

Ilanit SimanTov-Nachlieli 2020

The Faculty of Management

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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	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	

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

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2018-2019 Tel Aviv University, Tel Aviv, Israel
 The Coller School of Management
 Post-doctoral fellow

2019- ongoing Tel Aviv University, Tel Aviv, Israel
 The Coller School of Management
 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.* 2014. 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	30,000 NIS	Prof. Daniel Heller	Prof. Daniel Heller

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Conflicts

2020-	The Henry Crown	The influence of autonomy- (vs. dependency-) oriented helping on power affordance at the workplace	20,000 NIS	Dr. Ilanit SimanTov- Nachlieli
2021	Institute of Business Research in Israel			

External Grants

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

CArticles

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

12. **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.
13. **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.
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3. *EASP Small Group Meeting on Collective Victimhood, Verona, Italy.* 2014. Victimhood overrides perpetration: Affirming conflicting groups' agency promotes positive intergroup relations.
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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.
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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.