

CARMIT T. TADMOR

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A. BACKGROUND INFORMATION

Faculty/Department	The Leon Recanati Graduate School of Business Administration
Email	ctadmor@post.tau.ac.il
Work address	Tel Aviv, 69978, Israel 03-640-8188

B. EDUCATION

- 1996-2000 **University of Haifa**
BA, Honors Program and Psychology (double major)
Magna cum laude.
- 2000-2003 **Haas School of Business, University of California at Berkeley**
Master of Science in Business Administration
- Thesis title: “Sexual Harassment and Perspective Taking”
 - Advisors: David Levine and Jennifer Berdahl.
- 2003-2006 **Haas School of Business, University of California at Berkeley**
PhD, Business Administration
- Concentration: Organizational Behavior and Industrial Relations.
 - Thesis title: “Biculturalism: The Plus Side of Leaving Home? The Effects of Second-Culture Exposure on Integrative Complexity and its Consequences for Overseas Performance”
 - Advisory committee: Phillip Tetlock (chair), Barry Staw, Jennifer Chatman, and Kaiping Peng.

C. ACADEMIC AND PROFESSIONAL EXPERIENCE

- Research* 2001-2004 **Haas School of Business, UC Berkeley**
Research Assistant
- Worked with Barry Staw, Karlene Roberts, and John Freeman.
- 2006-2007 **Harvard Law School, Harvard University**
Program on Negotiation Graduate Research Fellow
- 2006-2008 **Harvard Business School, Harvard University**
Post Doctorate Research Associate
- Worked with Max Bazerman and Jeffery Polzer.

	2009-current	Recanati School of Business, Tel Aviv University <i>Senior Lecturer</i>
<i>Teaching</i>	2000	Haas School of Business, UC Berkeley <i>Grader</i> <ul style="list-style-type: none"> Organizational Behavior (undergraduate course) taught by Professor Barry Staw.
	2005	Psychology Department, UC Berkeley <i>Graduate Student Instructor</i> <ul style="list-style-type: none"> Cultural Psychology (undergraduate course) taught by Professor Kaiping Peng. Nominated for an Excellence in Teaching Award.
	2008	Harvard Business School, Harvard University <i>Facilitator</i> <ul style="list-style-type: none"> Women in Leadership Forum (executive education).
	2009-current	Recanati School of Business, Tel Aviv University <ul style="list-style-type: none"> Micro Organizational Behavior – core class (BA). 2011 University-wide excellence in teaching award (Rector's list of top 100 teachers at TAU).
<i>Military Service</i>	1994-1995	Israeli Defense Force (IDF) <i>Sergeant, Psycho-technical analyst</i> <ul style="list-style-type: none"> Responsibilities include: interviewing prospective recruits using semi-structured interviews in order to determine their psychological standing. Recommendations were used to determine future placement of recruits in military units. Requires an ability to obtain information not normally disclosed. In charge of Air Force pilot recruiting and testing in the Haifa region. Completed a highly-selective and competitive 5-month training course on psychometric testing and interviewing.

D. ACADEMIC AND PROFESSIONAL AWARDS

	(year)	(foundation)	(title)	(sum)	(co-researchers)	(P.I.)
<i>Internal grants</i>	2009-2011	Vice President, Research Authority Equipment Fund	Equipment Absorption Grant	\$25,000 (Recanati Business School's internal	--	Carmit Tadmor

		(30003016000)		matching: \$12,678)		
<i>External grants</i>	2004	Pearce Initiative for Leadership Development	Biculturalism as Key for Global Leadership Success	\$20,000	--	Carmit Tadmor
	2007	Program on Negotiation, Harvard Law School	Intercultural Negotiations: Next Generation Research	\$5,000	--	Carmit Tadmor
	2009-2013	Marie Curie International Reintegration Grant (IRG)	Biculturalism	€100,000	--	Carmit Tadmor
<i>Fellowships</i>	2003	Crawford Research Fellowship, Haas School of Business, UC Berkeley				
	2006	Program on Negotiation Research Fellowship, Harvard Law School, Harvard University				
<i>Scholarships</i>	1996-2000	Honors Program full Scholarship for undergraduate studies, Haifa University				
	2000	Haas School of Business academic scholarship, UC Berkeley				
<i>Prizes</i>	1996-1998	Departmental Award for Excellence (1st out of 60), Honors Program, University of Haifa				
	2004	Carolyn Dexter Best International Paper Award finalist, Academy of Management				
	2006	Managerial and Organizational Cognition Division Best Paper Award, Academy of Management				
		Carolyn Dexter Best International Paper Award nominee, Academy of Management				
		William H. Newman Award for outstanding paper based on a recent dissertation nominee, Academy of Management				
	2009	Milgat Alon (The Ygal Alon Fellowship is awarded by the Planning and Budgeting Committee of the Israel Council of Higher Education to new faculty members with exceptional potential. The Fellowship pays for 3 years salary of the faculty member and includes a research grant)				
2011	University-wide excellence in teaching award (Rector's list of top 100					

teachers at Tel Aviv University)

E. MEMBERSHIP IN PROFESSIONAL SOCIETIES

Academy of Management
Society for Personality and Social Psychology
Society of Experimental Social Psychology
Association of Psychological Science

F. LIST OF SCIENTIFIC PUBLICATIONS

- Articles:* Roberts, K.H., & Tadmor, C.T. (2002). Lessons learned from non-medical industries: The tragedy of the USS Greeneville. *Quality and Safety in Health Care*, 11, 355-357.
- Tadmor, C.T., & Tetlock, P.E. (2006). Biculturalism: A model of the effects of second-culture exposure on acculturation and integrative complexity. *Journal of Cross Cultural Psychology*, 37, 173-190.
- Tadmor, C.T., Tetlock, P.E., & Peng, K. (2009). Acculturation strategies and integrative complexity: The cognitive implications of biculturalism. *Journal of Cross-Cultural Psychology*, 40, 105-139.
- Maddux, W.W., Galinsky, A.D., & Tadmor, C.T. (2010). Be a better manager: Live abroad. *Harvard Business Review*, 88, 24-24.
- Tadmor, C.T., Satterstrom, P., Jang, S., & Polzer, J.T. (2012). Beyond individual creativity: The superadditive benefits of multicultural experience for collective creativity in culturally diverse teams. *Journal of Cross Cultural Psychology*, 43, 384-392.
- Tadmor, C.T., Galinsky, A.D., & Maddux, W.W. (2012). Getting the most out of living abroad: Biculturalism and integrative complexity as key drivers of creative and professional success. *Journal of Personality and Social Psychology*, 103, 520-542.
- Tadmor, C.T., Hong, Y-y., Chao, M.M., Wiruchnipawan, F., & Wang, W. (2012). Multicultural experiences reduce intergroup bias through epistemic unfreezing. *Journal of Personality and Social Psychology*, 103, 750-772.
- Tadmor, C.T., Chao, M.M., Hong, Y-y., & Polzer, J.T. (2013). Not just for stereotyping anymore: Racial essentialism reduces domain-general creativity. *Psychological Science*, 24, 99-105.
- Maddux, W.W., Bivolaru, E, Hafenbrack, A. C., Tadmor, C.T., & Galinsky, A.D. (in press). Expanding opportunities by opening your mind: Multicultural engagement predicts job market success through longitudinal increases in integrative complexity. *Social Psychological and Personality Science*.

Invited chapters in books Tadmor, C.T., Hong, Y-y., Chiu, C.Y., & No, S. (2010). What I know in my mind and where my heart belongs: Multicultural identity negotiation and its cognitive consequences. In Crisp, R. (Ed.), *The Psychology of Social and Cultural Diversity* (pp. 115-144).

Tadmor, C.T., & Tetlock, P.E. (2010). Accountability. In R.A. Couto (Ed.), *Political and Civic Leadership*. Sage Publications.

Papers presented at scientific meetings Tadmor, C.T., & Roberts, K.H. (2002). Structural failures and the development of organizational breakdown: The tragedy of the USS Greneville. Paper presented at the *annual meeting of the Academy of Management in Boulder, Colorado*.

Tadmor, C.T., & Tetlock, P.E. (2004). Biculturalism: The plus side of leaving home? A model of the effects of second-culture exposure on cognitive complexity. Paper presented at the *annual meeting of the Academy of Management in New Orleans, Louisiana*. Carolyn Dexter Best International Paper Award finalist.

Tadmor, C.T. (2004). Acculturation strategies as predictors of success in overseas assignments. Paper presented at the *annual meeting of the Academy of Management in New Orleans, Louisiana*.

Tadmor, C.T., Tetlock, P.E., & Peng, K. (2006). Biculturalism and integrative complexity: Testing the acculturation complexity model. Paper presented at the *annual meeting of the Academy of Management in Atlanta, Georgia*. Best Paper Award (MOC Division) and Carolyn Dexter Best International Paper Award nominee. Published in Best Paper Proceedings.

Tadmor, C.T. (2006). Acculturation strategies and integrative complexity as predictors of overseas success. Paper presented at the *annual meeting of the Academy of Management in Atlanta, Georgia*. William H. Newman Award nominee (Best paper based on a dissertation) and published in Best Paper Proceedings.

Staw, B.M. & Tadmor, C.T. (2008). Initiative, innovation, and other unauthorized activities. Paper presented at the *annual meeting of the Academy of Management in Anaheim, California*.

Tadmor, C.T. (2009). New perspectives on multicultural experiences: Implications for creativity, identity, and performance. Paper presented at the *annual meeting of the Society for Personality and Social Psychology in Tampa, Florida*.

Tadmor, C.T. (2009). Fostering creativity and managerial-related success: The roles of acculturation strategies and integrative complexity. Paper presented at the *annual meeting of the Academy of Management in Chicago, Illinois*.

Tadmor, C.T., Hernandez, P., Jang, S., & Polzer, J.T. (2009). The influence of multiculturalism and self-verification on creativity in culturally diverse dyads.

Paper presented at the *annual meeting of the Academy of Management in Chicago, Illinois*. Selected as the Best Paper Session by the Gender and Diversity in Organizations division.

Tadmor, C.T., Galinsky, A.D., & Maddux, W.W. (2011). The integrative complexity advantages of biculturalism: Predicting creative and professional success. Paper presented at the *annual meeting of the Academy of Management in San Antonio, Texas*. Selected as Showcase Symposium.

Tadmor, C.T., Galinsky, A.D., & Maddux, W.W. (2012). Biculturalism and integrative complexity: The keys to the creative and professional success of individuals living abroad. Paper presented at the *16th European Conference on Personality, Trieste, Italy*.

Tadmor, C.T., Chao, M.M., Hong, Y-y., & Polzer, J.T. (2013). Not just for stereotyping anymore: Racial essentialism reduces domain-general creativity. Paper to be presented at the *annual meeting of the Society for Personality and Social Psychology in New Orleans, Louisiana*.

Best paper proceedings Tadmor, C.T., Tetlock, P.E., & Peng, K. (2006). Biculturalism and integrative complexity: Testing the acculturation complexity model. In K. Mark Weaver (Ed.), *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

Tadmor, C.T. (2006). Acculturation strategies and integrative complexity as predictors of overseas success. In K. Mark Weaver (Ed.), *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

Entries in encyclopedias Tadmor, C.T., & Tetlock, P.E. (2007). Integrative Complexity. In R. F. Baumeister & K. D. Vohs (Eds.), *Encyclopedia of social psychology*. Thousand Oaks, CA: Sage.

Tadmor, C.T., & Tetlock, P.E. (2007). Value Pluralism Model. In R. F. Baumeister & K. D. Vohs (Eds.), *Encyclopedia of social psychology*. Thousand Oaks, CA: Sage.

Tadmor, C.T., & Tetlock, P.E. (2008). Accountability. In D. Matsumoto et al. (Eds.), *Cambridge Dictionary of Psychology*. Cambridge University Press.

Selected media mentions The Wall Street Journal
"Taking a job overseas? Do it right" by Mellissa Korn

The Financial Times
"Something for the weekend" by Linda Anderson

Psychology Today
"Becoming bi-cultural makes you more creative" by Art Markman

BPS Research Digest
"How to turn time spent living abroad into creative success" by Christian Jarrett

The Marker

“Going for a relocation in Rome? Don’t be Roman” by Tali Heruti-Sover

Reshet B “Shes” interview with Anat Dolev

Ma’ariv

“New research stated: Prejudice hurts creativity” by Omri Maniv