and Decision Making, IDC, Herzlia, Israel*. 2011. When the need to maintain power competes with the need for positive moral image: Applying the needs-based model to the Israeli-Palestinian conflict.

2. *Doctoral Students Conference in Social Psychology, The Hebrew University of Jerusalem, Jerusalem, Israel*. 2012. When the need to maintain power competes with the need for positive moral image.

3. *Annual Scientific Meeting of the International Society of Political Psychology, IDC, Herzlia*, *Israel*. 2013. Affirmation of groups' agency promotes prosocial tendencies: Applying the needs-based model to the Israeli-Palestinian conflict.

4. *The Social Psychology Colloquium, Tel Aviv University, Tel Aviv, Israel*. 2014. Feeling both victim and perpetrator: Investigating duality within the needs-based model.

5. *EASP Small Group Meeting on Collective Victimhood, Verona, Italy*. 2014. Victimhood overrides perpetration: Affirming conflicting groups' agency promotes positive intergroup relations.

6. *The Psychology of Intergroup Conflict and Reconciliation lab (PICR), IDC, Herzlia, Israel*. 2104. Feeling both victim and perpetrator: Investigating duality within the needs-based model.

7. *The Social Psychology Colloquium*, *Bar-Ilan University, Ramat Gan, Israel*. 2015. Victimhood overrides perpetration: Investigating conflicts characterized by mutual transgressions.

8. *Annual Research Conference*, *The School of Psychological Sciences, Tel Aviv University, Tel Aviv, Israel*. 2015. The power to be moral: Affirming conflicting parties' agency promotes prosociality.

9. *The 5th Annual meeting of the young social psychologists, Bar-Ilan University, Ramat Gan, Israel*. 2015. Winning the victim status: Effects on groups' conciliatory attitudes and perceived efficacy to change the status quo.

10. *Management Seminar, Ben-Gurion University, Beer Sheva, Israel*. 2015. The power to be moral: Affirming conflicting parties' agency promotes prosociality.

11. *IACM Conference. New-York.* 2016. Pro-Social agents: Affirming conflicting groups' agency promotes prosociality towards the outgroup.

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12. *IACM Conference. New-York.* 2016. "We are All One Family": The Role of the Family Metaphor in Team Relationship Conflict.

13. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality. The Hebrew University of Jerusalem, Israel.* 2016. Agents of Reconciliation: Agency-Affirmation Promotes Constructive Tendencies in Low-Commitment Relationships.

14. *DMEP* seminar, *Ben-Gurion University, Beer Sheva, Israel*. 2016. Agents of Morality: Affirming Conflicting Groups' Agency Promotes Pro-sociality towards the conflicting outgroup.

15. *Management Seminar, Tel Aviv University, Israel*. 2017. The advantage of having an honest rather than a friendly negotiator reputation.

16. *AOM Annual meeting*, *Atlanta*. 2017. The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations.

17. *Spudm Annual meeting*. 2017. How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations.

18. *IAREP Annual meeting.* 2017. How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations.

19. *IACM Annual meeting*, *Berlin*. 2017. The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations.

20. *Psychology Seminar, IDC, Herzlia*, *Israel*. 2017. Effects of the "Big Two" agency and communion dimensions on people's judgments and decisions in various conflictual contexts.

21. *Psychology seminar. Ariel University.* 2017. Effects of the "Big Two" agency and communion dimensions on people's judgments and decisions in various conflictual contexts.

22. *The Business Management Colloquium*, *Ono Academic College, Kiryat Ono, Israel*. 2017. Effects of the "Big Two" agency and communion dimensions on judgement and decision making.

23. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality. Ben-Gurion University, Beer Sheva, Israel*. 2017. The Moral Negotiator's Advantage: The Role of the "Big Two" Agency and Communion Dimensions in Negotiations.

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24. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality. Ben-Gurion University, Beer Sheva, Israel*. 2018. The advantage of having an honest rather than a friendly negotiator reputation.

25. *IE&M Seminar, Technion, Israel.* 2018. The Importance of identity-restoration processes in promoting conciliatory behaviors among conflicting groups.

26. *The Department of Public Policy and Administration, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev, Israel*. 2018. The advantage of having an honest rather than a friendly negotiator reputation.

27. *Psychology Seminar*, *The Open University, Israel*. 2018. The advantage of having an honest rather than a friendly negotiator reputation.

28. *IOBC Conference*, *Israel*. 2018. The advantage of having an honest negotiator reputation: The role of agency and communion dimensions in negotiations.

29. *IOBC Conference. Israel.* 2018. We are all one family": The Role of the Family Metaphor in Promoting Help and Viability in Newly Formed Work Groups and Teams.

30. *Management Seminar, The Open University, Israel*. 2019. When negotiators with honest reputations are less (and more) likely to be deceived.

31. *Reward Management Conference,* The European Institute for Advanced Studies in Management (EIASM), Belgium. 2019. Pay transparency and employee counterproductive workplace behavior.

32. *The Social Organizational Seminar*, *Bar-Ilan University, Israel*. 2019. Pay transparency and employee counterproductive workplace behavior.

33. *IOBC Conference*, *Israel*. 2020. When negotiators with honest reputations are less (and more) likely to be deceived. *One of the Finalists for the IOBC 2020 Best Paper Award*

34. *The Organizational Behavior Seminar*, *Tel-Aviv University, Israel*. 2020. Pay transparency and employee counterproductive workplace behavior.

35. *AOM Conference*, 2021 (Online). Risky instrumental behavior: Conceptualization, measurement development, and validation.

36. *AOM Conference*, 2021 (Online). "Give a rod, not a fish": The impact of help-type on support for helper's leadership.

37. *IACM Conference*, July, 2021 (Online). Artificial Intelligence (AI) – Threat, Opportunity, or Both? The Impact of Distinct Employee AI Perceptions on Task Motivation and Decision Compliance.

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38. *PhD Seminar, The Coller School of Management, Tel Aviv University*, 2021. Invited talk on the potential effects of artificial intelligence decision-support systems on employee behavior.

39. *Organizational Psychology Course. January, Ben-Gurion University*. 2022. Invited talk on pay communications and rewards.

40. *Psychology seminar. Tel Aviv University*. *January,* 2022. Invited talk on pay communications and rewards.

41. *Behavioral Economics MBA seminar. Reichman University*. *IDC*. April, 2022. Invited talk on pay communications and rewards.

42. *PhD Seminar, The Coller School of Management, Tel Aviv University*. 2022. Invited Talk on pay Transparency.

43. *DMEP* seminar, *Ben-Gurion University, Beer Sheva, Israel*. 2022. Invited talk on pay communications and rewards.

44. *TAD's AI & Business community meeting, Tel Aviv University.* June, 2022. Taking a Social Comparison Perspective to the Study of Employee Resistance to Artificial Intelligence Decision Aids.

45. *AOM Conference*, 2022. The Effect of Pay Transparency on Employee Integrity: Taking Social Mindfulness into Account.

46. AOM *Conference*, 2022. Artificial Intelligence (AI) – Threat, Opportunity, or Both? The Impact of Distinct Employee AI Perceptions on Task Motivation and Decision Compliance.

47. *ColabAI workshop, Tel Aviv University*. September, 2022. Having More to lose: Understanding High Performers' Negative Attitudes towards AI Adoption

48. *ColabAI workshop, Tel Aviv University*. 2023. Artificial Intelligence (AI) – Threat, Opportunity, or Both? The Impact of Distinct Employee AI Perceptions on Task Motivation and Decision Compliance.

49. *Reward Management Conference,* 2022. The European Institute for Advanced Studies in Management (EIASM). Explaining the Impact of pay transparency on employee unethical behavior towards peers: The role of social mindfulness.

50. *Reward Management Conference,* 2022. The European Institute for Advanced Studies in Management (EIASM). Rewarding employee physical self-sacrificing: Which supervisors do so and why?.

51. *IOBC Conference, Israel. 2023.* Artificial Intelligence (AI) – Threat or Opportunity? The Impact of Distinct Employee AI Perceptions on Task Effort and Decision Compliance. *Best Paper Award, IOBC 2023.*

52. *IOBC Conference, Israel. 2023.* Taking a Social Comparison Perspective to the Study of Professionals' Resistance to AI Decision-aids. *One of the Finalists for the IOBC 2023 Best Paper Award.*

53. *IOBC Conference, Israel. 2023.* Give a Fishing Rod, Unless It's Urgent: The Impact of Help-Type on Support for Leadership.

54. (forthcoming) AOM *Conference*, 2023. More to Lose: High Performers' Opposition to the Adoption of Powerful AI Aids

55. (*forthcoming) the 7th Solomon Lew Conference on Behavioral Economics*, 2023. A Dual Path Model to Cheating Behavior: The Impact of Pay Transparency on Employee Unethical Behavior toward Coworkers.

Academic and Professional Awards
Internal Grants

Year	Foundation	Title	Sum	Co-researchers	P.I.
2015-2016	The Raya Strauss Center for Family Business Research	Feeling Part of the Family: Exploring the Moderating Role of Business Type in Team Conflicts	30,000 NIS		Daniel Heller
2020	The Henry Crown Institute of Business Research in Israel	The influence of autonomy- (vs. dependency-) oriented helping on power affordance at the workplace	20,000 NIS		Ilanit SimanTov-Nachlieli
2020	The Coller School of Management	Research Excellence Grant	6,670 NIS		Ilanit SimanTov-Nachlieli
2021	Coller	Artificial Intelligence (AI) – Threat, Opportunity, or Both? The impact of distinct employee AI	20,000 $		Ilanit SimanTov-Nachlieli

Year	Foundation	Title	Sum		P.I.
		perceptions on task motivation and decision change			
2021	The Henry Crown Institute of Business Research in Israel	The automatic processes involved in the negative impact of pay transparency on employee discretionary work behavior	20,000 NIS		Ilanit SimanTov-Nachlieli
2022	Coller	A Social Comparison Perspective to Study Employee Resistance to Artificial Intelligence	20,000 $		Ilanit SimanTov-Nachliel
2022	The Henry Crown Institute of Business Research in Israel	Rewarding Employees for Engaging in Self-Threatening Discretionary Behavior	20,000 NIS		Ilanit SimanTov-Nachlieli

External Grants

Year	Foundation	Title	Sum	Co-researchers	P.I.
2020	ISF	"Give a rod, not a fish": The Impact of Autonomy- versus Dependency-Helping on Power Affordance at the Workplace	346,500 NIS (3-years)	Daniel Heller	Ilanit SimanTov-Nachlieli

Fellowships and Prizes

2007: VU FPP grant, VU University, The Netherlands

2008: William James Scholarship, VU University, The Netherlands

2013: Tami Steinmetz Center for Peace Research Award

2014: Excellence Scholarship, Tel Aviv University, The School of Psychological Sciences

2015: Excellence Scholarship, Tel Aviv University, The School of Psychological Sciences

2016: IACM Travel Award

2016: Kreitman Post-Doctoral Fellowship, Ben-Gurion University

2017: Kreitman Post-Doctoral Fellowship (2nf year), Ben-Gurion University

2018: Post-Doctoral Fellowship, Tel Aviv University

2020: Research Excellence, Tel Aviv University, The Coller School of Management

2020: Research Excellence, Tel Aviv University, The Coller School of Management

2020: One of the Finalists for the IOBC 2020 Best Paper Award

2022: Recognition of high teaching evaluations, Tel Aviv University, The Coller School of Management, Empirical Research Methods Course (Undergraduates)

2023: Two of my papers were nominated as finalists for the IOBC 2023 Best Paper Award

2023: Best Paper Award IOBC 2023 ("Artificial Intelligence (AI) – Threat or Opportunity? The Impact of Distinct Employee AI Perceptions on
Task Effort and Decision Compliance")

Membership in Professional Societies

- Academy of Management (AOM) membership
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- Society for Industrial and Organisational Psychology (SIOP) membership

- International Association for Conflict Management (IACM) membership

Doctoral Students Supervised

2020-ongoing   Oneg Zinger
The effect of perceiving AI as a threat versus as an opportunity (or both) on employee's task motivation and decision change
Tel Aviv University

2021   Dr. Merav Weiss-Sidi (post-doc fellowship)
The effect of autonomy- (vs. dependency-) helping on leadership emergence, power and status in organizations
Tel Aviv University

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2022   Dr. Olga Mondrus (post-doc fellowship)

<u>Masters Students Supervised:</u>

Period   Name of student
Title of thesis
Name of academic institution

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<u>Publications</u>

Published Articles and Accepted for Publication

1. **SimanTov-Nachlieli, I.** (2022) . The implications of pay communication policy (secrecy vs. transparency) on employee behavior: Examining perceptions of fairness and organizational justice, Innovations in Management (Hebrew)

2. Singer, O., & **SimanTov-Nachlieli, I.** (2022). The Dark Side of Perceiving Artificial Intelligence as an Opportunity to Employees – Behavioral Implications for Decision-Makers, Innovations in Management (Hebrew)

3. **SimanTov-Nachlieli**, I., & Moran, S. (2022). The Primacy of Honest Reputations. *Current Opinion in Psychology*. https://doi.org/10.1016/j.copsyc.2022.101398   **A+ in Psychology**

4. **SimanTov-Nachlieli, I.,** & Bamberger, P. (2021). Pay communication, justice and affect: The asymmetric effects of process and outcome pay transparency on counterproductive workplace behavior. *Journal of Applied Psychology*, 106, 230–249.   **A+**

5. **SimanTov-Nachlieli, I.,** Har-Vardi, L., & Moran, S. (2020). When negotiators with honest reputations are less (and more) likely to be deceived. *Organizational Behavior and Human Decision Processes*, *157,* 68-84.   **A+**

6. Hassler, T., Shnabel, N., Ullrich, J., Arditti-Vogel, A., & **SimanTov-Nachlieli, I**. (2019). Individual differences in system justification predict power and morality-related needs in advantaged and disadvantaged groups in response to group disparity. *Group Processes and Intergroup Relations, 22*, 746–766.

7. **SimanTov-Nachlieli, I**., Shnabel, N., Aydin, A. L., & Ullrich, J. (2018). Agents of prosociality: Affirming conflicting groups' agency promotes mutual pro-social tendencies. *Political Psychology, 39,* 445–463.

8. Kahalon, R., Shnabel, N., Halabi, S., & **SimanTov-Nachlieli, I.** (2018). Power matters: The role of power and morality needs in competitive victimhood among advantaged and disadvantaged groups. *British Journal of Social Psychology, 58*, 452–472.

9. **SimanTov-Nachlieli, I.,** Shnabel, N., & Mori-Hoffman, A. (2017). Agents of reconciliation: Agency affirmation promotes constructive tendencies following transgressions in low-commitment relationships. *Personality and Social Psychology Bulletin, 43*, 218–232.   **A**

10. **SimanTov-Nachlieli, I**., Shnabel, N., & Halabi, S. (2016). The power to be moral: Affirming Israelis' and Palestinians' agency promotes prosocial tendencies across group boundaries. *Journal of Social Issues, 72*, 566–583.

11. **SimanTov-Nachlieli, I**., Shnabel, N., & Halabi, S. (2015). Winning the victim status can open conflicting groups to reconciliation: Evidence from the Israeli-Palestinian conflict. *European Journal of Social Psychology, 45*, 139–145.

12. Shnabel, N., Halabi, S., & **SimanTov-Nachlieli, I**. (2015). Group apology under unstable status relations: Perceptions of insincerity hinder reconciliation and forgiveness. *Group Processes and Intergroup Relations, 18*, 716–725.

13. **SimanTov-Nachlieli, I**., & Shnabel, N. (2014). Feeling both victim and perpetrator: Investigating duality within the needs-based model. *Personality and Social Psychology Bulletin, 40*, 301–314.   **A**

14. **SimanTov-Nachlieli, I**., Shnabel, N., & Nadler, A. (2013). Individuals' and groups' motivation to restore their impaired identity dimensions following conflicts: Evidence and Implications. *Social Psychology, 44*, 129–137.

Published Chapters in Books

15. **SimanTov-Nachlieli, I.**, & Shnabel, N. (2016). Addressing Israelis' and Palestinians' basic needs for agency and positive moral identity facilitates mutual prosociality. In Sharvit, K. & Halperin, E. (Eds.), *The Israeli-Palestinian conflict: A social psychology perspective - Celebrating the legacy of Daniel Bar-Tal* (Vol. 2). New York: Springer.

16. **SimanTov-Nachlieli, I**., & Shnabel, N. (2017). Promoting helping behaviour across group boundaries through the restoration of conflicting groups' agentic identities. In van Leeuwen, E., & Zagefka, H. (Eds.), *Intergroup Helping*. New York: Springer.

Under R&R

1. Chernyak-Hai, L., Heller, D., **SimanTov-Nachlieli**[1], I., & Weiss-Sidi, M. Give a Fishing Rod, When not Urgent: The impact of help type on support for helper's leadership. *Journal of Applied Psychology*   **A+ *(second R&R)***

2. **SimanTov-Nachlieli**, I., Bamberger, P., Liu, S., Wang, M., & Chen, J. Self-Sacrificing Attributed to Work Scale: Conceptualization, Measurement Development, and Validation. *Journal of Organizational Behavior.*   **A**

[1] Equal contribution of the three first authors (Names' Order of is alphabetic); I am the corresponding author.

3. **SimanTov-Nachlieli**, I., & Bamberger, P. Beyond Fairness: The Impact of Pay Transparency on Employee Integrity via Social Mindfulness. *Organizational Behavior and Human Decision Processes.* ***A+***

Under Review

1. **SimanTov-Nachlieli**, I. More to lose: High Performers' Opposition to the Adoption of Reliable AI Decision Aids by the Organization. *A+ Journal*

Media Coverage

o **Globes** (Israeli financial newspaper), "When is it worth having an honest negotiator reputation?", July 7, 2022. https://www.globes.co.il/news/article.aspx?did=1001418035

o **TheMarker** (Israeli financial newspaper), "When everyone's wages are revealed, human nature is also revealed", June 13, 2022. https://www.themarker.com/career/2022-06-13/ty-article/.premium/00000181-5852-d8d7-afff-df7f3eff0000

Other Publications (Working papers)

1. **SimanTov-Nachlieli**, I. *Rewarding Employees for Engaging in Self-Sacrificing Attributed to Work: Why and by Whom?*

2. Singer, O., **SimanTov-Nachlieli**[2], I., & Bamberger, E. *The impact of employee AI perceptions (as opportunity and threat) on task effort and decision compliance.*

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[2] This work is conducted as part of Oneg Zinger's doctoral thesis under the supervision of Ilanit SimanTov-Nachlieli.

Papers Presented in Scientific *International* Meetings

Paper Presentations

1. *Harvard-IDC Symposium in Political Psychology and Decision Making, IDC, Herzlia, Israel*. 2011. When the need to maintain power competes with the need for positive moral image: Applying the needs-based model to the Israeli-Palestinian conflict.

2. *Annual Scientific Meeting of the International Society of Political Psychology, IDC, Herzlia*, *Israel*. 2013. Affirmation of groups' agency promotes prosocial tendencies: Applying the needs-based model to the Israeli-Palestinian conflict.

3. *EASP Small Group Meeting on Collective Victimhood, Verona, Italy*. 2014. Victimhood overrides perpetration: Affirming conflicting groups' agency promotes positive intergroup relations.

4. *IACM Conference. New-York.* 2016. Pro-Social agents: Affirming conflicting groups' agency promotes prosociality towards the outgroup.

5. *IACM Conference. New-York.* 2016. "We are All One Family": The Role of the Family Metaphor in Team Relationship Conflict.

6. *AOM Annual meeting*, *Atlanta*. 2017. The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations.

7. *Spudm Annual meeting*. 2017. How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations.

8. *IAREP Annual meeting*. 2017. How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations.

9. *IACM Annual meeting*, *Berlin*. 2017. The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations.

10. *IOBC Conference*, *Israel*. 2018. The advantage of having an honest negotiator reputation: The role of agency and communion dimensions in negotiations.

11. *IOBC Conference. Israel.* 2018. We are all one family": The Role of the Family Metaphor in Promoting Help and Viability in Newly Formed Work Groups and Teams.

12. *Reward Management Conference,* 2019. The European Institute for Advanced Studies in Management (EIASM). Pay transparency and employee counterproductive workplace behavior.

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13. *IOBC Conference*, *Israel*. 2020. When negotiators with honest reputations are less (and more) likely to be deceived. *One of the Finalists for the IOBC 2020 Best Paper Award.*

14. *AOM Conference*, 2021 (Online conference). Risky instrumental behavior: Conceptualization, measurement development, and validation.

15. *AOM Conference*, 2021 (Online conference). "Give a rod, not a fish": The impact of help type on support for helper's leadership.

16. IACM Conference, 2021 (Online). July 2021. Artificial Intelligence (AI) – Threat, Opportunity, or Both? The Impact of Distinct Employee AI Perceptions on Task Motivation and Decision Compliance.

17. *AOM Conference*, 2022. The Effect of Pay Transparency on Employee Integrity: Taking Social Mindfulness into Account.

18. AOM *Conference*, 2022. Artificial Intelligence (AI) – Threat, Opportunity, or Both? The Impact of Distinct Employee AI Perceptions on Task Motivation and Decision Compliance.

19. *Reward Management Conference,* 2022. The European Institute for Advanced Studies in Management (EIASM). Explaining the Impact of pay transparency on employee unethical behavior towards peers: The role of social mindfulness.

20. *Reward Management Conference,* 2022. The European Institute for Advanced Studies in Management (EIASM). Rewarding employee physical self-sacrificing: Which supervisors do so and why?.

21. *IOBC Conference, Israel. 2023.* Artificial Intelligence (AI) – Threat or Opportunity? The Impact of Distinct Employee AI Perceptions on Task Effort and Decision Compliance. *Best Paper Award, IOBC 2023.*

22. *IOBC Conference, Israel. 2023.* Taking a Social Comparison Perspective to the Study of Professionals' Resistance to AI Decision-aids. *One of the Finalists for the IOBC 2023 Best Paper Award.*

23. *IOBC Conference, Israel. 2023.* Give a Fishing Rod, Unless It's Urgent: The Impact of Help-Type on Support for Leadership.

24. (forthcoming) AOM *Conference*, 2023. More to Lose: High Performers' Opposition to the Adoption of Powerful AI Aids.

25. (*forthcoming) the 7th Solomon Lew Conference on Behavioral Economics*, 2023. A Dual Path Model to Cheating Behavior: The Impact of Pay Transparency on Employee Unethical Behavior toward Coworkers.