

Tel Aviv University

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CURRICULUM VITAE

Date and place of birth: March 31, 1937, Tel Aviv, Israel
Army service: Oct. 1956 - Oct. 1957
Personal status: Widow, 3 children.

EDUCATION

1957 - 1961 The Hebrew University of Jerusalem, undergraduate studies in Psychology and Sociology, BA degree, June 1962
1962 - 1963 The Hebrew University of Jerusalem, graduate studies in Psychology MA Degree with distinction, June 1967
1970 - 1975 The Hebrew University of Jerusalem, Ph.D. degree in Psychology, January 1975

Theses and Supervisors

MA dissertation: "The effect of need-affiliation on the relations between social interaction and group identity"
Supervisor: Professor S. Herman

Ph.D. dissertation: "The consultant's involvement: Its effect on the consultation process and on the client's reaction"
Supervisor: Professor D. Kahneman

ACADEMIC EXPERIENCE

I The Hebrew University of Jerusalem

- 1960 - 1963 Teaching and Research Assistant: Department of Psychology
- 1963 - 1971 Visiting Lecturer: Department of Sociology (a course in Social Psychology); Baerwald School of Social Work (Developmental Psychology); Graduate School of Business Administration (Basics in the Social Sciences)
- 1970 - 1974 Instructor: Department of Psychology (graduate courses in Group Dynamics and Human Relations)
- 1977 - 1978 Visiting Lecturer: Department of Psychology (a graduate seminar in Consultative Behavior)

II Tel Aviv University

Faculty of Management, The Leon Recanati Graduate School of Business Administration (MBA, EMBA and M.Sc in Organizational Behavior)

Teaching topics: Individual and Group Behavior; Groups Functions in Organizations; Consulting Behavior; Organization Development; Coping with Work and Life Stress and Burnout; Work, Vacation & Leisure

- 1966 - 1974 Instructor
- 1974 - 1983 Lecturer
- 1983 - 1993 Senior Lecturer (tenured)
- 1994 - 2005 Associate Professor
- 2006 – present Associate Professor (emeritus)
- 1978 - 1980 Chairperson of the OB program
- 1988 - 1992 Chairperson of the OB program
- 1993 - 1996 Deputy Dean for Students Affairs.
- 1988 - 2005 Academic Head of the Lawrence Shacht Management Laboratory

Top Executive Course (TEC)

- 1972 - 1996 Teaching OB courses and conducting workshops for managers and consultants
- 1988 - 1992 Member of TEC Board of Directors

III. Sabbaticals

- 1977 University of California, Los Angeles, CA, USA
Visiting Scholar at the Graduate School of Management
- 1981 University of California, Irvine, CA, USA
Visiting Scholar at the Graduate School of Management
- 1985 Massachusetts Institute of Technology, Cambridge, MA, USA
Visiting Scholar at the Sloan School of Management
- 1992/3 Massachusetts Institute of Technology, Cambridge, MA, USA
Visiting Scholar at the Sloan School of Management
- 1997/8 University of California, Berkeley, CA, USA
Visiting Scholar at the Department of Psychology
- 2001/2 University of California, Berkeley, CA, USA
Visiting Scholar at the Department of Psychology
- 2006 University of California, Berkeley, CA, USA
Visiting Scholar at the Department of Psychology

PROFESSIONAL EXPERIENCE

Since 1967 - Management training, OD and organizational consulting activities in many industrial and public organizations in Israel. Among them:

Army Officers Training Academy; IBM Israeli Branch; Ministry of Agriculture; Ministry of Immigrant Absorption; El-Al Israel Airlines; Educational Television; Koor Industries; Israel Can Company; Institute of Social Security; Feuchtwanger Electric Industries; Elite Industries; Elscint; The Israeli Association of Community Centers.

ACADEMIC AND PROFESSIONAL AWARDS

Scholarships

- 1971;72;73 The Hebrew University of Jerusalem, Israel
1972;73 Tel Aviv University, Israel
1973 Professor David Rappaport Scholarship, USA
1973 Abraham Goldwater Research Scholarship, England

Prizes for Academic and Research Distinction

- 1960;61;70;72 The Hebrew University of Jerusalem, Israel. The Faculty of Social Science Fund
- 1971 The James Marshall Fund for Research in Human Relations, NY, USA
- 1986;88 The Israel Institute of Business Research
- 1990 Dean's award as a distinguished faculty member
- 1996; 98; 99; 00 The Israel Institute of Business Research

Research Grants

- **The James Marshall Fund** for Research in Human Relations, NY, USA
 - 1970; 71 For research on consultant-client interaction
 - 1973; 74 For research on consultant involvement and its effect on the consultation process and on clients reactions
- **The Maia Fisher David Fund**, Israel
 - 1979-80 For research on the professional and cultural dynamics of burnout: a comparison between Israel and the USA
 - 1983 For research on life and work stress and its effect on burnout
- **The Sloan School of Management Research Fund**, MIT, and **The Association of MIT Alumnae**, USA
 - 1985 For research on technological careers and personal well-being of men and women in the Boston area (with L. Bailyn)
- **The Sapir Institute for Social Research**, Israel
 - 1985 For research on burnout of men and women in technological careers in Israel
- **The Israel Institute of Business Research**
 - 1975 Behavioral elements in consultation: The effect on the clients.
 - 1978 Organizational and human factors influencing work tedium (with S. Globerson)
 - 1978; 79; 80 Self-esteem, need achievement and feedback on academic performance as factors affecting students' sequential prediction of their future grades (with I. Brosh).
 - 1981; 82 Situational vs. personality factors in burnout
 - 1982 Informal helping in organizations (with S. Adler and Y. Zeira)
 - 1983; 84; 86 Exploring factors in human burnout

- 1986-1990 Cross-cultural comparisons of men and women in managerial and technological careers
- 1988-1991 Hardiness and other coping resources as factors in burnout and in work performance (with M. Westman).
- 1991-1993 A longitudinal follow up on women and men in managerial and technological careers in Israel
- 1992-1993 Gender differences in the perception of Career-Success/Personal Failure (with M. Westman)
- 1992-1993 Crossover of stress, burnout and coping resources from one spouse to another (with M. Westman)
- 1991-1994 Chief executives and directors - causes for discrepancies between their strategic views (with E. Segev and M. Angel)
- 1993-1997 Respite from work and its impact on reducing stress and burnout in organization.
- 1998 - 2001 The impact of a break from work on stress and burnout: Activity and personality variables as moderators.
- 2000 - 2002 The impact of low and high stress on the crossover of strain between spouses (with M. Westman)
- 2001 - 2003 Taking a break from work and wellness
- 2002 - 2003 Unemployment and the crossover of anxiety from one spouse to the other (with Westman)
- 2002- 2005: Work & Vacation: Who is afraid to take a break?
- 2003- 2005: Stress & burnout among Students before and after the Passover break
- 2004 -2006: Functioning under acute stress - physiological, psychological and behavioral stress responses among medical residents during a specialization examination in a simulation facility
- 2005 – 2006 Meta-analytic study of respite effects.

- **The Israel Scientific Foundation (ISF)**

2005-2007 Grant No. 233/05 (with M. Westman): The impact of business trips on the individual, the family, and the organization

- **The Kurt Lion Foundation (Germany)**

2007-2008 Grant No. 189/08 (with M. Westman & S. Sonnentag): Recovery during Vacations.

OTHER ACADEMIC ACTIVITIES

1980-1982 Lecturers' delegate to Tel Aviv University's Senate.

1985-1992 Member of the steering committee of Tel Aviv University's Forum of Women's Studies; Head of the Forum's sub-committee for research on gender differences.

1988-1992 Head of the Faculty's "Helsinki" Committee for authorizing research on human subjects

1998-2002 Member of Tel Aviv University's Senate Committee for Academic degrees and Certificates.

Editorial refereeing

Journal of Applied Psychology (Consulting Editor, 2000- present)

Gestalt Review (Member of the Editorial Board, 1997-2003)

Human Relations

Journal of Cross-Cultural Psychology

Journal of Organizational Behavior

Applied Psychology: An International Review

Anxiety, Stress and Coping- An International Journal

Israel Social Science Research Journal

Megamot - Israel Journal of Research in the Behavioral Sciences (Hebrew)

Research proposal reviewing

United States-Israel Binational Science Foundation

The Israel Academy of Sciences and Humanities/ Basic Research Foundations

The Israel Institute of Business Research

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

- Israel Psychological Association (IPA): certified psychologist; expert in Social/Industrial Psychology; authorized supervisor to uncertified psychologists in the areas of organizational consultation and development of social skills.
- Israel Society of Social Psychological Research
- American Psychological Association - USA
- Society of Industrial and Organizational Psychology (SIOP) - USA
- Academy of Management – USA
- STAR – Stress and Anxiety Research Society -USA
- IAOD - Israeli Association for Organization Development. Senior member. Distinguished member from 2007.

PUBLIC ACTIVITIES

- State of Israel, Ministry of Health - Council of Psychologists: Member of the Professional Committee for the Certification of Industrial/Organizational Psychologists (Two terms of 3 year appointments: 1999-2001; 2002-2004; and another year continuation 2005-2006). From 2007 – consultant to the committee.
- The Chaim Tzipori Center for Community Education, Yaar Yerushalayim, Jerusalem (1995 – 2003): Member of the Steering Committee and the Subcommittee for Research and Development
- Member of the IAOD public committee granting research funds to projects in Organizational Change and Development to honor the memory of the late Uri Merry (2000 – 2005)

STUDENTS SUPERVISED

Doctoral Students

- 2000 – present Atalia Tuval, Subject of research: “Coping with acute stress – among emergency medical teams by means of training in a simulation facility”, Faculty of Management, Tel Aviv University
- 2003- present Shavit Laski, Faculty of Management, Tel Aviv University
- 2003- present Daphna Shawrtz-Asher, Faculty of Management, Tel Aviv University (with Niv Ahituv)

M.A./M.Sc. Students

- 1980-2008 Forty seven OB students at the Faculty of Management

LIST OF PUBLICATIONS

BOOKS & MONOGRAPHS

Accepted for publication

1. Etzion, D. Work, Vacation & Wellness: Who is afraid to take a break? London and NY: Routledge and Psychology press. (People in Organizations Series)

REFEREED ARTICLES

Published

1. Eiferman, R.R., & Etzion, D. (1964)
Awareness of reversibility: Its effect on performance of converse arithmetical operations. The British Journal of Educational Psychology, 24, 151-157.
2. Etzion, D. (1979)
Achieving balance in a consultation setting. Group & Organization Studies, 4(3), 366-376.
3. Etzion, D. (1980)
Consultant's involvement and its consequence in consultant-client verbal interaction. Journal of Counseling Psychology, 27, 1-8.
4. Etzion, D., Adler, S., & Zeira, Y. (1980)
Informal helping relations in organizations: An Israeli replication. Group & Organization Studies, 5(2), 210-223.
5. Etzion, D., Kafry, D., & Pines, A. (1982)
Tedium among managers: A cross-cultural American-Israeli comparison. Journal of Psychology and Judaism, 7(1), 30-41.
6. Etzion, D., Pines, A., & Kafry, D. (1983)
Coping strategies and the experience of tedium: A cross-cultural comparison between Israelis and Americans. Journal of Psychology and Judaism, 8(1), 41-51.
7. Etzion, D. (1984)
The moderating effect of social support on the relationship of stress and burnout. Journal of Applied Psychology, 69(4), 615-622.

8. Etzion, D. (1984)
Burnout: Theory and research at the crossroads. Israel Psychological Association Newsletter, 25, 8-13 (invited paper, Hebrew).
9. Etzion, D., & Segev, E. (1984)
Competence and task allocation in a simulated work environment: Its consequence for individual and organizational performance. Simulations and Games, 15(4), 395-413.
10. Etzion, D., & Pines, A. (1986)
Sex and culture as factors explaining coping and burnout among human service professionals: A social psychological perspective. Journal of cross-cultural Psychology, 17(2), 191-209.
11. Etzion, D. (1987)
Burning out in management: A comparison of women and men in matched organizational positions. Israel Social Science Research Journal, 5(1&2), 147-163.
12. Etzion, D. (1988)
The experience of burnout and work/non work success in male and female engineers: A matched-pairs comparison. Human Resource Management Journal, 27(2), 163-179.
13. Westman, M., & Etzion, D. (1990)
The career success/personal failure phenomenon as perceived in others: Comparing vignettes of male and female managers. Journal of Vocational Behavior, 37, 209-224.
14. Etzion, D., Nicolauo-Smokoviti, L., & Bailyn L. (1993)
A cross-cultural comparison of American, Israeli and Greek women pursuing technical and scientific careers. The International Review of Sociology, 1-2, 76-94
15. Etzion, D., & Niv, A. (1994)
The "Magician's Predicament" as a managerial hazard. The Narrative Study of Lives, 2, 145-168.
16. Etzion D., & Bailyn, L. (1994)
Patterns of adjustment to the career/family conflict of technologically trained women in the U.S. and Israel. Journal of Applied Social Psychology, 24(17), 1520-1549.
17. Etzion, D., & Westman, M. (1994)
Social support and sense of control as moderators of the stress-burnout relationship. Journal of Social Behavior and Personality, 9(4), 639-656.

18. Westman, M., & Etzion, D. (1995)
Crossover of stress, strain and resources from one spouse to another. Journal of Organizational Behavior, 16, 169-181.
19. Etzion, D., Eden, D., & Lapidot, Y. (1998).
Relief from job stress and burnout: Reserve service as a respite. Journal of Applied Psychology, 83(4), 577-585.
20. Westman, M., & Etzion, D. (1999).
The crossover of strain from school principals to teachers and vice versa. Journal of Occupation and Health Psychology, 4(3), 269-278
21. Westman, M., & Etzion, D., & Danon, E. (2001)
Job insecurity and the crossover of burnout in married couples. Journal of Organizational Behavior, 22, 467- 481.
22. Westman, M., Etzion, D. (2001)
The Impact of Vacation and Job Stress on Burnout and Absenteeism. (Special issue on burnout), Psychology & Health, 16(5), 595-606
23. Etzion, D., & Westman, M. (2001)
Job stress, vacation and the crossover of strain between spouses - Stopping the vicious cycle. Men and Work, 11(1-2), 51-62 (Hebrew version), 106-118 (English version).
24. Westman, M., & Etzion, D. (2002)
The impact of short overseas business trips on job stress and burnout. Applied Psychology: An International Review, 51(4), 582-592
25. Etzion, D. (2003)
Annual vacation: Duration and relief from job stress and burnout. Anxiety, Stress, and Coping, 16(2), 213-226.
26. Etzion, D., & Dar, A. (2004).
Patterns of Leisure and vacation across cultures. Panim- Quarterly of Society, Culture and Education, 27, 23-38. (Hebrew).
27. Westman, M., Etzion, D., & Horovitz, S. (2004).
The toll of unemployment does not stop with the unemployed. Human Relations, 57 (7), 823-844.
28. Westman, M., Etzion, D., & Gurtler, E. (2004)
The Work-Family Interface and Burnout. International Journal of Stress Management (Special Issue on Work and Family), 11(4), 413-428.

29. Westman, M., & Etzion, D. (2005)
The crossover of work-family-conflict from one spouse to the other. *Journal of Applied Social Psychology*, 35(9), 1936-1957.
30. Westman, M., Etzion, D., & Gattenio, E. (2008)
Business Travels and the Work-Family Interface: A Longitudinal Study. *Journal of Occupational and Organizational Psychology*, 81, 459–480.
31. Westman, M., Etzion, D., & Chen, S. (In press)
Crossover of Positive Experiences from Business Travelers to Their Spouses. *Journal of Managerial Psychology*.

CHAPTERS IN BOOKS

Published

1. Nachmias, M., Weinshall, T. D., & Etzion, D. (1979)
The communicogram as a managerial structure change agent. In T.D. Weinshall (Ed.), Managerial communication (Ch. 16, pp. 411-432). London: Academic Press.
2. Pines, A., Kafry, D., & Etzion, D. (1980)
Job stress from a cross-cultural perspective. In K. Reid (Ed.), Burnout in the helping professions. Kalamazoo, Mich: Western Michigan University Press.
3. Etzion, D. (1990)
Burnout in managerial positions: Causes and consequences. In A. Globerson., A. Galin., & E. Rosenstein. (Eds.), Human resources and industrial relations in Israel: New horizons (pp. 271-285). Tel Aviv: Ramot, Tel Aviv University Press (Hebrew).
4. Etzion, D., & Niv, A. (1994)
The magician predicament in the Israel management culture. In A. Shenhar & A. Yarkoni (Eds.), Israel management culture (Ch. 11, pp. 169-191). Tel Aviv: Gomae/Tcherikover (Hebrew).
5. Etzion, D., Nicolauo-Smokoviti, L., & Bailyn L. (1994)
A cross-cultural comparison of American, Israeli and Greek women pursuing technical and scientific careers. In L. Nicolaou-Smokoviti & G. Szell (Eds.), Participation, organizational effectiveness and quality of work life in the year 2000 (pp. 387-401). Frankfurt am Main: Peter Lang.

6. Westman, M., & Etzion, D. (1994)
The personal price of career success: Comparing vignettes of female managers with different family status. In L. Nicolaou-Smokoviti & G. Szell (Eds.), Participation, organizational effectiveness and quality of work life in the year 2000 (pp. 403-414). Frankfurt am Main: Peter Lang.
7. Etzion, D., & Rechnitz-Elpeleg, O. (2002)
Formal and Informal Support Systems for Women Managers: Israel versus Sweden. In: Scientific Yearbook: Essays in honor of Professor Litsa Nicolaou-Smokoviti. (pp. 429-443). Piraeus, Greece: University of Piraeus.
8. Westman, M., & Etzion, D. (2005).
Short overseas business trips: A respite or source of stress. In A. Columbus (Ed.) Advances in psychology research. Hauppauge, NY: Nova Science Publishers. Ch. 8, 199-213.
9. Etzion, D. (2006).
Respite as a means of recovery from occupational stress and burnout. In P. Buchwald (Ed.). Stress and anxiety – Application to health, community, work place and education. Cambridge, England: Cambridge Scholar Press. Ch. 11, 186-195.
10. Shwartz-Asher, D., Ahituv, N. & Etzion, D. (2008).
Improving Virtual Teams through Swift Structure. In T. Torres & M. Arias (Eds.) Encyclopedia of HRIS: Challenges in e-HRM, 2(I-Z), 510-517, Rovira i Virgili University, Spain.
11. Westman, M., Etzion, D., & Chen, S. (In Press)
Are Business Trips a Unique Kind of Respite? In P. Perrewe & D. Ganster (Eds.). The annual series Research in occupational stress and well being, JAI Press/Elsevier.
12. Westman, M. Etzion, D. & Chen, S. (In Press).
The Impact of International Business Trips on the travelers and Their Spouses. In A.M Rossi, J.C.Quick & P. L. Perrew (Eds.). Stress and quality of workinglife: The positive and the negative (Stress e qualidade de vida no trabalho: O positivo e o negativo). San Paulo, Brazil: Editora Atlas.

PAPERS PRESENTED AT SCIENTIFIC MEETINGS:

Since 1978 to 2008 - Fifty nine presentations in scientific meeting in Israel and abroad, including:

Annual Meetings of the Academy of Management
International Congresses of Applied Psychology (ICAP)
Conventions of the American Psychological Association (APA)
Conferences of the National Institute for Occupational Safety and Health (NIOSH)
Annual Conferences of the Society for Industrial-Organizational Psychology (SIOP)
Conferences of the International Society for Stress and Anxiety Research (STAR)
Interdisciplinary Conferences on Occupational Stress and Health
The European Health Psychology Society Conferences
International Interdisciplinary Congresses on Women
Annual Meetings of American Educational Research Association (AERA)
The International Conference of Professional Burnout: Developments in Theory and Research
International Conference on Participation, Organizational Effectiveness and Quality of Work Life
The Bi-Annual Conferences of the International Society for the Study of Work and Organizational Values (ISSWOV)
International Conferences on Psychological Stress and Adjustment in Time of War and Peace
Scientific Conventions of the Israel Psychological Association
Conferences of the Israel Sociological Society
TIMS/ORSA Meetings

OTHER PUBLICATIONS

Abstracts

1. Etzion, D., Nicolauo-Smokoviti, L., & Bailyn L. (1994)
A cross-cultural comparison of American, Israeli and Greek women pursuing technical and scientific careers - Informative Abstract. Sociological Abstract, 42(1), 302.

Proceedings

1. Etzion, D. (1988, October). Burnout antecedents in technological careers. Presented at the XXIIIrd National Conference on Data Processing, Tel Aviv, Israel (Proceedings: Information Processing Association of Israel, Jerusalem, Israel, pp. 89-97).
2. Shwarts-Asher, D., Ahituv, N., & Etzion, D. (2007). Improving the Performance of Virtual Teams through Team Structure. Proceedings of The Third International e-Social Science Conference, Ann Arbor, Michigan, US.

Research reports and unpublished working papers

1. Etzion, D. (1990) Career patterns and the experience of burnout in Israeli men and women of scientific/technological professions. (Discussion paper No. 2/90) The Pinhas Sapir Center for Development, Tel Aviv University, Israel. (Hebrew).
2. Etzion, D. (1990) Burnout from a "Person-Environment Fit" perspective: The case of professionals in technical careers. (Working Paper No. 61/90) The Israel Institute of Business Research, Tel Aviv University, Israel.
3. Lapidot, Y., Etzion, D., & Eden, D. (1992) The effect of military reserve duty on the perception of job stress and on the experience of burnout among engineers and technicians. Working Paper No. 45/92) The Israel Institute of Business Research, Tel Aviv University, Israel. (Hebrew)
4. Sapir, O., & Etzion, D. (1995) The impact of vacation on job stress and burnout (A controlled field experiment in an industrial enterprise in Israel). (Working Paper No. 31/95) The Israel Institute of Business Research, Tel Aviv University, Israel. (Hebrew)
5. Etzion, D. (2000) Validation of the Hebrew version of the MBI-GS on Israeli samples. (Working Paper No. 14/00) The Israel Institute of Business Research, Tel Aviv University, Israel.

6. Etzion, D., Tuval, A., Rotstein, Z., & Shahaf, P. (2003)
Respite from work and wellness: Patterns of emergency room visits due to stress-related complaints during weekends and holidays versus regular workdays. (Working Paper No. 8/03). The Israel Institute of Business Research, Tel Aviv University, Israel. (Hebrew)
7. Etzion, D., & Zvi, Z. (2004)
Stress and burnout among students before and after the Passover break – Vacation activities and personality variables as moderators. (Working Paper No. 11/04). The Israel Institute of Business Research, Tel Aviv University, Israel.
- 8.. Westman, M., & Etzion, D. (2004)
Characteristics of business trips and their consequences – A summary of recent findings. (Working Paper No. 13/04). The Israel Institute of Business Research, Tel Aviv University, Israel
9. Etzion, D., & Dar, A. (2004)
Leave and leisure worldwide: A cross-cultural comparison among the USA, the EU, Japan and Israel. (Working Paper No. 21/04). The Israel Institute of Business Research, Tel Aviv University, Israel
10. Etzion, D., & Greenglass, E.(2004). Proactive Coping Inventory-Hebrew Version. Available on line: <http://www.psych.yorku.ca/greenglass/pdf/hebrew.pdf>
11. Etzion, D., & Laski, S. (2005). Respite and Recovery - Annotated Bibliography. (Working Paper No. 17/05). The Henry Crown Institute of Business Research in Israel, Faculty of Management, Tel Aviv University.
12. Etzion, D. Tuval, A, Berkenshtat, H. (2006).
The association among psychological, physiological and behavioral measures in situations of acute stress (Working Paper No. 10/2006, Hebrew) The Henry Crown Institute of Business Research in Israel, Faculty of Management, Tel Aviv University
13. Westman, M., Sonnentag, S., Etzion, D. and Chen, S. (2006).
The impact of respite on nurses' stress, well-being, and performance (Working Paper No. 9/2006). The Henry Crown Institute of Business Research in Israel, Faculty of Management, Tel Aviv University.
14. Westman, M., & Etzion, D., & Gattenio, E. (2007).
International business travels and the work-family interface: A longitudinal study. (Working Paper No. 16/2007). The Henry Crown Institute of Business Research in Israel, Faculty of Management, Tel Aviv University.