Name: Sari Ehrlich **Date: 30.10.2026**

CURRICULUM VITAE

1. Personal Details

Permanent Home Address: 11 HaMa'ayan St, Givatayim
Cellular Phone: 0545726644
Electronic Address: Ehrlicsar@telhai.ac.il, sari.ehrlich@ gmail.com

2. Higher Education

* Activity from a previous promotion.

A. Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
2012–2018	University of Haifa.	Ph.D Name of advisors: Professor Aaron Cohen	2018
2010–2012	University of Haifa.	M.Sc. Name of advisors: Professor Aaron Cohen	2012
2000-2002	University of Tel Aviv	Political Science and Political Media (MA	2002

B. Post-Doctoral Studies

3. Academic Ranks and Tenure in Institutes of Higher Education

* Activity from a previous promotion.

Dates	Name of Institution and Department	Rank/Position
2022-	Tel-Hai College	Lecturer
2019-2022	College of Professional and Social Promotion, Tel Aviv Municipality	Lecturer
2014	Levinsky College of Education	Lecturer
2010	Afeka College of Engineering.	Lecturer

4. Offices in Academic Administration

* Activity from a previous promotion.

Dates	Name of Institution and Department	Rank/Position
2025-	Tel-Hai College	Member in the Teaching committee of The Department of Economics & Management
2024-	Tel-Hai College	Member of the committee for adding a research track (master's degree) for The Department of Economics & Management
2024-	Tel-Hai College	Chairman of a committee for examining grades distribution, as a part of an internal quality assessment
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	Member in the Monitoring Committee of The Economics & Management Program
2022-	Tel-Hai College	Member in the Teaching committee of The Organizational Behavior Program
2022-	Tel-Hai College	Member in the Acceptance committee of The Organizational Behavior Program

5. Scholarly Positions and Activities outside the Institution

* Activity from a previous promotion.

Reviewer

* Industry and Higher Education
* Human Resource Development International
* International Journal of Lifelong Education
* Personnel Review
* Social Sciences & Humanities Open
* European Journal of Management and Business Economics
* Cogent Business & Management

Digital Government Society

Professional Activities

2025-	* SIOP – Society for Industrial and Organizational Psychology (Membership in Professional Society)

2025	**PAI –** The Israeli community for the change and development of organizations (Membership in Professional Society)
2024	**Panel Chair** & **Moderator:** HR Executives Panel – *"Human Resources in Times of Crisis: Challenges and Opportunities."* The 6th Galilee HR Committee Conference, [2024].
2022	**Steering Committee Member**, *"Graduates of Tomorrow"*: Designing the future professional profile for Human Services graduates, [Year].

6. Participation in Scholarly Conferences* Activity from a previous promotion.

A. Active Participation

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
2026	ISSWOV 2026 The Future of Work Values: Wellbeing, Diversity, and Meaning in the Age of AI and Transformation,	Prague, Czech Republic.	Managerial Paradoxes and Risk Mitigation in Recruiting Freelancers	Selected lecture
2024	ISSWOV 2024	A Virtual Conference.	Workforce Attitudes towards the Freelancer's Phenomenon	Participation

B. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
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

6. Invited Lectures\ Colloquium Talks

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7. Research Grants

* Activity from a previous promotion.

A. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/ Amount	Year
	Aharon Tziner, Edna Rabenu, Yahel Kurlander, Sari Ehrlich & Yonatan Shertzer	The Freelancer's Phenomenon	Tel-Hai internal research funds / 20KNIS	2023

B. Submission of Research Proposals – Pending

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C. Submission of Research Proposals – Not Funded

* Activity from a previous promotion.

Role in Research	Co-Researchers	Topic	Funded by	Year	Score
Coi	Aharon Tziner, Edna Rabenu, Yahel Kurlander, Sari Ehrlich & Yonatan	The Freelancer's Phenomenon	Ministry of Innovation, Science & Technology	2026	-

8. Scholarships, Awards and Prizes

* Activity from a previous promotion.

9. 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

2022-2026	Practicum in Organizational Consulting	Lecture	Graduate	30
2022-2026	Organizational Structure, and Process	Lecture	Graduate	20-30
2022-2026	Organizational Change and Development	Lecture	Graduate	15
2024-2026	Organizational Diagnosis Models	Lecture	Graduate	30
2025-2026	Introduction to organizational consulting	Lecture	Undergraduate	40

B. Supervision of Graduate Students

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10. Miscellaneous

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11. Professional Experience

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PUBLICATIONS

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Citations – 229

* Activity from a previous promotion.

Ph.D. Dissertation

2012-2018 Hifa University, Hifa, Israel.

Faculty of Political Science - Public Administration

Supervisors: Prof Aaron Cohen.

Dissertation topic: "Constructive Deviance in the Public Sector" - The Relationship between Moral Identity, Organizational Justice and Constructive Deviance and the Role of Mediating Variables (Emotional Commitment, Psychological Contract and an Innovation Fostering Climate) in that Relationship.

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A. Articles in Refereed Journals

Published

1. Rabenu, E., Shertzer, Y., Tziner, A., **Shwartz-Asher, D.**, Kurlander, Y., Ehrlich, S., Tobol, Y. & Peretz, H. (2026). Understanding freelancers: optimizing HRM for freelancer success. Frontiers in Psychology. https://doi.org/10.3389/fpsyg.2026.1722270 (SJR IF 0.872, Q2, 0 Citations).
2. * Shwartz-Asher, D., Tziner, A., Kurlander, Y., Rabenu, E., Shertzer, Y., Ehrlich, S., & Tobol, Y. (2025). Attitudes in Action: How Managers Perceive and Position Freelancers in the Modern Workplace. *Journal of Work and Organizational Psychology (Revista de Psicologia del Trabajo y de las Organizaciones), 41*(3), 103 - 110 (SJR IF 0.757, Q2, 0 Citations).
3. Kurlander, Y., Ehrlich, S., & Rabenu, E. (2023). The bright and dark side of IO psychologists and volunteer work. Industrial and Organizational Psychology, 16(4), 443-449.
4. Kurlander, Y., Erlich, S., & Rabenu, E. Professional Volunteering Outside the Workplace: A Mapping Sentence. In 19th International Facet Theory Conference (p. 86).
5. Cohen, A., & Erlich, S. (2015). Individual values, psychological contracts, and innovative work behavior: A comparison between employees from Israel and India. Business Creativity and the Creative Economy, 1(1), 61-80.
6. Cohen, A., & Ehrlich, S. (2019). Exchange variables, organizational culture and their relationship with constructive deviance. Management Research Review, 2019, 42(12), 1423-1446.

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

C. Articles in Conference Proceedings

Published

D. Other Scientific Publications

Published

E. Submitted Publications

1. **Ehrlich, S., Kurlander, Y.,** & **Rabenu, E.**. Expert volunteering outside the workplace: Potential, challenges, and opportunities with an emphasis on experts in the organizational field. The Israeli Quarterly of Organizations and Human Resources Research
2. Ehrlich, S., Kurlander, Y., Tziner, A., Shwartz-Asher, D., Rabenu, E., Shertzer, Y., & Tobol,
3. (2026). Managerial Paradoxes and Risk Mitigation in Recruiting Freelancers [under review].

F. Work in progress