**Ilanit SimanTov-Nachlieli**

**2020**

|  |  |
| --- | --- |
| The Faculty of Management | e-mail address:  [ilanitsn@tauex.tau.ac.il](mailto:ilanitsn@tauex.tau.ac.il)  [ilanit.nachlieli@gmail.com](mailto:ilanit.nachlieli@gmail.com) |
| Tel Aviv University | Work Tel: 03-6406298 |
| Tel Aviv, 69978, Israel |  |
| ID: 029647245 |  |
| Home address: Akalton 17b, Hod-Hasharon, 4520717 | Home Tel: 076-5432255  Mobile: 054-7600780 |
| Date and place of birth: 10/08/1972, Israel |  |
|  |  |
|  |  |

Education

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Period of study** | **Institution & department** | **Degree** | **Subject** | **Date Awarded** |
| 1995-1998 | Tel Aviv University  [School of Computer Science & Coller School of Management](https://en-exact-sciences.tau.ac.il/computer) | BA | Computer Science & Management | Nov, 1999 |
| 2008-2009 | VU University of Amsterdam  [Experimental and Applied Psychology](https://www.vupsy.nl/) | MSc | Social Psychology | July, 2009 |
| 2011-2015 | Tel Aviv University  [The School of Psychological Sciences](https://en-social-sciences.tau.ac.il/psy) | 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 |  |

|  |  |
| --- | --- |
| **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 |

B 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) |
| 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](https://en-coller.tau.ac.il/index)  Post-doctoral fellow |
| 2019- ongoing | Tel Aviv University, Tel Aviv, Israel  The Coller [School of Management](https://en-coller.tau.ac.il/index)  Senior Lecturer, Tel Aviv, Israel  Lecturer: Research Methods |

Professional Experience

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

Professional and Volunteering Activities

|  |  |
| --- | --- |
| 2017 | Ben-Gurion University, Beer Sheva, Israel Guilford Glazer Faculty of Business & Management  Organizing DMEP Seminars (The Decision Making and Economic Psychology Center) |
| 2015- ongoing | Ad hoc Reviewer   * Journal of Personality and Social Psychology * European Journal of Social Psychology * Group Processes and Intergroup Relations * Basic and Applied Social Psychology |
| 2016- ongoing | Reviewer for conferences   * IACM Conference 2016, 2017 * Academy of Management (AOM) 2017 Annual Meeting * Organizational Behavior Conference (IOBC) 2018 * Organizational Behavior Conference (IOBC) 2020 |

University Service

D Active Participation in Scientific 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. *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.
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.
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. *IOBC* *Conference*, *Israel*. 2020. When negotiators with honest reputations are less (and more) likely to be deceived.

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 | Prof. Daniel Heller | Prof.Daniel Heller |
| 2020-2021 | 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 |  | Dr. Ilanit SimanTov-Nachlieli |

External Grants

| **Year** | **Foundation** | **Title** | **Sum** | **Co-researchers** | **P.I.** |
| --- | --- | --- | --- | --- | --- |

\* I've recently submitted my first ISF

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

Professional Activities

Editorial boards etc.

F. Membership in Professional Societies

G. Doctoral Students Supervised

|  |  |
| --- | --- |
| **Period** | Name of student  Title of dissertation  Name of academic institution |

Masters Students Supervised:

|  |  |
| --- | --- |
| **Period** | Name of student  Title of thesis  Name of academic institution |

Publications

C Articles

***Published and Accepted for Publication***

1. **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, IF-1.190, 5-Year IF-1.343, Q3 (35/61)
2. **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, IF-2.909, 5-Year IF-3.527, Q1 (7/62)
3. **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, IF-1.921, 5-Year IF-2.297, Q2 (22/62)
4. 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, IF-1.333, 5-Year IF-2.015, Q3 (37/62)
5. **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, IF-1.463, 5-Year IF-3.261, Q2 (13/41)
6. **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, IF-2.603, 5-Year IF-3.557, Q2 (14/63)
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, IF-2.782, 5-Year IF-3.309, Q1 (19/169)
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, IF-1.775, 5-Year IF-2.304, Q2 (29/64)
9. 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. IF-2.237, 5-Year IF-2.240, Q2 (21/64)
10. **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. IF-2.908, 5-Year IF-4.149, Q1
11. **SimanTov-Nachlieli, I.,** & Bamberger, P. (Accepted for publication). Pay communication, justice and affect: The asymmetric effects of process and outcome pay transparency on counterproductive workplace behavior. *Journal of Applied Psychology*. IF-5.067, 5-Year IF-7.508, Q1 (9/82)

D Chapters in Books

***Published***

1. **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.
2. **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.

Papers Presented in Scientific 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,* The European Institute for Advanced Studies in Management (EIASM), Belgium. 2019. Pay transparency and employee counterproductive workplace behavior.
13. *IOBC* *Conference*, *Israel*. 2020. When negotiators with honest reputations are less (and more) likely to be deceived.

Other Publications (Working papers, reports etc.)

1. **SimanTov-Nachlieli**, I., & Bamberger, P. *Pay transparency and perceived (in)stability of status*. Working paper.
2. **SimanTov-Nachlieli**, I. et al. *"Development and validation of the risky instrumental behavior scale.* Working paper.
3. **SimanTov-Nachlieli**, I., Heller, D., & Moran, S. "We are All One Family": The Role of the Family Metaphor in Team Relationship Conflict*.* Working paper.
4. Chernyak-Hai, L., **SimanTov-Nachlieli**, I., & Heller, D. "Give a rod, not a fish": The Impact of Help Type on Power Affordance at Work*.* Working paper.