**Name: Daphna Shwartz-Asher**                                    **Date: 1.1.2024**

## CURRICULUM VITAE

1.  **Personal Details**

    Permanent Home Address: Haseora 25 d Binyamina

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2.  **Higher Education**

    A.  **Undergraduate and Graduate Studies**

| Period of Study | Name of Institution and Department | Degree | Year of Approval of Degree |
|---|---|---|---|
| 2017–2020 | Technion | Science and Technology Teaching Certificate | 2020 |
| 2003–2010 | Tel Aviv University | Ph.D. Name of advisors: Prof. Niv Ahituv & Prof. Dalia Etzion | 2010 |
| 1997–2000 | Technion | M.Sc. Name of advisors: Prof. Shaul Gabbay & Prof. Uri Ben-Zion | 2000 |
| 1994–1997 | Haifa University | B.A. in Economics and Communications | 1997 |

    B.  **Post-Doctoral Studies**

| Period of Study | Name of Institution, Department and Host | Degree | Year of Completion |
|---|---|---|---|
| 2018-2020 | More-Tech: Technology National Teacher Center – Research project: Career Choice. under the supervision of Prof. Yehudit Dori, Faculty of Education in Science and Technology, | - | 2020 |

| 2014-2017 | Center for Information Management, Integration and Connectivity (CIMIC) under the supervision of Prof. Nabil Adam, Rutgers. | - | 2017 |
|---|---|---|---|

### 3. Academic Ranks and Tenure in Institutes of Higher Education

| Dates | Name of Institution and Department | Rank/Position |
|---|---|---|
| 2018- | Tel-Hai College | Lecturer |
| 2018-2020 | Technion R&D Foundation | Research Associate (post-doc) |
| 2015-2017 | Rutgers Business School | Lecturer |
| 2014-2017 | CIMIC, Rutgers | Research Associate (post-doc) |

### 4. Offices in Academic Administration

| Dates | Name of Institution and Department | Rank/Position |
|---|---|---|
| 2023- | Tel-Hai College | Ethic representative of The Department of Human Services |
| 2022- | Tel-Hai College | Ethic representative of The Department of Economics & Management |
| 2022-2023 | Tel-Hai College | Marketing representative of The Department of Human Services |
| 2023- | Tel-Hai College | A member in the Monitoring Committee of The Economics & Management Program |
| 2022- | Tel-Hai College | A member in the Teaching committee of The Organizational Behavior Program |
| 2022- | Tel-Hai College | A member in the Acceptance committee of The Organizational Behavior Program |

## 5.   Scholarly Positions and Activities outside the Institution

**Reviewer**

Reviewer European Journal of Management and Business Economics.

Reviewer  Digital Government Society.

**Professional Activities**

| | |
|---|---|
| 2023-2027 | COST Action CA22104 Management Committee Member |
| | I am a part of a research group at its early development stage. Our project relies on cross- domains expertise, ranging from cyber security, wireless communication technology, data science, sociology, psychology and lawyers traying to put human-being in the loop for the conception of novel and more effective cyber-security solutions. |
| 2022- | Association of Ethiopian Jews - AEJ |
| | A research project manager: Local government adequate representation; Eradicating racism. |
| 2018-2020 | Technion R&D Foundation, Haifa, Israel |
| | Faculty of Education in Science and Technology |
| | Researcher Level A at More-Tech: Technology National Teacher Center – Assessment of Engineering Project; responsible for pedagogical activities planning and operating. |
| | Research projects: FIRST Career Choice; Faculty Career Choice. |
| | Teachers training programs academic management: PBL; Digital Pedagogy in STEM. |
| 2015-2017 | Rutgers Business School, NJ, USA |
| | The Department of Management and Global Business - I developed a new course ("Effective Leadership Communication"), supervised by Prof. Kurtzberg, and suggested a syllabus and a full course material including class outlines, reading material and students individual and team assignments. |
| | CIMIC - A visiting research associate at Rutgers Center for Information Management, Integration and Connectivity (CIMIC) under the supervision of Prof. Nabil Adam. |
| 2010–2011 | Econ@Tel (A COST Network) |
| | As an Econ@Tel member, I participated in the 6th MC Meeting (Ghent, Belgium, June, 2010), in the 7th MC Meeting (Rennes, France, May, 2011) and in the 8th MC Meeting (Budapest, September, 2011). |
| 2006 | Dan Academic Center, Petah Tikva, Israel |
| | Composed a fully detailed curriculum for the Business Administration undergraduate program of a new College which was under the process of establishment. |
| 2003–2004 | The Institute for the Study of Israel in the Middle East, Graduate School of International Studies, University of Denver, CO, USA |
| | A research project manager: Social Capital Accruing from Oslo Accords. |

**6. Participation in Scholarly Conferences**

**A. Active Participation**

| Date | Name of Conference | Place of Conference | Subject of Lecture/Discussion | Role |
|------|--------------------|--------------------|-------------------------------|------|
| 2022 | The 59th Eastern Academy of Management Annual Meeting | Portland, Maine, USA | Career Empowerment – Don't Stop Believing. | Presenter |
| 2021 | Higher Education in the Post Corona Era International Conference | Tel-Hai College, Israel | Teaching and Assessing Active Learning in Hybrid Academic Courses | Presenter |
| 2021 | The 94th NARST international conference | A Virtual Conference | Scientists' Perspectives: Choosing an Academic Career in Chemistry | Presenter |
| 2019 | The 92nd NARST international conference | Baltimore, MD, USA | Choosing a science career: Self-efficacy and identity perspectives | Presenter |
| 2018 | The 2018 Gender Equity Conference of the Future: Redesigning the Tomorrow | The national council for the advancement of women in science and technology, Tel Aviv, Israel | The processes of choosing academic career in sciences: Science education and gender perspectives | Presenter |
| 2017 | In Proceedings of The 18th Annual International Conference on Digital | City University of New York, NY, USA | Evaluation on Social Media User's Knowledge Behavior Model | Presenter |

| | Government Research | | | |
|---|---|---|---|---|
| 2016 | In Proceedings of The 17th International Digital Government Research Conference | Fudan University, China | Social media user behavior analysis in e-government context. | Presenter |
| 2014 | 2014 International Conference on E-commerce and Contemporary Economic Development | HongKong, China | Are virtual team members compliant? (Citations 2) | Presenter |
| 2012 | Collective Intelligence | MIT, MA, US | Social aspects of virtual teams | Presenter |
| 2010 | The 5th Mediterranean Conference on Information Systems (MCIS) | Tel-Aviv University, Tel-Aviv, Israel | Virtual teams' leadership | Presenter |
| 2010 | The 3rd COST 2102 international training school on "Toward Autonomous, Adaptive, and Context-Aware Multimodal Interfaces: Theoretical and Practical Issues" | Polo Scientifico University, Caserta, Italy. | The impact of team structure on virtual team output mediated by task and social processes | Presenter |
| 2009 | The 3rd International Conference on Complex, | Fukuoka Institute of Technology, Japan. | Computer-mediated group interaction processes | Presenter |

| | Intelligent and Software Intensive Systems | | | |
|---|---|---|---|---|
| 2007 | The 3rd International e-Social Science Conference | Ann Arbor, Michigan, US | Improving the performance of virtual teams through team structure (Citations 1) | Presenter |

## B. Organization of Conferences or Sessions

| Date | Name of Conference | Place of Conference | Subject of Conference/ Role at Conference/ Comments | Role |
|---|---|---|---|---|
| 15.2.2023 | "Proximity and distance in qualitative research." 9th Conference of the Israeli Center for Qualitative Research of People and Societies | Ben-Gurion university of the Negev (Israel) | Session 113 - Between closeness and distance in qualitative research based on data that is public | Session chair (co with Edna Rabenu) |
| 30.3.2023 | The face of the future world of work | Tel-Hai academic college (Israel) | In collaboration with the P.A.I.- Israeli Association of Organizational Development | Organizing the conference |

**7.** <u>**Research Grants**</u>

**A. Grants Awarded**

| Role in Research | Co-Researchers | Topic | Funded by/ Amount | Year |
|---|---|---|---|---|
| Researcher | Aharon Tziner, Edna Rabenu, Yahel Kurlander, Sari Ehrlich & Yonatan Shertzer | The Freelancer's Phenomenon | Tel-Hai internal research funds/ 20KNIS | 2023 |
| Researcher | Daphna Shwartz-Asher, Yanay Farja, Eli Gimmon & Zeevik Greenberg | Students from the Arab society academic learning experience | Tel-Hai internal research funds/ 25KNIS | 2024 |

**B. Submission of Research Proposals – Pending**

| Role in Research | Co-Researchers | Topic | Funded by | Year | Score |
|---|---|---|---|---|---|
| PI | Edna Rabenu, Yehuda Baruch, Gabriela Spector-Mersel | Career stories of women leaders in male-dominated sectors: Achieving a successful and prosperous career | ISF | 2024 | - |

**C. Submission of Research Proposals – Not Funded**

| Role in Research | Co-Researchers | Topic | Funded by | Year | Score |
|---|---|---|---|---|---|
| PI | | Using Social Media Content to Leverage | ISF | 2017 | - |

| | | Public Services | | | |
|---|---|---|---|---|---|
| PI | Edna Rabenu | Leading women: The making of a prosperous career | ISF | 2023 | - |
| PI | Ayala Cohen Kaneh Shalit Tamar | Prevention of over-policing and profiling: Evaluating and improving the conduct of the Israeli police. A case study of the Ethiopian population | The Ministry of Innovation, Science and Technology and the Ministry of Internal Security | 2023 | - |

8. **Teaching**

A. **Courses Taught in Recent Years**

| Year | Name of Course | Type of Course Lecture/Seminar/ Workshop/High Learn Course/ Introduction Course (Mandatory) | Degree | Number of Students |
|---|---|---|---|---|
| 2023- | Organizational Careers | Lecture | Graduate | 20-30 |
| 2022- | Management Seminar | Seminar (Mandatory) | Undergraduate | 20-30 |
| 2020- | Organizational Communication in a Global Era | Lecture | Graduate | 20-30 |

| 2016 | Management skills | Lecture | Undergraduate | 50-100 |
|---|---|---|---|---|
| 2013- | Organizational Communication in a Global Era | Lecture | Undergraduate | 50-100 |
| 2010- | Human Resource Management | Introduction Course (Mandatory) | Graduate | 20-30 |
| 2010- | Human Resource Management | Introduction Course (Mandatory) | Undergraduate | 50-100 |
| 2010- | Organizational Behavior | Introduction Course (Mandatory) | Graduate | 20-30 |
| 2010- | Organizational Behavior | Introduction Course (Mandatory) | Undergraduate | 50-100 |
| 2010- | Introduction to Management | Introduction Course (Mandatory) | Graduate | 20-30 |
| 2010- | Introduction to Management | Introduction Course (Mandatory) | Undergraduate | 50-100 |
| 2010- | Organizational Theories | Introduction Course (Mandatory) | Undergraduate | 50-100 |

**Ph.D. Dissertation**

2003–2010 Tel Aviv University, Tel Aviv, Israel.

Faculty of Management Ph.D. in Management

Supervisors: Prof. Niv Ahituv & Prof. Dalia Etzion.

Dissertation topic: "Virtual Team Structure"- analyzing the effectiveness of virtual teams in comparison to face-to-face teams, with the hypothesis that the team's informal structure can compensate for the shortcomings of a non-face-to-face interaction.

The research combined an interdisciplinary study of Organizational Behavior, Information Systems, and Internet Studies.

## A. Articles in Refereed Journals

## Published

1. Avargil, S., Shwartz-Asher, D., Reiss, S. R., & Dori, Y. J. (2023). Professors' retrospective views on chemistry career choices with a focus on gender and academic stage aspects. *Sustainable Chemistry and Pharmacy*, 36, 101249. (Impact factor 5.464).

2. Tziner, A., Bar-Mor, H., Shwartz-Asher, D., Shkoler, O., Geva, L., & Levi, H. (2023). Insights into abusive workplace behavior. *Frontiers in Psychology*, 14. (Impact factor 4.2).

3. Rabenu, E., Shwartz-Asher, D. S., & Kurlander, Y. (2023). The dual role of faculty and motherhood: Enabling resources for successful coping. *Industrial and Organizational Psychology*, 16(2), 252-256. (Impact factor 9.375 Impact Score 0.73 h index 41).

4. Shwartz-Asher, D., Grabarski, M., Tziner, A., & Shkoler, O. (2023). Career Don't Stop Believing: Career Empowerment as a Mediator between Hope and Organizational Outcomes. *Journal of Work and Organizational Psychology*, 39(1), 13-22. (Impact score 5.63 h index 72).

5. Shwartz-Asher, D., Raviv, A., & Herscu-Kluska, R. (2022). Teaching and assessing active learning in online academic courses. *Social Sciences & Humanities Open*, 6(1), 100341. (Awarded as the Best Researcher Award at the International Academic Awards, Technology and Communication). (Impact factor 0.84).

6. Shwartz-Asher, D., Chun, S., Adam, N. R., & Snider, K. L. (2020). Knowledge sharing behaviors in social media. *Technology in society*, 63, 101426. (Impact score 7.82 CiteScore 6.5 citations 19 h index 58).

7. Rocker Yoel, S., Shwartz Asher, D., Schohet, M &, .Dori, Y. J. (2020). The effect of the FIRST Robotics Program on its graduates. *Robotics,* 9(4), 84. (Citescore 4.9 citations 5 Q1).

8. Shwartz-Asher, D. & Ahituv, N. (2019). Comparison between face-to-face teams and virtual teams with respect to compliance with directives, *The Journal of Service Science and Management* (JSSM), 12(4), 549-571. (Impact factor 1.24 citations 11 h index 46).

9. Shwartz-Asher, D., Chun, S. A., & Adam, N. R. (2017). Knowledge behavior model of e-government social media users. *Transforming Government: People, Process and Policy*, 11(3), 456-475. (Impact score 3.15 CiteScore 5.0 citations 13 h index 39).

10. Shwartz-Asher, D., Ahituv, N. & Etzion, D. (2009). Modelling the characteristics of virtual teams' structure, *The International Journal of Business Intelligence and Data Mining*, 4(2), 195-212. (Impact factor 0.178 CiteScore 0.8 citations 3).

11. Shwarts-Asher, D., Ben-Zion, U., Gabbay, S., & Yagil, J. (2006). Launching a corporate website and market efficiency. *Applied financial economics*, 16(07), 551-559. (Impact score 1.916 citations 4 Q2 h index 57).

## B.  Articles or Chapters in Scientific Books
## (which are not Conference Proceedings)
### Published

1. Shwartz-Asher, D. (2023). Employee Motivation. In D. Simchai, O. Blumen & Z. Barents (Eds.) Book of Human Services. Pardes (Haifa). [Hebrew]

2. Shwartz-Asher, D., & Ahituv, N. (2022). Do Virtual Team Members Swim Against the Tide?. Current Overview on Science and Technology Research Vol. 5, 152-173.

3. Grabarski, M. K., & Shwartz-Asher, D. (2022). 1. The "Era of Me": design and integration of career paths in an era of self-directed careers. Engineering the World of Work: Organizations in an Era of Constant Change, 1.

4. Shwartz-Asher, D., Reiss, S. R., Ali, A. A. Y., & Dori, Y. J. (2020). Engineering Teachers' Assessment Knowledge in Active and Project-Based Learning. Active Learning in College Science: The Case for Evidence-Based Practice, 851-869. (Citations 1)

5. Shwarts-Asher, D. (2012). Social communication behaviors of virtual leaders. Telecommunication Economics: Selected Results of the COST Action ISO605 Econ@ Tel, 67-77. (Citations 4)

6. Shwarts-Asher, D. (2010). Improving the Performance of Virtual Teams through Team Dynamics. Monitoring and Assessment in Online Collaborative Environments: Emergent Computational Technologies for E-Learning Support, 97-110.

7. Shwarts-Asher, D., Ahituv, N., & Etzion, D. (2009). Improving virtual teams through swift structure. In Encyclopedia of Human Resources Information Systems: Challenges in e-HRM (pp. 510-517). IGI Global. (Citations 4)

## C. Articles in Conference Proceedings

1. Shwartz-Asher, D., Chun, S. A., & Adam, N. R. (2017, June). Evaluation on Social Media User's Knowledge Behavior Model. In Proceedings of the 18th Annual International Conference on digital government research (pp. 590-591). (Citations 1)

2. Shwartz-Asher, D., Chun, S. A., & Adam, N. R. (2016, June). Social media user behavior analysis in e-government context. In Proceedings of the 17th international digital government research conference on digital government research (pp. 39-48).

3. Shwarts-Asher, D., Ahituv, N., & Etzion, D. (2009, March). Computer-Mediated Group Interaction Processes. In 2009 International Conference on Complex, Intelligent and Software Intensive Systems (pp. 255-262). IEEE. (Citations 2)

## D. Other Scientific Publications

1. Herscu-Kluska, R., Shwartz-Asher, D. & Dori, Y. (2020). Science and Technology (MUTAL) Digital Activities Guideline. A report submitted to The Ministry of Education. The Faculty of Education in Science and Technology, Technion IIT, Haifa, Israel. 60 pages. [Hebrew]

2. Shwartz-Asher, D., Herscu-Kluska, R., Schohet, M., Zaaroura, N. & Dori, Y. (2020). Assessment of the digital projects of high school science and technology (MUTAL) students. A report submitted to The Ministry of Education. The Faculty of Education in Science and Technology, Technion IIT, Haifa, Israel. 60 pages. [Hebrew]

3. Shwartz-Asher, D., Catz, B., Abu-Younis, A. A. & Dori, Y. (2019). Improving final projects in the technology education. The Faculty of Education in Science and Technology, Technion IIT, Haifa, Israel. 350 pages. [Hebrew]

4. Shwartz-Asher, D., Schohet, M., Zaaroura, N. & Dori, Y. (2019). Assessment of the digital projects of high school science and technology (MUTAL) students. A report submitted to The Ministry of Education. The Faculty of Education in Science and Technology, Technion IIT, Haifa, Israel. 60 pages. [Hebrew]

5. Swirski, H. & Shwartz-Asher, D. & Dori, Y. (2018). Assessment of the digital projects of high school science and technology (MUTAL) students. A report submitted to The Ministry of Education. The Faculty of Education in Science and Technology, Technion IIT, Haifa, Israel. 58 pages. [Hebrew]

## E. **Membership in Professional Societies**

ICCDA – Israel Career Counseling & Development Association - 2023-present.

PAI – The Israeli community for the change and development of organizations

- 2023-present.

# F. Summary of my Activities and Future Plans

Dr. Daphna Shwartz-Asher is a researcher and lecturer at Tel-Hai Academic College. She is a Management Committee Member of COST Action CA22104 studying effective cyber-security solutions. Since 2022, she also serves as research director at the Ethiopian Jewish Association. During the years 2017-2020, she studied career attitudes as a research associate at the Faculty of Education in Science and Technology at the Technion. During the years 2017-2020, she studied career attitudes as a research associate at the Faculty of Education in Science and Technology at the Technion. During the years 2014-2017, she studied E-government as a visiting research associate at Rutgers research center (CIMIC). Her Ph.D., titled Virtual Teams, was awarded at 2010 by The Faculty of Management at Tel Aviv University. Her field of research is the impact of the 21st century on individuals and organizations: development and management of virtual teams, human behavior in social media, digital literacy, career management, diversity and empowerment of disadvantaged populations. Dr. Shwartz-Asher has experience in teaching undergraduate and graduate courses in the management discipline.

# G. Work in progress

| | Team members | Work title | Will be submitted to |
|---|---|---|---|
| 1. | Daphna Shwartz-Asher & Dori, Yehudit. | Ethiopian adequate representation in the local government | Social and Personality Psychology Compass |
| 2. | Anat Raviv & Daphna Shwartz-Asher | Burnout among early childhood education teachers | European Early Childhood Education Research Journal |
| 3. | Daphna Shwartz-Asher & Yossi Tobol | Virtual diverse team creativity | Creativity Research Journal |
| 4. | Daphna Shwartz-Asher & Anat Raviv | Mid-life higher education – qualitative | British Journal of Guidance & Counselling |
| 5. | Daphna Shwartz-Asher & Anat Raviv | Mid-life higher education – quantitative | Frontiers in Psychology |
| 6. | Daphna Shwartz-Asher, Yanay Farja, Eli Gimmon & Zeevik Greenberg | Students from the Arab society academic learning experience | Public Management Review |
| 7. | Daphna Shwartz-Asher, Aharon Tziner, Yahel Kurlander, Sari Ehrlich, Edna Rabenu, Yonatan Shertzer & Yossi Tobol | The Freelancers' Phenomenon | ??? |

| 8. | Daphna Shwartz-Asher & Ahron Tziner | Political expressions in the workplace | ??? |
|---|---|---|---|
| 9. | Daphna Shwartz-Asher, Ahron Tziner & Yossi Tobol | Psyco-Tribilogy: an interdisciplinary view on employee's burnout Processes | ??? |
| 10. | Daphna Shwartz-Asher & Edna Rabenu | Leading women: The making of a prosperous career | ??? |

**Areas of interest:**

- Organizational Behavior
- Communication Technologies
- Human behavior
- Social media
- Team work
- Virtual environment
- Distance work
- Distance learning
- Career development
- Burnout
- Diversity