

MIRIAM EREZ

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Miriam Erez

Faculty of Industrial Engineering & Management till 2022, Faculty name changes to: Faculty of Data and Decision Sciences, Technion- Israel Institute of Technology, Haifa, 3200007, Israel

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Recipient of the Israel Prize 2005 in Management Science. 2002: Distinguished Scientific Contributions to the International Advancement of Applied Psychology. The International Association of Applied Psychology. **2023 Distinguished Scientific Contributions Award.** Society for Industrial Organizational Psychology (SIOP).

Among the top 2% of scientists in Business & Management, compiled by John Ioannidis, Stanford University, December 2020. Deputy-Dean Academy of Management Fellows Group (2021-2023). Vice-Dean, MBA program, Faculty of Data and Decision Sciences (former Faculty of Industrial Engineering & Management), Technion. Chair, Knowledge Center for Innovation. GOOGLE SCHOLAR citations # 34,661 (August 1, 2025)

EDUCATION

B.A. - Psychology and Sociology, The Hebrew University, Jerusalem, 1966.

M.Sc. - Behavioral and Management Sciences, (Specialization in Industrial Psychology), Technion, Haifa, 1969.

D.Sc. - Behavioral and Management Sciences, (Specialization in Industrial Psychology), Technion, Haifa, 1972).

Post Doc: Department of Psychology, University of Maryland, USA (1975-6).

TRAINING ABROAD

1975 - 1976: Postdoctoral research and studies, Dept. of Psychology, University of Maryland, MD, U.S.A.

ACADEMIC APPOINTMENTS

2007-present (excluding 2015-16): Vice Dean for the MBA programs

2014-Present: Technion MBA Coordinator of the Global Network of Advanced Management, established by Yale University.

2023- Present Member of the Technion disciplinary tribunal

2008-Present: Founder and Chair of the Knowledge Center for Innovation

2020- 2023: Coordinator of the graduate students' practicum, Department of Behavioral Sciences and Management.

2021 – 2023: Deputy Dean, Academy of Management Fellows Group.

Entire career: Present: Advisor to master's and Ph.D. students (about 112). Some of my former doctoral students are now faculty members in Israel, the U.S., and Europe

2007-2015: Coordinator of the Status of Women at the Technion – Israel Institute of Technology

2007-2015: Member of the Forum of University Coordinators of the Status of Women in Academia

2014-2015: Member of the National Steering Committee (VATAT-MALAG) for the representation and promotion of women in the Academia (Chair Ruth Arnon).

2014-2015: Member of the advisory committee for the promotion of women in Academia, the national Council for the Promotion of Women in Science & Technology.

2011-2015: Member of the Steering Committee of Movilot Latechnion (promoting high-school female students to STEM studies)

2013 Annual Conference at the Technion for 250 high school female students in support of STEM studies. (The conference has since continued). 2011: Member of the Israel Delegation to the UN Committee on the Status of Women. I also gave a lecture to NGO CSW 21 February 2011, as part of the visit to the UN.

June 2010- 2014: Chair of the National Council for the Promotion of Women in Science and Technology

2008-2012: Founded the Shalom (Stanley) Zielony Distinguished Women in Science Annual Lecture Series

2012: Mildred Dresselhaus, MIT

2010: Prof. Linda Buck -Nobel Laureate

2010: Prof. Ada Yonath - Nobel Laureate

2008: Prof. Rosabeth Moss-Kanter, MIT

2007-2015: Member of the Forum of University Coordinators of the Status of Women in Academia

2010-2011: Members of the Helsinki Group for the promotion of women in Science & Technology, The European Commission.

2011: European Gender Summit- The European Platform of Women in Science (participated and presented at the European conference in Brussel)

2011: Presented at the Knesset the committee for the promotion of women

Oct. 2011 - Professor Emeritus

1999 - Oct. 2011: The Mendes France Academic Chair in Management and Economics

1993-Oct. 2011: Professor, Faculty of Industrial Engineering and Management, Technion - Israel Institute of Technology

2009 – 2011: Member of the academic committee for Continuous Education at the Technion

2007- 2010 Deputy President of the Academic Staff's Disciplinary Court, Member of the doctoral students' Award committee.

2005-2006: Technion Tenure and Promotion Committee

2005-2006: Head of the Area of Behavioral Sciences and Management.

2003- 2006: TIM (Technion Institute of Management) academic coordinator

2002 -2003: Associate Dean for the academic programs in Business Administration. Faculty of Industrial Engineering & Management, Technion – Israel Institute of Technology.

1996 – 1998: Dean, Faculty of Industrial Engineering and Management, Technion - Israel Institute of Technology.

1993 – 2011 **Professor-** Faculty of Industrial Engineering and Management,

Technion - Israel Institute of Technology.

1987 – 1993: Associate Professor, Faculty of Industrial Engineering and Management, Technion - Israel Institute of Technology.

1980 – 1987: Senior Lecturer, Faculty of Industrial Engineering and Management, Technion.

1979 – 1980: Research Fellow, Faculty of Industrial Engineering and Management, Technion.

1972 – 1978: Lecturer, Faculty of Industrial Engineering and Management, Technion.

VISITING ACADEMIC APPOINTMENTS:

2015-2016: Chaired Visiting Professor, D'amore-McKim, School of Business, Northeastern U., Massachusetts, U.S.A.

08-2014: Visiting Professor, Sun-Yat-Sen University, Guangzhou, China.

07-2013: Visiting Professor, Hong Kong Polytechnic, Hong Kong.

02-03, 2012: Visiting Professor, Hong Kong Polytechnic, Hong Kong.

Feb. 2011- July 2011; Visiting Professor, McComb School of Management, U. of Texas, Austin, TX., USA.

2007 February: Shaw Professor, Nanyang Business School, Nanyang Technological University, Singapore.

2006 May-July: Visiting Professor, Smith School of Business, University of Maryland, College-Park, MD, 20742

2006 March – April: Visiting Professor, Guanghua School of Management, Peking University, Beijing, China

2006 February-March: Shaw Professor, Nanyang Business School, Nanyang Technological University, Singapore.

Spring 2000: Visiting Professor, Department of Psychology, University of California, Berkeley.

Spring 1999: Visiting Professor, Stern School of Business, New-York University.

1997 (Feb.): Visiting Scholar, Hong-Kong University of Science & Technology, Hong Kong.

1997: Visiting Professor, Stern School of Business, New York University.
(Summer)

1996: Visiting Professor, Dept. of ORGANIZATION AND LEADERSHIP, TEACHERS' COLLEGE, Columbia University, New York.

- 1994 – 1995: Kermit O. Hanson Endowed Professorship, School of Business
Dept. of Management and Organization, University of Washington, Adm.,
Seattle, U.S.A.
- 1994 (May): Visiting Scholar, Department of Psychology, The Chinese
University of Hong Kong, Hong Kong.
- 1990: Visiting Associate Professor, Dept. of Psychology, University of California,
Berkeley, CA, U.S.A., Spring semester 1990.
- 1989 – 1990: Visiting Associate Professor, College of Business and Management,
University of Maryland, MD., U.S.A. Fall Semester 1989-90. (Sabbatical)
- 1988 (Jan.): Visiting Scholar, Surugadai University, Tokyo, Japan
- 1987(Summer): Visiting Scholar, Surugadai University, Tokyo, Japan.
- 1985 – 1986: Visiting Associate Professor, College of Business and Management,
University of Maryland, MD, USA. (Sabbatical)
- 1980 – 1981: Visiting Associate Professor, Department of Psychology,
University of Illinois, Urbana-Champaign, U.S.A. (Sabbatical)
- 1975 – 1976: Visiting Research Associate, Dept. of Psychology,
University of Maryland, College Park, MD. (Post-Doc)
- 2007- 2010 Deputy of President of the Academic Staff's Disciplinary Court
Member of the doctoral students' Award committee.
- 2005-2006: Technion Tenure and Promotion Committee,
Head of the Area of Behavioral Sciences and Management.
- 2003- 2006: TIM (Technion Institute of Management) academic coordinator

TEACHING EXPERIENCE

- 2011 – Present: MBA courses: Cross-Cultural Management; The Process of Innovation in
Organizations
- 2013- 2022: Undergraduate course: IPODIA – Technology Innovation.
- February - March, 2012: Managing the Innovation Process. Department of Management,
Hong Kong Polytechnic, Hong Kong.
- March –April, 2006: Behavioral Research in Management: Work Motivation
(02814660) Guanghua School of Management, Peking University,
Beijing, China
- 2000-present: Faculty of Industrial Engineering and Management, Technion.
Topics: Introduction to Industrial Psychology (Undergrad.); Advanced Seminar
in Industrial Psychology (Research graduate course); Work (Research Graduate
course) Motivation and Performance (Research Graduate course); Cross-Cultural

Organizational Behavior (Research graduate course); Cross-Cultural Management (MBA course); Leadership and team Effectiveness (MBA course); Employees' Selection and Placement (Undergrad/grad course); Managing the Innovation Process (MBA course).

- 1986-2000: Faculty of Industrial Engineering and Management, Technion.
Topics: Introduction to Industrial Psychology; Advanced Seminar in Industrial Psychology; Work Motivation and Performance; Cross-Cultural Organizational Behavior; Employees' Selection and Placement.
- 2000: Spring Department of Psychology, University of California, Berkeley.
- 1999: Spring Stern School of Business, New York University.
MBA course: The Global Manager and Negotiator.
- 1994 – 1995: School of Business Administration, University of Washington, WA, USA.
Seminar on Work Motivation; Seminar in International OB.
- 1989 – 1990: College of Business & Management, University of Maryland, MD, U.S.A.
Topic: Human Resource Management.
Department of Psychology, University of California, Berkeley, CA., U.S.A.
Topics: Personnel Psychology; Work Motivation and Productivity.
- 1985 – 1986: College of Business and Management, University of Maryland, MD, USA.
Topics: Compensation Administration, Organizational Behavior, International Business - An Organizational Behavior Perspective.
- 1980 - 1981: Department of Psychology, University of Illinois, U.S.A.
Topics: Industrial - Social Psychology, Motivation and Morale in Industry.
Current issues in Organizational Behavior.
- 1975 - 1976: Department of Psychology, University of Maryland, College Park.
Topics: Personnel and Organizational Psychology.

RESEARCH EXPERIENCE

- 1969 - 1972: Incentives and performance in work situations, application to engineers, and scientists in the Chemical Industry (for D.Sc.).
- 1973 - 1974: Psychometric tests as predictors of academic success in engineering.
- 1974 - 1976: -Factors of role attractiveness - an academic versus applied position.
-Teachers' professional orientation and the differentiation of tasks and rewards.
-The effect of feedback and intention on task performance.
-Israel Shipping Research Institute, Haifa.
-Motivational factors related to retraining of ratings for ship officers.
Center for Educational Administration, Haifa University.
- Organizational stress and performance of principals in primary schools.
- 1975 - 1976: Department of Psychology, University of Maryland, Research Associate.
Organizational participation and withdrawal: the impact of the organization, the family, and the individual motivation (with Prof. Benjamin Schneider).

Career and other correlates of turnover intentions.

- Feedback: A necessary condition for the goal-setting-performance relationship.

1976 - 1978 : Faculty of Industrial Engineering and Management, Technion.

- An investigation of the relationship between perception of the environment and its physical form in student housing.
- Leadership styles and their relationships to cognitive complexity, social intelligence, and behavioral understanding.

1977 - 1980 : - Organizational climate as a moderator of the individual characteristics-performance relationships.

- Performance-ability relationships under different conditions of goals: prescribed, participative, "do your best".
- Task difficulty, goal acceptance, and performance.
- The differential effect of feedback on the performance of women in competitive situations.
- A development of a performance appraisal system for research employees.
- Situational and personality factors in perceived academic stress and its behavioral correlates.
- Power tactics used within organizations.

1980 - 1981 : Department of Psychology, University of Illinois, U.S.A.

- Participative versus assigned goals and their relationships to performance and job satisfaction.
- A cross-cultural look at acceptance and value orientation as determinants of goal-setting effectiveness.
- A Field project on the impact of goal assignments versus direct and Indirect participation in goal setting on employees' performance.

1981 - 1984 : Faculty of Industrial Engineering and Management, Technion.

- A cross-cultural analysis of participation in goal setting.
- Ability-performance relationships under different levels of time pressure.
- Effects of self-control and payment on resource allocation.
- Information, involvement, and social interaction as factors in participative goal setting.
- Tactics used to influence superiors, co-workers, and subordinates.
- The effects of employees' behavior on the organizational competitiveness: The case of an R&D organization.

1984 - 1986: Faculty of Industrial Engineering and Management, Technion.

- Effects of participation in goal-setting on performance quantity, performance quality and job satisfaction.
- Boundary conditions of the effect of participation in goal setting on Performance.
- Second career patterns for Israeli merchant sea officers.
- Work values, social desirability, subjective norms, and gender.
- The biographical questionnaire and its predictive validity for performance appraisal.
- The effects of self-expectations of success, and goal level on performance quantity and quality.
- Relative deprivation of technicians in an R&D organization - causes and consequences.
- Motivational effects of Quality Circles for production workers and technicians.
- The effects of behavioral and organizational factors on organizational initiative: The case of an R&D organization.

- 1985 - 1986: College of Business and Management, University of Maryland, MD, U.S.A.
 - Managerial Styles as Related to Differences in Performance and Goal Acceptance
 - Toward Resolving the Controversy on the Effectiveness of Participation in Goal-Setting.
 - Long-term Goal-Setting Strategies in Career Progress.
- 1987 - 1995: Faculty of Industrial Engineering and Management, Technion.
 - Work motivation from a cross-cultural perspective
 - Goal-setting as a motivational technique on the team level
 - Participation in goal-setting, productivity, and extra-role behavior
 - Career self-management and its relationship to the speed of promotion
 - Motivational effects on the quantity-quality performance trade-off.
 - Quality Control Circles - conditions for successful operation
 - Motivational factors in productivity and safety
 - The quality of service as a cultural phenomenon.
- 1989 - 1990: - College of Business & Management, University of Maryland, MD, U.S.A.
 - Goal conflict and its effect on performance: A lab experiment and a field study.
 - Autonomy and responsibility as determinants of work motivation and performance.
- 1990 – 1994: Department of Psychology, University of California, Berkeley, CA, U.S.A.
 - The effectiveness of group goals under different conditions of feedback.
 - Career self-management.
 - Group performance loss - the rule or the exception.
 - Cross-cultural differences in the effectiveness of work motivation.
 - Culture as a moderator of the relationship between participation in goal-setting and performance.
 - Collective efficacy and team performance.
- 1995-2002: Globe - A multi-national study of leadership and organizational practices.
 - Team learning, team efficacy, and team performance.
 - Rewards for Contribution” - counter values in the Kibbutz movement.
 - Technology-oriented culture and the assimilation of new technology.
 - A cross-cultural study of ISO-9000.
 - The cultural factor in international mergers and acquisitions.
- 2003- present: - Innovation, Quality, and Efficiency: Effects of organizational culture, Leadership, teamwork, and national culture.
 - Innovation in teams and team processes
 - Entrepreneurial teams – the process of knowledge acquisition and utilization and the success of entrepreneurship
 - Effects of Globalization on shaping the values of multinational companies, and a person's global identity.
 - Towards a dynamic multi-level model of culture.
 - Motivational effects of promotion versus prevention focus on tasks that require the generation of ideas versus attention to detail.
 - Effects of decentralization on the quality of health care services.
 Global and Local Identity
 Multicultural teams
 Leadership Global Capital
 Cultural values and innovation
 Entrepreneurial team composition
 Issue-selling for promoting innovation in organizations
 Startups’ founders’ experience and new learning acquisitions as related to success.

FUNDED RESEARCH:

- 1980: The National Council for Research and Development.
Research on: "Women in 'male' vs. 'female' occupations: A comparison of aptitudes, personality traits, and social stereotypes".
- 1984: Golda Meir Institute for Social and Work Studies, Tel-Aviv University. Research on: "A comparative study (Kibbutz, Histadruth, and Private sectors) of participation in goal setting and its effect on employees' performance".
- 1988: Golda Meir Institute for Social and Work Studies, Tel Aviv University. Research on: "The Israeli Entrepreneurs: Motivational characteristics and cognitive strategies.
- 1989: The Ministry of Labor. Research on: Antecedents and consequences of effective quality circles. (In collaboration with E. Rosenstein).
- 1989: Golda Meir Institute for Social and Work Studies, Tel Aviv University. Research on: "A cultural ecological analysis of the service idea and action in organizations". (In collaboration with B. Mannheim).
- 1991: Neaman Institute, Technion. "Career patterns of graduates of doctoral programs in Israel".
- 1992: Israel Foundations Trustees: "Effects of culture goals, and incentives on the phenomena of social loafing versus extra role behavior".
- 1993: "A multi-nation study of leadership and organizational practices" (in collaboration with Robert House, Wharton School, the University of Pennsylvania).
- 1996 - 1998: Israel Foundation Trustees: "Leadership from a cultural perspective: Leaders' characteristics in different organizations and cultures". The Israel Association for Research Funds in Education. (\$25,000).
- 1999 - 2000: Specifying the conditions for successful implementation of quality assurance standards (with Prof. Alfi Markus (PI), and Dr. Eitan Naveh, NSF (The Israeli Fund \$8,000).
- 2002 – 2003: "Innovation, Quality and Efficiency in R&D: A Multi-Level analysis of the effects of individuals, teams, leadership, and organizational factors. (with Dr. Eitan Naveh and Ella Miron). The Samuel Neaman Institute Technion (50,000 INS).
- 2003 – 2004: "Innovation, Quality and Efficiency in R&D: A Multi-Level analysis of the effects of individuals, teams, leadership, and organizational factors". (with Dr. Eitan Naveh and Ella Miron). The Samuel Neaman Institute, Technion (\$5,000).
- 2003-2004: "E-Lab: Entrepreneurship Laboratory for Knowledge Transfer from Academia to Industry. (with Prof. A. Fiegenbaum and Dr. Z. Shperling). The Neaman Institute, Technion" (\$16,000).
- 2003 – 2005: "The Decentralized Clinic – the Effects of Leadership,

Organizational Learning, and Goal-Setting on the Quality of Health care and Resource Utilization" (with Dr. Winer – Manager of Clalit Health Services, the Haifa and Western Galilee Zone). The National Institute for the Study of Health Care Policy and Services (#43/2001/8) (315,00 INS, \$70,000).

- 2004-2005: "The impact of team reflexivity and peer assessment on staff - and quality-related outcomes in a tertiary health care centre (Shiba)". (with Dr. Peter Bamberger). The National Institute for the Study of Health Care Policy and Services (~NIS 361,000).
- 2005 : "The Emergence of a Global Corporate Culture in MNC: Its Antecedents and Behavioral Consequences" (with Prof. Uzi De-Haan and Efrat Gati). The Neaman Institute, Technion (\$5,000).
- 2005-2006: "The impact of teamwork training on team innovation in a process of conceptual design of a new product system". (with Prof. Menachem Weiss). (Gordon Fund \$17,300).
- 2006-2007: "The impact of Team Transactive Memory on team new product design". (Gordon Fund \$20,096)
- 2006-2007 "The use of Vouchers as a motivational tool: motivating Russian immigrants to enroll in the retraining program for reemployment". The Ministry of Absorption. The Neaman Institute (142,200NIS).
- 2006-2008 "Being a Part of a Global Corporation - The Emergence of a Shared Global Culture and a Global Identity: Antecedents and Consequences: Israel Science Foundation" (with Dr. Uzi De-Haan). (ISF #12-06) 108,000 NIS for the first year.
- 2006-2008: "Generating, Mobilizing, and Realizing Innovation In Organizations Across Cultures". (With Prof. Susan Taylor & Prof. Debra Shapiro from the Smith School of Business, University of Maryland, College Park, MD). The Kauffman Foundation (\$53,000).
- 2007-2009 "Psychological and Managerial Factors Promoting Creativity in Hong Kong and China. RGC Competitive Earmarked Research Grant (CERG) 2007-2009 Project No.: 9041171 (City U 1411/06H); Award (HK\$): 616,880 (With Christina Sue-Chan [PI] & Paul S. Hempel, Dept. of Management, City U. of Hong Kong, Hong Kong.
- 2007-2010 "The Chronicle of an Idea: The Hidden Journey of Innovations – From Ideas to Products (with Sabine Sonnentag, Konstanz University, Germany; Jacob Goldenberg, The Hebrew University, Jerusalem. Volkswagen Stiftung "Innovationsprozesse in Wirtschaft und Gesellschaft" (320,900 Euro).
- 2007-2008: "Going Global - the transition from local to global operations: Key success factors. Ministry of Science" (NIS 175,000)
- 2007-2010: "Knowledge Center on Innovation in Work Organizations". Ministry of Science (NIS 400,000).
This Center has two primary channels – academic and applied.
The Academic channel comprises a series of "products", including definitions of innovation, measures, methods for enhancing innovation, infrastructure for innovation, case studies, articles, and a new search engine that will enable

users to search the internet for the diffusion of innovation and the innovation network.

The Applied channel develops and implements a new model to enhance innovation in traditional industries. The model consists of two-way top-down and bottom-up activities designed to enhance innovation. Top-down activities consist of policy making and resource allocation. Bottom-up activities involve building a network of industries with R&D needs, as well as research centers in both academic and business sectors that can provide the necessary R&D capabilities, with the support of government resources.

- 2008-2010: **" Can Entrepreneurship Be Taught? The Impact of Entrepreneurship Training on Entrepreneurial Competences of High-school Students, Israel Science Foundation (ISF). (68,000NIS, with Zehava Rozenblatt, Haifa U.)**
- 2009-2010 "Managing multi-cultural teams: From a cross-cultural to a global perspective (\$75,000, SHRM Foundation).
- Composing teams of analytic and holistic thinkers to enhance team innovation in system engineering, Gordon Foundation (\$25,000).
- 2011-2012 The use of an electronic board to compare the progress of multiple teams on a virtual multicultural team project. (10,000NIS, Maital)
- 2011-2014: Scientific and technological knowledge assimilation in traditional industries in the North Periphery of Israel as the engine for innovation and economic success, and closing the gap. Ministry of Science (399,000NIS).
- 2013-2015 Role of Global Leadership capital in advancing multicultural team innovation and Effectiveness (W. Cynthia Lee, Northeastern U., and Alon Lisak, Ben-Gurion U.) SHRM, U.S. (\$128,743 divided by 3 = 42,914).
- 2013-2016 Developing a model for motivating female students to choose a major in science and technology. Ministry of Science (391.942NIS), shared with Prof. Anit Somech, Haifa University.
- 2018 Project Title: Foodio - Food Solutions Master Class; Source of Support: EIT-FOOD (European Community); Total proposed award amount: 52.500 Euro
- 2018 Project Title: Global Food Venture - An Elite Ph.D Fellowship Program.
- 2019-2020 Project Title: Global Food Venture - An Elite Ph.D Fellowship program, enabling highly qualified Ph.D. students to carry out innovation activities within the EIT Food partnership network:
- 2018-2021 NSF – National Science Foundation (SOO- 1759196).
Co-investigators: Ella Miron-Spektor (Technion), Miriam Erez (Technion), Gilad Chen, Brent Goldfarb, and Rajshree Agarwal (U. of Maryland)
Project Title: Entrepreneurial team formation and its effect on subsequent entrepreneurial outcomes (\$363,000).
- 2021-2022 Project Title: EIT Food: Integrating entrepreneurship to promote innovation in food solutions

- 2020-2023 Embedding High-tech into low-tech: Introducing the digital transformation into manufacturing plants (2020-2022). (With Prof. Eitan Naveh & Prof. Yale Herer). Israel Ministry of Science (\$100,000).
- 2024 EIT Food: Integrating entrepreneurship to promote innovation in food solutions (20,000 Euro).
- 2025 EIT Food: Integrating entrepreneurship to promote innovation in food solutions (13,000 Euro)

PROFESSIONAL EXPERIENCE

- 1972 - 1973: Acting Head of the Laboratory of Industrial Psychology – Psychometric Tests. Technion, R&D Foundation Ltd., Haifa.
- 1973 - 1974: Research Associate, Laboratory of Industrial Psychology – Psychometric Tests. Technion, R&D Foundation Ltd., Haifa.
- 1974 - 1975: Consulting the Technion Vice-President for Academic Affairs on psychometric tests for students' admission
- 1978 - 1979: Acting Head of the laboratory of Industrial Psychology – Psychometric Tests. Technion R&D Foundation Ltd., Haifa.
- 1981 - 1983: Consulting "Rafael" on Assessment Center for personnel selection placement, and development.
- 1981 - 1988: Consulting and supervising the Personnel and Organization Research Department in "Rafael" - Armament Development Authority.
- 1983 - 1984: Acting Head of Personnel and Organization Research Department in "Rafael" - Armament Development Authority.
- 1986 - 1987: Member of an advisory committee for the Vice President of Academic Affairs on the predictive validity of psychometric tests and Bagrut scores for academic achievements at the Technion.
- 1991 - 1995: Consulting the Kibbutz movement on motivational issues of “Rewards for Contribution”.
- 2000-2003: Consultant to IBM-International on the changes in cultural values and the quality of service in 43 countries.
- 2005: Consultant to Ness on developing global corporate values.
- 2008- Present: Knowledge Center for Innovation – Developing and delivering programs on the Management of Innovation in Organizations.
- 2021-2023: Deputy Dean, Academy of Management Fellows Group.

ADMINISTRATIVE POSITIONS

- 1972 - 1975: Member of the Committee for Graduate Studies of the Behavioral Sciences and Management area.
- 1976 - 1980: Faculty member in the joint committee of students and teachers.
- Faculty representative at the Department of Education in Technology and Science.
- Member of the committee for a new program of Human Factors Engineering Undergraduate Studies.
- 1982 - 1983: Member of the executive committee of the Division of Social and Occupational Psychology in the Israeli Psychological Association.
- 1983 - 1984: Acting Head of Personnel and Organization Research Department in "Rafael" - Armament Development Authority.
- 1983 - 1985: Chairperson of the executive committee of the Division of Social and Occupational Psychology in the Israel Psychological Association.
- 1984: Organizer of the Annual Meeting of the Division of Social and Occupational Psychology in the Israel Psychological Association, Ashkelon, May 31-June 1, 1984.
- 1984 – 1985: Faculty representative at the Department of Education in Technology and Science.
- Member of the committee for the development of the Industrial Psychology Program:
- Member of the committee for reevaluation of the Graduate Study Programs, in the area of Behavioral Sciences and Management.
- 1982 – 1987: Technion representative at the National Center for Universities' Entrance Examinations.
- 1987 - 1988: - Coordinator of undergraduate studies.
- Member of the committee for academic programs at the Faculty of Industrial Engineering and Management, Technion.
- Member of the Students-Faculty Joint Committee.
- 1988 – 1989: - Member of the committee for evaluating students with unsatisfactory academic records.
- Member of the Technion students' Appeal Court.
- Member of the Ethics Committee of the Technion
- Member of the committee to evaluate the validity of the entrance evaluations for the Technion.
- Member of the professional committee of the Council of Psychologists, Ministry of Health.
- 1990 - 1992: Head of the area of Behavioral Sciences and Management, Technion.
- Faculty representative at the Technion Senate.
- 1992: Member of the advisory committee of a new program in Nursing.
- Member of the committee for revising the teaching evaluation form.

- 1992 - 1995: Vice-Dean, Faculty of Industrial Engineering & Management, Technion.
- 1992 - 1995: Member of the committee for evaluating the summer semester.
- Head of the Housing Appeal Committee for graduate students. Chairperson of the Academic Family Club.
- 1993 - 1995: Member of the interdepartmental committee for graduate studies in Quality Assurance.
- 1993 - 1994: Chair of the Technion Preparatory Committee for a new academic program in Nursing. (a joint program of the Technion and Haifa University), for the National Council of Higher Education (MALAG).
- 1994: Member of the subcommittee of the National Council for Higher Education (MALAG) for a new academic program of BA in Human Services, Haifa University
- 1996 – 1998: **Dean**, Faculty of Industrial Engineering & Management, Technion.
- 2002- 2003: Vice Dean for Business Administration.
Member of the Academic Council of the Unit for Continuing Education at the Technion.
Member of the Interdisciplinary program of Quality Assurance at the Technion
- Members of the MALAG committee for a new academic program of Master's in Organizational Consultancy in The Michala Leminal.
Member of the Advisory Committee of the Neaman Institute
- Technion Committees:
-Member of the Committee of the Technion Harvey Award for Peace.
-Member of the Interdisciplinary program of Quality Assurance, Technion
-Member of the Advisory Committee of the Neaman Institute
-Head of the Committee of Industry-Academia relationships, IE&M
- 2003- 2006: TIM (Technion Institute of Management) academic coordinator
- 2004-2005: Member of the MBA Committee IE&M
- 2005 - 2006 **Member of the Technion Senate Standing Committee for Tenure and Promotion**
- 2005-2006** Head of the Area of Behavioral Sciences and Management.
- 2007- 2010 Deputy President of the Academic Staff's Disciplinary Court
Member of the doctoral students' Award committee.
- 2007-2011: Member of the Panel of judges at the rank of full professor in the Disciplinary Court of the Academic Staff
- 2009 – 2011: Member of the academic committee for Continuous Education at the Technion

2007-2014, 2016- Present: Associate Dean of the MBA programs.
 -Coordinator of the Status of Women at the Technion
 2024- Present: Technion Disciplinary Court for Appeals

National Committees:

2025: - **Chair of the National Committee for Pras Israel in Political Sciences, International Affairs, and Management Sciences.**

2003-2005: -Member of the Committee of the National Council for Higher Education for evaluating the proposed graduate-level academic program in Organizational Development and Consulting of the College of Management.

2004-2005: -(Member of the Tenure and Promotion committee of Tel-Aviv Yaffo College)

2004-2007: - Member of the Advisory Board and Academic Committee of Michlelet Tzfat.

2005: -Member of the Committee of the National Council for Higher Education - evaluating the proposed academic program in Human Resources of Sapir College.

2005-2008: -Member of the National Committee of Applied Social Sciences, The Ministry of Science.

2006-2007: Chair of the Committee of the National Council for Higher Education for evaluating the proposed academic programs of a new college, "The Center for Management, Social and Human Sciences".

2009 – 2010: Member of the Israel Science Foundation evaluation committee of Management Research

2009 - 2011: Scholarship and Prize Committee, Technion

2009 – present: Member of the Committee for the Promotion to the Professor Ranks in Colleges, The National Council of Education

2009 -2014: Member of the Council of Haifa Municipality
 Member of the Education Committee of Haifa Municipality
 Director of Haifa Economic Society and of Hi Center.
 Head of the internal auditing committee of Haifa Economic Society

2010-2014: Chair of the National Council for the Promotion of Women in Science and Technology.

2012- 2013: Member of the national committee for reform in the civil service.

2012- 2013: Member of MALAG committee for granting a degree in Organizational Consulting to Tel-Aviv – Jaffa College.

2013-2014: Member of MALAG Committee on Professor Nilveh and Professor Mishneh.

2014-2015: Member of the Vatat Committee for the promotion of women in science & Technology, chaired by Prof. Ruth Arnon.

2014: Chair of the Pras Israel Committee in Management & Political Sciences

International Committees

1998 - 2002: President - Division of Organizational Psychology, The International Association of Applied Psychology.

1998-2010: Member of the Executive Board of the International Association of Applied Psychology

2004: Member of the Evaluation Committee of the Psychology Departments in the Chinese University of Hong-Kong.

Academy of Management:

2000: Chair of the Newman Best Dissertation Award Committee, The Academy of Management.

2004: Reviewer for AOM Annual Meeting, 20–04–2004

2004-2005: Chair of the Terry Book Award Committee, The Academy of Management

2005-2006: Member of the Academy of Management Life Time Award Committee
Member of the Academy of Management Fellows Membership Committee.

2005-2008: Member of the Executive Board of the Academy of Management, USA

2006-2008: Chair of the Ethics Committee, Academy of Management, USA
Member of the Journal Committee, Academy of Management, USA.

2013-2019: Member of the Academy of Management ANNALS Consulting Editorial Board.

2018-2019 Award Committee for the Academy of Management Annals.

2017-2019: Member of the AOM Fellows nomination committee

2019: Chair –AOM Fellows Nomination Committee.

2021-2023: Deputy Dean, Academy of Management Fellows Group.

2026: Chair – the OB Committee for the Life-Time Achievement Award

Society for Industrial/Organizational Psychology - SIOP:

2007- 2008: Program Committee: Society for Industrial/Organizational Psychology

2008 Program Committee: Conference on Work, Well-being, and Performance: New Perspectives for the Modern Workplace, Institute of Work Psychology, University of Sheffield, England, June 2008

2014: SIOP Fellows Committee

2009-2011: Program Committee of the International Congress of Psychology.

2012 – present: Ad hoc reviewer of submitted papers to SIOP Annual Meetings.

ORGANIZED CONFERENCES:

The organizer of an International Conference on Work Motivation in the Context of a Globalizing Economy. Ein-Gedi, ISRAEL, February 23-25, 1996.

A workshop in honor of the Israel Prize. Motivation, Culture, and Behavior, May 19, 2005, Technion, Haifa

Organizer of a conference on Teams Composition, Regulatory Processes, and Outcomes. 24.08.05, Technion, Haifa.

The organizer of the Opening Conference of the Knowledge Center for Innovation, 15-02-09: "Innovation: From Needs to Solutions to New needs, through collaborations of industry, research centers, and government." IBM Israel, Kirya Arie.

The organizer of the Doctoral Workshop on Innovation. Knowledge Center for Innovation, Technion, Israel, 17-11-09.

Member of the Committee of the Israel Strategy Conference, 2009, 2010

Member of the Committee of the Israel OB Conference, 2011.

Member of the Summer School of the European Association of Organizational Psychology, August 2012.

Erez, M. Organized a conference on Innovation and Entrepreneurship, Shantou Business School, Shantou bUniversity, Guangdong, China, Dec. 18-20, 2015.

מ. ארז, סומך, א. 2017. כנס בנושא: קידום תלמידות בבחירת לימודי מדע וטכנולוגיה, אוניברסיטת חיפה.

2024: Member of the committee of the Entrepreneurship Researchers' Conference, Israel

2019- 2023: Advisory board, Israel OB Conference

KEYNOTE ADDRESS:

Erez, M., "Work Motivation - What's New in a Market-Oriented World?" 22nd International Congress of Applied Psychology, Kyoto, Japan, July 22-27, 1990.

Erez, M., "The Transplanted Executive: Managing Across Different Cultures." The International Society for the Study of Work and Organizational Values, Istanbul, July 10-15, 1998.

- Erez, M., "Cultural Values and Organizational Behavior: Theory and Practice." 28 Interamerican Congress of Psychology, Santiago, Chile, 29.07. – 03. 08.2001
- Erez M., "The Changing Nature of the Work Environment." The International Congress of Psychology, Singapore, July 8, 2002.
- Erez, M., "The Quality Factor in R&D." Plenary Session, The 7th Annual Conference of the Israel National Association of Quality, 27.11.03
- Erez M., "Building a Global Organizational Identity in a Multi-National Company" Plenary Session, Mashabei Enosh, Israel, Kfar Hamakabia, 15.12.03
- Erez, M. Organizer of an Invited symposium on: "Culture as a multi-level Construct." The International Association of Cross-Cultural Psychology, Xian, China, August 2004.
- Erez, M. (2005). Cultural Change in the Global Work Context – a Multi-Level Approach. 9th European Congress of Psychology, Granada, Spain, July 2005
- M. Erez. (2006). Beyond national cultures: The emergence of a global culture and its co-existence with national cultures. The International Congress of Psychology, Athens, July 2006.
- Erez M. (2007). The Paradox of Innovation: Balancing Innovation, Quality, and Efficiency. In the SIOP Leading Edge Consortium on Enabling Innovation in Organizations. Oct. 2007 Kansas City, USA
- Erez, M. (2008). Educating for Innovation. 2008 International Creative Education Exposition Workshops, Kaoshiung, Taiwan, March 6-9, 2008.
- Erez, M. (2009). Coping with the Paradox of Innovation. Conference on Innovation, The Marker, Airport City, Israel, 13-09-2009
- Erez, M. (2012). The Cultural Factor and Its Effect on Creativity and Innovation. Hong Kong Polytechnic, March 2nd, 2012. (also in Wuhan and Shanghai).
- Erez, M. (2012). Factors facilitating or inhibiting the process of innovation. Hong Kong University of Science and Technology, March 20, 2012
- Erez, M. The Cultural Factor and its effect on Creativity & Innovation. Center for Leadership and Innovation - Inaugural Conference, Hong Kong Polytechnic 02-03-2012.
- Erez, M. (2012). The duality of global and local identity. Yin and Yang conference, June 7-11, 2012, Stockholm.
- Erez, M. (2012). Fostering the Innovation Culture at the National and Organizational levels. Invention, Innovation and Intellectual Property Forum, San-Jose, Costa Rica, 05-09-12
- Erez, M. (2013). Can Paradoxes be solved by mind-switching from Either-Or to Co-Existence. Co-Create Conference, Aalto University, Helsinki, Finland, 19-06-2013.
- Erez, M. Organized a conference on Innovation and Entrepreneurship, Shantou Business School, Shantou University, Guangdong, China, Dec. 18-20, 2015.
- Erez, M. Cultures & Innovation, a multi-level perspective.

Erez, M. The Impact of Academic and National Ecosystems on Innovation and Entrepreneurship: 1st International Congress on Entrepreneurial Universities, Sao-Paolo, Brazil, October 1 17-19, 2023.

Erez, M. Rhythm of Career Life. Society for Industrial Organizational Behavior (SIOP), Boston, USA. April, 2023.

Erez, M. Introducing Innovation to Enhance Sustainability, ICCSR, India, Dec. 8, 2023.

Erez, M. Global Leaders – Identity and Effectiveness in Multicultural Teams. Keynote presented at the 2025 AOM PDW: Leadership, Followership and Identity: Research and Practice. Academy of Management Conference, Copenhagen, July 2025.

INVITED LECTURES:

Erez, M., "The person x situation interaction approaches the effects of ability, goal setting, and job-enrichment on performance". Presented at the Department of Psychological Sciences, Purdue University, March 1981.

Invited participant at the Annual Meeting of the Society of Organizational Behavior, Michigan State University, October 1980.

Invited participant at the Annual Meeting of the Society for Organizational Behavior, Carnegie-Mellon, Pittsburgh, USA, October 1985.

A Colloquium on "Inconsistency in Research on Participation is Goal-Setting from a Methodological Perspective", College of Business and Management, University of Maryland, USA, October 1985.

A Colloquium on "The Boundary Conditions of the Goal-Setting Model", Department of Psychology, University of Maryland, USA, November 1985.

A Colloquium on "The Controversy in Research on the Effectiveness of Participation in Goal-Setting", Stevens Institute of Technology, N.J., USA, January 1986.

A Colloquium on "Attempts to Reconcile the Two Main Streams of Research on the Effectiveness of Participation", Department of Management, Baruch College, New York, April 1986.

A Colloquium on "Toward a Resolution of the Controversy about Participation in Goal Setting: New Data and Integration. Department of Psychology, University of Illinois, June 1986.

A Colloquium on "The Boundary Conditions for the Effectiveness of Participation in Goal Setting", Recruit Company, Tokyo, Japan, February 1988.

A Colloquium on "The Interpersonal Communication Systems in Japanese Companies and their Relationship to Innovation", College of Business & Management, University of Maryland, August 1988.

A Colloquium on: "A Developmental Approach to the Goal Setting Theory of Motivation", Graduate School of Business Administration, Michigan State University, January 1990.

A Colloquium on: "Towards a Cross-cultural I/O Psychology", Department of Psychology, Baruch College, City University of New York, Oct. 19, 1992.

A Colloquium on: "Understanding OB Using the Concepts of Self and Culture". Graduate School of Management, the University of California, Irvine, Oct. 21, 1992.

A Colloquium on: "The Moderating Effect of Culture on the Relationship Between Motivation and Performance". Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, Canada, Jan 12, 1995.

Erez, M., "Career Realities in the Global Environment". Presented at Career Realities Conference, London Business School, 26-28 March 1998.

Erez, M., "Antecedents and Consequences of Culture". Wharton School of Management, University of Pennsylvania, May 12, 1999.

Erez, M., "Processes of Cultural Change". Smith College of Business and Management, University of Maryland, May 13, 1999.

Erez, M., "Antecedents of Cultural Change". Stanford, March 16, 2000.

Erez, M., "A Cross-Cultural Perspective on Work Motivation". ESCP-EAP, Paris, May 22, 2000.

Erez, M., "Culture and Work Motivation". School of Management, Minnesota, Oct. 11, 2000.

Erez, M., "The Process of Cultural Change: Effects of Values, Rewards, and Ambiguity". Dept. of Psychology. Georgia, Tech., Atlanta, USA, Oct. 7, 2002

Erez, M., Processes of Cultural and Behavioral Changes in the Context of Globalization, A conference on Work and Organizational Psychology: Challenges for the Future. Tilburg, The Netherlands, January 2003

Erez, M., From Culture's Consequences to Culture's Antecedent: The Impact of Globalization on Cultural Change. First Annual Conference on Emerging Research
Frontiers in International Business, Fuqua School of Business, Durham, NC, March 2003.

Erez, M., Publishing in International Scientific Journals: A Workshop for Doctoral Students and Junior Researchers. The 11th Congress of the European Association of Work and Organizational Psychology, Lisbon, May 2003.

Erez, M., "The Culture of Innovation or Attention to detail – Competing or complementary relationship?" London Business School, Oct. 31, 2003.

Erez M., "Innovation, quality, and efficiency – Competing or complementary relationships?"
Bar-Ilan University, 30.12.03

Erez, M. "Developing Global Values, and Shaping the Managerial Role in MNC. Center for Organization and Human Resource Management, Haifa University, May 18, 2004

Erez, M. "From Local to Global Culture: Building a global corporate culture". A conference in memory of Professor Rami Sagie, Bar-Ilan University, 03.05.04

Erez, M. Organizer of an Invited symposium on: "Culture as a multi-level Construct". The International Association of Cross-Cultural Psychology, Xian, China, August 2004.

M. Erez, Organizer of an Invited Symposium on Culture, Innovation, and Change. The International Congress of Psychology, Beijing, August 2004.

Erez, M., A paper in an Invited Symposium: Building Trust Across Cultures. The International Congress of Psychology, Beijing, August 2004.

Erez, M., Effects of Personal and situational factors at the individual and team level. The Chinese University of Hong Kong, and the City University of Hong Kong, Hong Kong, March 2005.

Gati, E and Erez, M. "Global identity in multicultural teams: effects on team processes and outcomes". The 9th Annual Conference on Research on Managing Groups and Teams - National Culture & Groups, Cornell, May 2005

Erez, M. (Presenter), Miron, E., Naveh, E., and Segal, V. Innovation in the R&D industry: Effects of leadership, organizational culture, and management practices. A symposium on: "Enhancing Entrepreneurship and Innovation in Israel" as part of the Technology Transfer Society 2005 Annual Conference: *Advancing Innovation and Entrepreneurship*, Kansas City, MO, September 28-30.

Erez, M. The Paradox of Innovation. Department of Psychology, University of Maryland, September 2005.

Erez, M. Global Mindset conference, panelist discussing: "Where We Are And Where We're Going?" Thunderbird University, November 2005.

Feigenbaum, A. & Erez, M. "Competitive Absorptive capacity to sustain firms' competitive advantage, and superior performance: Israeli high-tech findings". Organization Science Winter Conference: "Celebrating the Ideas of James G. March: Looking Forward". Steamboat Springs, Colorado, Feb 2-5, 2006

Erez, M. The Paradox of Innovation: The meaning of innovation from a multi-level approach. Nanyang Business School, Nanyang University of Science and Technology, February 2006.

Erez M. "The emergence of a global culture and a global identity and their impact on adaptation to the globalization process". Nanyang Business School, Nanyang University of Science and Technology, March 2006.

Erez, M. "A multi-level approach to Innovation: How individual characteristics, team composition, and organizational culture affect innovative performance". Guanghua Business School, Peking University, China, April 2006.

Erez, M. "The Paradox of Innovation: Balancing the breaking of rules with novel ideas with following the rules in the implementation phase. Department of Psychology, University of South Florida, Tampa, Florida, June 2006.

Erez, M. "The paradox of Innovation: the meaning of innovation from a multi-level approach, The Smith School of Business, University of Maryland, College Park, MD, June 2006.

Erez, M. "Adaptation to the global work context: The individual and organizational levels". British Psychological Society, Division of Occupational Psychology Annual Conference, Bristol, UK, January 11-13, 2007.

Erez, M. "Cultural Values, Communication and Innovative Performance in Global Teams." Presented in a panel organized by Pamela Hinds, Stanford University, on Communication in Globally Distributed Work Teams: Evidence from the Field. The First International Workshop on Intercultural Collaboration (IWIC 2007) Kyoto University, Japan, January 24-27, 2007.

Erez M. "Adaptation to Global Culture at the Individual and Organizational Level". City University of Hong Kong Business School, Hong Kong, 29-01-2007

Erez, M. " Faculty Workshop on multi-level research". Nanyang Technological University Business School, Singapore, 07-02-2007.

Erez, M. "Theorizing Culture: Beyond national cultures" in a conference organized by Stockholm School of Economics, Institute of International Business, on Theorizing Culture: Culture theory and international management, Björkliden, Sweden, March 29-31, 2007

Erez, M. "The Global Work Culture" A conference on HRM, Kfar Hamakabia, Israel, 22-03-2007

Erez, M. " Identity as the necessary link in the chain – Identity - Org-Culture- Innovation". Conference on Identity, Innovation and Organizational Learning". Organizer - Prof. Linda Argote. Carnegie Mellon University, Pittsburgh. Pennsylvania, June 2007.

Erez, M. "Globalization and Work: World culture and its impact on global organizations and the self: a macro–micro perspective". SCANCOR, Stanford University, 24-09-07.

Erez, M. "Innovation - Bringing together Ideas and their Implementation: The Individual, Team, and Organization levels"—Management School of Business, University of California, Irvine, 10-12-07.

Erez, M. "The emergence of a Global Work Culture and a Global Identity". Harvard Business School, Harvard University, USA, April 2008.

Erez, M. "Invited Workshop: Publishing in International Scientific Journals". ISCTE- Lisbon University Institute, Department of Social and Organizational Psychology, May 2008.

Erez, M. and Nouri, R. "Private and Public Creativity in a Multicultural Context". Frontier Conference on Fostering Creativity and Innovation in Global Business. City University of Hong Kong, Hong Kong, December 17-19, 2008.

Erez, M. "Coping with the paradox of innovation". The University of Connecticut, School of Business, 02-11-09

Erez, M. The journey of the idea, factors identified as preventing versus supporting innovation, Seminar series, McCombs School of Management, University of Texas, Austin, 18-02-2011

Erez, M. Overcoming Barriers to Women's Participation in Science & Technology. NGO- CSW New York Committee on the Status of Women, 21-02-2011.

Erez, M., & I. Arbel. Training teams to enhance innovation and overcome obstacles to innovation. Invited workshop, European Congress of Psychology, Istanbul, July 3, 2011.

Erez, M. Global HR: the paradox of global integration with local responsiveness. 1st Israeli Global HR Conference, Ort Braude, 23-11-11.

Erez, M. Engineering leadership by systems engineering. Gordon Center for System Engineering, Technion, Israel, Jan. 18, 2012.

Erez, M. Factors facilitating or inhibiting the process of innovation from idea generation to its implementation. Hong Kong Polytechnic, 20-02-2012.

Erez, M. & Lisak, A. The Emergence of Leadership in Multicultural Teams. Hong Kong University of Science and Technology, 16-03-2012.

Erez, M. Factors facilitating or inhibiting the process of innovation from idea generation to its implementation. City University of Hong Kong, 20-03-2012. Also, Lignan University, Hong Kong, March 22, 2012.

Erez, M. (2012). Invited talks on Innovation and Culture. Lingnan University, Hong Kong Jiao Tong University, Shanghai, China, and Wuhan University, China.

Erez, M. The role of the Training Department in enhancing innovation in the organization. Kfar Hamakabia, 06-06-2012.

Erez, M. Taking the Bite Out of Culture: The Impact of Task Structure and Task Type on Overcoming Impediments to Cross-Cultural Team Performance. Lingnan College, Sun Yat Sen University, Guangzhou, 06-07-2013.

מ.א.רז. חידשנות בחברות במשק. כנס איפ"א. 31-01-2013.

מ. ארז. תהליך החידשנות - מסעו של רעיון. רמב"ם, 07-02-13.

Erez, M. Global and local Identities: Implications for leadership, reward allocation, emotion display norms, and creativity. MURI Virtual Brownbag Webinar (organizer: M. Gelfand) 22-04-2013

Erez, M. Taking the Bite Out of Culture: The Impact of Task Structure and Task Type on Overcoming Impediments to Cross-Cultural Team Performance. Sun Yat-Sen University, Lingnan College, July 6, 2013, China. Also, at the Hong Kong Polytechnic on 09-07-2013.

מ.א.רז קידום נשים במקצועות טכנולוגיים. "כרמל" – המרכז הבינלאומי להכשרה ע"ש גולדה מאיר, חיפה. 02-2013.

מ.א.רז מדריך לניהול תהליך החידשנות, הכנס הבינלאומי לאיכות, תל-אביב 2014.

Inaugural Management & Organization Review Research Frontiers Conference. Dec. 4-7, 2014, HKUST, Hong Kong. "The interplay between culture and work context in shaping creativity and innovation.

מאפייני המנהל הגלובלי והשפעתם על אפקטיביות ועל קבלת החלטות. סמינר, המחלקה לפסיכולוגיה, אוניברסיטת בר-אילן, 06-01-2015.

Erez, M. Business + Society: Member of a panel on challenges and opportunities of our flatter, but still segmented, global world. Yale School of Management, 10-01-2014.

Erez, M. Culture & Work Context Effects on Creativity & Innovation. American Psychological Society, New York City, May 2015

Erez, M. Are certain cultures more creative than others? Ben Gurion University, 17-06-2015.

Erez, M. Values & Identity. As part of the 2015 Global Leadership Summit, D'amore - McKim School of Business, Northeastern University, Oct. 5-6, 2015.

ארו, מ. סדנא בנושא: מדריך לניהול חדשנות. כנס האיכות הלאומי, תל אביב, 24-11-2015

Erez, M. Organized a conference on Innovation and Entrepreneurship, Shantou Business School, Shantou University, Guangdong, China, Dec. 18-20, 2015.

Erez, M. Culture and Innovation: How the National Culture Shapes Innovation – A comparison of China and Israel. Shantou Business School, Shantou, University, Guangdong, China, Dec. 18-20, 2015.

Erez, M., Leading multicultural teams towards innovation by overcoming ingroup-outgroup categorization. Lingnan College, Sun-Yat-Sen University, Dec., 28-29, 2015.

Erez, M. Organized the Society for Organizational Behavior Annual Meeting, Technion, January 09-11- 2016

Erez, M. The positive role of global leaders in enhancing multicultural team creativity. D'amore McKim School of Business, Northeastern University, Boston, February 24, 2016.

Erez, M. Academy of Management Specialized Conference, Israel: Panelist on: From Start-up to Scale-up. Smokers Auditorium, Tel-Aviv University, 2018.

Erez, M. Coping with the competing nature of Knowledge Creation- Knowledge Transfer. Invited talk, ASQ/JMS Workshop on Agents, and Institutions Engaged in Innovation, Entrepreneurship, and Sustainability. Bridging the Macro-Micro-Organization Divide. Organized by: Siegel, D. & Waldman, D., Arizona State University, U.S.A. February 18-20, 2019

Erez, M. Culture, Creativity & Innovation. The National University of Singapore, February 24–28, 2019.

Erez, M. Culture and Innovation. International School Technion, Graduation Ceremony. Jan. 15, 2020

ארו, מ. יזמות וחדשנות – המפתח לצמיחה, קק"ל, תל-אביב. ינואר, 2020.

Erez, M. Team Composition and Its Effect on Team Outcomes. Bar-Ilan University, Jan. 21, 2020.

Erez, M. Digital Transformation Forum, Hitotsubashi University, Tokyo, Japan (online Feb. 27, 2020

Erez, M. Team composition and team context – effects on team outcomes, Haifa University, 10-05-2021.

Erez M. Team composition and team context – effects on team Innovation. Ben Gurion University, 25-05-2022.

MEMBERSHIP IN SCIENTIFIC AND PROFESSIONAL ORGANIZATIONS

Fellow - The American Psychological Association (APA)

Fellow - Society for Industrial and Organizational Psychology (SIOP)

Fellow - Academy of Management (U.S.A.)
Member of the Board of Governors 2005-2008

Vice-Dean Academy of Management Fellows Group. 2021-2023.

Fellow – The International Association of Applied Psychology.

Society for Organizational Behavior, U.S.A. (SOB)

President - Division of ORGANIZATIONAL Psychology, International Association of Applied Psychology, Israel Psychological Association

PUBLIC PROFESSIONAL ACTIVITIES

1980: Member of the Awards Committee of the General Federation of Labor in Eretz Israel for the distinguished female production worker.

1992: Member of the steering committee for the development of the vocation: Entrepreneurship. Ministry of Education, the Department of Science and Technology.

1992: Member of the steering committee of the Department of Industrial Democracy, the Histadruth.

1992 - 1994: Chairperson of Technion Family Club.

1994 - 1998: President-elect - Division of Organizational Psychology, The International Association of Applied Psychology.

1994 - 2002. Member of the executive committee of the International Association of Applied Psychology.

2000 Chair of the Newman Committee for the Best Dissertation Award. The Academy of Management, 2000.

2003 – 2005: Member of the CHE Council for Higher Education Committee for granting a degree in Organizational Consultation to Hamichlala Leminhal.

2005 – present: Member of the CHE Committee for granting a degree in Human Resources, Sapir College.

2004 – present: Member of the Academic Council of Tzefat College.

2005: Chair of the Terry Book Award Committee, Academy of Management, 2005
 2005–2008: Member of the Board of the Academy of Management.

2005 - 2006 Member of the Minister of Science National Committee for Applied Social Sciences.

2008- Present: Founding Chair - Knowledge Center for Innovation, Technion.

2010– 2014: **Chair - National Committee for the Promotion of Women in Science and Technology**

2012- 2015: **Member of a non-profit organization for the promotion of high-school female students to science and technology Banot Latechnion”.**

2010 – 2017: Member of the National Council for Higher Education Committee for the promotion of Professors in the colleges.

2013 – 2014: Members of the National Council for Higher Education committee on “Professor Nilveh” and Professor Mishneh.

2012-2013: Member of the National Council for Higher Education Committee for granting accreditation to a new master's program on Organizational Consulting, Tel-Aviv – Jaffa Academic College.

2014: Chair, Pras Israel committee in Management and Political Sciences.

2014-2017 Chair Hi-Center, Haifa

2014- 2022: Director, Haifa Economic Society

2021-2024: Director, Science and High-Tech Park, Haifa

EDITORIAL BOARD

1980 - 1987: Reviewer for the *Journal of Occupational Behavior*.
Organizational Behavior and Human Decision Processes.
Journal of Applied Psychology; *Human Relations*.

1988 – 1994: Member of the editorial board of the *Journal of Applied Psychology*.

Reviewer for: *The Academy of Management Journal*; *Journal of Organizational Behavior*; *Applied Psychology: An International Review*; *Human Relations*; *Personality and Social Psychology Bulletin*.

1988 - 1998: Member of the editorial board of *Organizational Behavior and Human Decision Processes*.

1991-1994: Member of the editorial board of *Applied Psychology: An International Review*.

1993- 1994: Member of the editorial board of *Human Performance*.

- 1994-1997: Associate Editor of: *Applied Psychology: An International Review*.
 Newsletter Editor of the International Association of Applied Psychology.
- 1997–2003: **Editor**, *Applied Psychology: An International Review*.
- 1997-1999: Editorial Board: *Academy of Management Journal*.
- 2001- Present: Member of the Editorial Board: *Journal of Applied Psychology*
- 2002-2004: Member of the Editorial Board: *Journal of International Business Strategy*
- 2003: Reviewer of paper submission for the Annual Conference of SIOP 2004.
- 2004: Reviewer of paper submission for the Annual Conference of the Academy of Management, 2004.
- 2004-2008: Editorial Board: *Journal of Applied Psychology*.
- 2004-2005: Special Associate Editor: *Japanese Journal of Administrative Science*
- 2006: Editorial Board: *Applied Psychology: An International Review Journal of World Business*
- 2006: Reviewer of paper submission for the Annual Conference of SIOP 2007.
- 2007-2010: Editorial Board: *Organization Science*
- 2008-2010: Editorial Board: *Journal of Management*
- 2009-2013: *J. of Managerial Psychology*
- 2012-2015: Guest Editor, Special issue on: "Contextualizing Creativity and Innovation Across Cultures". *J. of Organizational Behavior*
- 2013–2017: Editorial Board, ANNALS, Academy of Management.
 2017-2019: Advisory committee ANNALS Academy of Management
- 2014- 2017: Guest Editor, Special Issue on: "Paradox, Tensions, and Dualities of Innovation and Change". *Organization Studies*.
- 2015-2017: Area Editor, *J. of Cross-Cultural Strategic Management*
- 2015 – 2018: Area Editor. *JIBS – Journal of International Business Studies*
- 2018- 2023: Advisory committee JIBS
- 2022- 2024: Guest Editor of a Special Issue on Organizational Behavior and Human Resource Management Perspectives on Entrepreneurship. *Personnel Psychology*.
- 2023-2028: *JIBS* Editorial Review Board member

AWARDS

- 1975-1976: Fellowship for Postdoctoral Research and Studies (Yad-Avi Haishuv)
- 1987: Fellowship of Senior Scientists to Japan, by the Israel Association for the Promotion of International Scientific Relations.
- 1988: Research Fellowship of the Japan Foundation.
- 1989: Winner of the 'Outstanding Publication in Organizational Behavior' award of the Academy of Management. (The awarded paper: Latham, G.P., Erez, M. & Locke, E.A. "Resolving scientific disputes by the joint design of crucial experiments by the antagonists: Application to the Erez-Latham disputes regarding participation in goal setting", *Journal of Applied Psychology, Monograph*, 73, 4, 1988, 753-772.
- 1990: Fellow - The Society for Industrial and Organizational Psychology.
- 1991: Fellow - The American Psychological Association.
- 1998: Fellow - The Academy of Management.
- 1998: Award for Women with Distinguished Contributions. Haifa Municipality, and The Soroptimist International Organization.**
- 1999-2011: The Mendes-France Academic Chair in Management and Economics
- 2002: Awarded Distinguished Scientific Contributions to the International Advancement of Applied Psychology. The International Association of Applied Psychology**
- 2002: Academy of Management Best Paper – Finalist (1 of 3): Mitchel, T.R., Holtom, B.C., Lee, T.W., Sablinski, C.J. and Erez, M., "Why People Stay: Using Job Embeddedness to Predict Voluntary Turnover". *Academy of Management Journal*, 44, 2001, 1102-1122
- 2003: The research on: "Innovation, Quality, and Efficiency: A Person by Situation Interaction Approach (with Ella Miron and Eitan Naveh), won the Mitchner Award in Quality Sciences and Quality Management.
- 2003: A symposium organized by M. Erez and C. Lee titled: Innovation in Organizations - Individual, Team, Organizational, and National Factors won The Most Innovative Session Award, Division, Academy of Management Meeting, Seattle, August 2003
- 2004: Finalist of the Carolyn Dexter Best International Paper Award. Berson, Y., Erez, M., Adler, S. "Global values in MNC culture, and their manifestation in managerial roles. Annual meeting of the Academy of Management", New Orleans, August 2004.
- 2005: Israel Prize for Administrative Sciences. "Prof. Miriam Erez of the Technion's Faculty of Industrial Engineering and Management has been named this year's Israel Prize winner for Administrative Science. She will receive the prize for her research in Management and Organizational**

Behavior, as well as for her contributions to integrating psychology and management.

My doctoral student, Dana Vashdi (co-advisor Prof. Peter Bamberger) received the HR Division of the Academy of Management - SHRM Foundation Dissertation Grant Award.

2006: My doctoral student, Ella Miron-Spektor, received the Fulbright Post-Doc Fellowship and was invited by Prof. Linda Argote, Tepper School of Management, Carnegie-Mellon University.

My Doctoral student, Efrat Gati-Shokef, was Awarded the Fulbright Postdoctoral Fellowship and was invited by Prof. Sigal Barsade of the Wharton School of Management at the University of Pennsylvania.

My doctoral student, Danna Vashdi (jointly with Professor Bamberger), received the award for the best dissertation paper from the Academy of Management.

2007: Miron-Spektor, E., Erez, M., & Naveh, E. (2007). Balancing Innovation, Attention to Detail, and Outcome Orientation to enhance Innovative Performance. Academy of Management Best Paper Proceedings, August 2007, Philadelphia, USA.

My doctoral student, Ella Miron-Spektor, was awarded the 2007 Academy of Management Conference, Technology and Innovation Management (TIM), Division Best Student Paper Award Finalist.

2007: Affiliate: Sloan Industry Studies Program

2008: The 2nd Best Paper Award: Bergman*, N. Erez, M. Rosenblatt, Z. DeHaan U. "The Impact of Entrepreneurship Training on Entrepreneurial Competences of High-school Students". 2008, the 18th Annual Global Conference, Internationalizing Entrepreneurship Education, Miami University Ohio, USA.

Erez appears among the most cited authors in the field of management, 1983-2004 (Podsakoff, N.P., et al., *J. of Management*, 34, 2008, 641-720, Table 9)

Lisak, A., and Erez, M. (2009). Leaders and followers in multi-cultural teams: their effects on global team communication, team identity and team effectiveness. International Workshop of Intercultural Communication Best Paper Finalist, Proceedings, Stanford, February 20-21, 2009

2009: Alon Lisak* won the Guthvirth Fellowship Award, and won the Dan David prize for doctoral students

2011: Best Paper Award Innovation Management, First Prize, EBS Business School, Germany, Europe, for the paper: Miron-Spektor, E., Erez, M., & Naveh, E. (2011). Team composition and innovation: The importance of conformists and attentive-to-detail members. *Academy of Management Journal*, 54, 4, 740-760.

2010-2011 Lisak Alon*, won the best dissertation award of GLAC (Global leadership Advanced Center), San Jose University, CA. USA.

- 2013: The Best Symposium Award by the Division of Management Education and Development, Academy of Management, for a symposium that presented our paper: Erez, M., *Lisak, A., *Harush, R., *Glikson, E., *Nouri, R. and *Shokef, E. "Going Global: Developing Management Students' Global Characteristics through a Multicultural Team Project", as part of the symposium: "Developing Intercultural Competences through Cross-Cultural Management Education", Academy of Management Conference, 2013, Orlando, FL, USA. The same symposium was also a Finalist for the 2013 Emerald Best International Symposium Award.
- The Symposium on "The contributions of context-related global characteristics to global leadership effectiveness" has been nominated for the 2013 Emerald Best International Symposium Award.
- 2014: Finalist, Best Paper Award, Academy of Management, for the paper: *Vashdi, Bamberger, & Erez (2013). Can Surgical Teams Ever Learn? The Role of Coordination, Complexity, and Transitivity in Action Team Learning. Academy of Management Journal, 56(4): 945-971
- 2017: Cultural Identity Management in the Mixed Cultural Environment. Emerald Best International Symposium Award. Academy of Management meeting, Atlanta, August 6, 2017
- 2018: My Doctoral student, Moran Lazar (Co-advisor with Ella Miron-Spektor) got the Rothschild Fellowship
- 2020: Erez is ranked among the top 2% of scientists in Business & Management, compiled by John Ioannidis, Stanford University, December 2020.
- 2023: Erez, M. **Distinguished Scientific Contributions Award**. Society for Industrial Organizational Psychology (SIOP).
- 2026: Lifetime Achievement Award, The Israel Conference for Organizational Behavior.
- 2026: Lifetime Achievement Award, The Israel Organization of Quality and Innovation.

*My student

GRADUATE STUDENTS

a) Completed their studies:

1. Sherman, S., M.Sc., 1973: "Biographical and Personality Characteristics as Predictors of Academic Achievement at the Technion for Students who completed the Special Preparatory Course for Soldiers. (Substitute research supervisor).
2. Israeli, R., M.Sc., 1975: "Professional Orientations and Differentiation of Tasks and Rewards for Teachers".

3. Schneorson, Z., M.Sc., 1977: "Attractivity of Vocational Choice among Academic Personnel based on Role Characteristics and Occupations".
6. b
4. Shinitsky, T., M.Sc., 1979: "An Investigation of the Relationships between Perception of the Environment and Its Physical Form in Student Housing".
5. Rachamim, Y., M.Sc., 1979: "The Moderator Effect of Organizational Climate on the Individual Characteristics-Performance Relationships".
6. Levinkron, D., M.Sc., 1980: "The Prediction of Ability-Performance Relationship under Moderating Effects of Goal-Setting Conditions and Job Design".
7. Kulik, L., M.Sc., 1980: "Situational and Personality Factors in Perceived Academic Stress and Its Behavioral Correlates".
8. Liba, T., M.Sc., 1980: "The Differential Effect of Feedback on Performance for Women versus Men in Competitive Situations".
9. Stern (Harari), A., M.Sc., 1980: "Women Orientations Towards Men's Occupations".
10. Shier-Barazani, J., M.Sc., 1981: "Norms, Sex-Role Stereotypes and Vocational Behavior: The Case of Israeli High-School Students".
11. Miller, Y., M.Sc., 1982: "A Development of Performance Appraisal System for Research Employees".
12. Zidon, I., M.Sc., 1982: "Task Difficulty, Goal Acceptance, and Performance".
13. Melamed, E., M.Sc., 1983: "Personnel Management - Theory and Practice". (co-advisor, E. Rosenstein).
14. Grezиков (Dravsky), R., M.Sc., 1984: "A Cross-Cultural Comparison of Participation in Goal-Setting".
15. Keidar, I., M.Sc., 1984: "Tactics used to Influence Superiors, Co-Workers and Subordinates".
16. Arzi, N., M.Sc., 1984: "Effects of Self-Control and Payment on Cognitive Resource Allocation". (Co-advisor, D. Gopher).
17. Arad, R., M.Sc., 1984: "Information, Involvement in Decision-Making and Social Interaction as Factors in Participative Goal Setting".
18. Sima, D., M.Sc., 1984: "Effectiveness of Participation in Decision-Making on Superintendent's Performance".
19. Faber, N., M.Sc., 1985: "Second Career Patterns for Israeli Merchant Sea Officers" (Co-advisor, E. Rosenstein).
20. Tzezana, S., M.Sc., 1985: "Boundary Conditions of the Effect of Participation in Goal-Setting on Performance".

21. Shachaf, D., M.Sc., 1985: "Ability-Performance Relationships under Different Levels of Time Pressure".
22. Borochoy, O., M.Sc., 1986: "Social Desirability, Sex Roles, and Work Values". (Co-Advisor, B. Mannheim).
23. Gavish, H., M.Sc., 1986: "The Effects of Self Expectations and Goal Level on Performance".
24. Edelding, R., M.Sc., 1989: "Tacit Knowledge, Veridical Perception and Psychological Characteristics as Predictors of successful Entrepreneurship".
25. Shochat, L., M.Sc., 1989: "Successful Managerial Careers: Personal Characteristics, Goals, and Strategies".
26. Malach, I., M.Sc., 1989: "The Effects of Goals, Strategies, and Effort of Performance"
27. Nevo, E., M.Sc., 1989: "Managers' Perception of Important Factors in Managerial Promotion".
28. Bar, S., M.Sc., 1990: "Antecedents of Success of Quality Circles". (Co-advisor, E. Rosenstein).
29. Livnee, Y., M.Sc., 1991: "The effects of motivational factors on the balance between work performance and safety".
30. Peleg, B., M.Sc., 1991: "The Effect of Personal Goals and Vocational Counseling on Persistence in Vocational Choice".
31. Budesco, G., **D.Sc.**, 1991: "A Cultural-Ecological Analysis of the Service Encounter Between the Organization and its Customers". (Co-advisor, B. Mannheim).
32. Tafla, A., M.Sc., 1991: "The effect of self-efficacy on the quantity-quality trade-off in different goal conditions".
33. Gat, M., M.Sc., 1993: "Retraining courses for Russian immigrants-scientists and engineers: correlates of course success and subsequent employment".
34. Kahana-Davidson, L., M.Sc., 1993: "Career self-management: Individual and organizational factors".
35. Ziv-Av, N., M.Sc., 1993: "The Influence of participation in communication and information on extra-role behavior".
36. Somech, A., **D.Sc.**, 1994: "Motivational aspects of social-loafing and extra-role behavior as cultural phenomena".
37. Haramati, H., M.Sc., 1994: "Early career related characteristics of Ph.D. in sciences and engineering in Israel".
38. Baavur, E., M.Sc., 1994: "Feedback seeking as a function of self-esteem, self-efficacy and managerial style".

39. Katz, T., M.Sc., 1994: "Cultural effects on collective efficacy and group performance of interdependent and independent tasks".
40. Shoshani, I., M.Sc., 1994: "Quality Culture in the Organization as Shaped by Total Quality Management (TQM)".
41. Laufer, I., M.Sc., 1994: "Career aspirations and intentions to emigrate of Ph.D graduates in Israel".
42. Naveh, D., **D.Sc.**, 1995: "A development and implementation of a model of total quality in the individual, team, and organizational level".
43. Nakash, M., M.Sc., 1996: "Preferences for motivational techniques as affected by cultural values and self-perception".
44. Drach-Zahavy, A., **D.Sc.**, 1997: "Difficult goals - a challenge or a threat: The effects of situational conditions and personality dispositions on cognitive appraisal processes and the performance of complex tasks".
45. Even-Or, D., M.Sc., 1998: "Expectations, products, and processes: The influence of motivation methods on group performance".
46. Gilad, P., M.Sc., 1998: "Culture as a growth resource".
47. Hammer, R., M.Sc., 1998: "The influence of organizational culture on the profile of the effective leader in organizations from different sectors".
48. Pnueli, T., M.Sc., 1999: "The impact of culture on the meaning retained from messages".
49. Brainin-Porat, E., **Ph.D.**, 2000: "Technology and culture: facilitating and inhibiting factors in the assimilation of new technologies in military combat units".
50. Unger-Aviram, E., **Ph.D.**, 2000: "Team learning and team performance".
51. Verdsheim, E., M.Sc., 2001: "Implementation of financial incentives – crisis and in the kibbutz' work culture".
52. Erez-Rein Noa, M.Sc. (S. Maital co-advisor), 2002: "Preventing Crisis in International Structural Cooperations – A system approach for Gap identification".
53. Green, L., M.Sc., 2002: "Knowledge management in teams: Mechanisms of pooling unique information".
54. Shoham, O., M.Sc., 2002: "The leadership style, cultural values and organizational change".
55. Gati Efrat M.Sc, 2003: "The process of value change a function of the pay-off system".
56. Miron Ella., M.Sc., 2003 (with E. Nave): "Innovation versus Attention to Details: Competing versus complementary factors".
57. Tzur, T., M.Sc., 2003: "The learning organization – implications on goal-setting theory".

58. Arbel Iris, M.Sc., 2004: "Multi-disciplinary Aspects of Teamwork in the Process of Development of Conceptual Design".
59. Kaplan Ella, M.Sc., 2004 (with Ido Erev). "The effect of goal setting, goal orientation and regulatory focus on a complex task".
60. Livne Reut, M.Sc., 2004 (with Ido Erev): "The effect of performance contingent reward, goal level, and personal characteristics on creativity".
61. Venkert Uzi M.Sc., 2004: "Motivational effects on innovation and attention to detail".
62. Veinberg Yulia, M.Sc., 2005: "Motivational and cultural effects on the performance of tasks by teams and individuals".
63. Segal Vered, M.Sc. (with Eitan Naveh) 2005: "The Effect of leadership, team structure and processes on team performance of innovation, quality, and efficiency."
64. Kremmer Oshrat, M.Sc. (with Avi Fiegenbaum) 2005:" Entrepreneurial opportunity evaluation – the criteria for evaluation and the effects of experience and personality characteristics".
65. Van Raalte, Dana, M.Sc. (with Peter Bamberger) 2005: "The impact of peer assessment on perceived team processes: The case of hospital medical teams".
66. Vatnik Danny, M.Sc. (with Avi Fiegenbaum) 2005: "Competitive Absorptive Capacity: The Role of Top Management Teams".
67. Varch Tamar, M.Sc. (with Peter Bamberger) 2006: "Pay secrecy: Impact of compensation openness on pay satisfaction, performance".
68. Galit Lev-Run, M.Sc. (with Avi Fiegenbaum 1st advisor) 2006: Competitive absorptive capacity and superior performance: the impact of environmental dynamism and organizational learning culture.
69. Sivan Kremer, M.Sc., 2006: "Mission – Impossible: The trade-off between efficiency and creativity within the frame of goal setting theory".
70. Miron-Spektor Ella, **Ph.D.**, 2006: (with Eitan Naveh): "The cultural balance of innovation, attention-to-detail, and outcome orientation and its effect on performance. Awarded the 2007 Academy of Management Conference, Technology and Innovation Management (TIM), Division Best Student Paper Award Finalist. Awarded Fulbright Post-Doc Fellowship.
71. Vashdi –Feigin Dana, **Ph.D.**, 2006 (with Peter Bamberger). "The impact of team reflexivity and peer assessment on staff - and quality-related outcomes in a tertiary health care center" and turnover.
72. Shokef-Gati Efrat, **Ph.D.**, 2006 (with Uzi De Haan): A Global Culture: Global effects on Corporate Culture in a Multinational Corporation.
73. Ifat Cochavi, M.Sc., 2007: "The development of global identity in the global work environment".

74. Keren Bavly, M.Sc., 2007: "Firgun as a component of an organizational culture".
75. Sarit Rashkovitz, **Ph.D.**, 2007: "Initiating change through knowledge sharing by decentralizing the information system in a health care organization"
76. Lee Leshem, M.Sc., 2008: Multicultural work teams and Situation Strength: Effects on Team Performance, Emotional Exhaustion, and Team Processes.
77. Rikki Nouri, M.Sc., 2008: "Creativity in Multicultural Teams: The effects of cultural diversity and situational strength on creative performance".
78. Noa Bergman, M.Sc., 2008, (with Uzi DeHaan and Zehava Rosenblatt): "Young Entrepreneurs: personal and situational effects".
79. Anat HersHKovitz- Rotstein, M.Sc., 2009: "Immigrants' Employment Status: A Longitudinal Study of Personal and Cultural Effects."
80. Iris Arbel, **Ph.D.**, 2009: "Leveraging work-style heterogeneity and team reflexivity to team innovative performance".
81. Tali Sivan, **Ph.D.**, 2009: (with Avi Fiegenbaum and Uzi DeHaan). "The multi-level impact of incubators and new ventures' resources on performance: The Israeli experience".
82. Yaara Ben-Nachum, M.Sc., 2009: "The Effect of National, Organizational and Team Culture on Two Types of Innovation – Breakthrough and Adaptation".
83. Keren Hazan, M.Sc., 2010: "Self-Awareness across Cultures".
84. Michal Lokiec, M.Sc., 2010: "The chronicle of an idea."
85. Daria Tal-Bilgori, M.Sc., 2010. Level of Difficulty of Creative Task on Creative Performance.
86. Eddie Skripnik, M.Sc., 2010. "Going Global"
87. Alon Dinur, M.Sc., 2010. "Organization Attraction in the Global World: The Effect of an Individual's Global Identity on the Relationship between Organization 'Personality' and Organization Attraction."
88. Yifat Modan–Yaacov, M.Sc., 2011. "Global Identity in Motion: The Relationship between Personal Characteristics and the Development of Individual Global Identity in Multi-Cultural Teams".
89. Alon Lisak, **Ph.D.**, 2011. "Global Leadership: A Proposed Model for Leadership Effectiveness in Multi-Cultural Teams."
90. Arielle Sullum, M.Sc., 2013. "Innovation, Issue-selling, and Women: Are gender differences in negotiation outcomes attenuated when women sell an innovative idea on behalf of a team"?
91. Rikki Nouri, **Ph.D.**, 2014. "Culture and Innovation."

92. Raveh Haruh, **Ph.D.**, 2014. "The influence of global versus local identity on behaviors towards others in local versus global environment."
93. Dana Gershon – Gamliel, M.Sc., 2014 (with Naomi Bitterman). "Cognitive and Creative Abilities of Systems Engineers and Industrial Designers and the Moderating Effect of Training".
94. Elad Gvirtz, M.Sc., 2014. "Collaboration among Competitors and the Innovation challenges of SMEs."
95. Ella Glikson, **Ph.D.**, 2016. "Opening the Black Box of Communication in Culturally Diverse Globally Dispersed Virtual Teams."
96. Oded Cohen, M.Sc., 2016. "The Effect of Goal Type and Sequential Goals on Novelty and Errors in Creative Performance in Different Creativity Types."
97. Yael Zeidberg, M.Sc., (Co-advisor Prof. Ella Miron-Spektor), 2016. "Climbing up the accelerator on the fast track to innovation".
98. Dvorah Morgenstern, M.Sc., 2017. "Can bureaucracy enhance innovation in Chinese high-tech firms?"
99. Ori Ronen, M.Sc., 2017 (Co-advisor Prof. Gabi Goldshmidt). "Problem-Structuring and Creativity – Effects of Problem Types and Cognitive Factors."
100. Dean Peer, M.Sc., 2017. "Culture-Dependent Meaning of Creativity and Its Impact on Creative Outcomes."
101. Manal Hariv, **Ph.D.** 2018 (Co-advisor Prof. Ido Erev), 2018. "Video Surveillance and the Impact of Feedback."
102. Irit Chudner, **Ph.D.**, 2019 (Co-advisor: Dr. Haled Karkbi; Late Prof. Margalit Goldfracht).
103. Michael Feivush, M.Sc., 2020. "How does bureaucracy affect innovation in a global Chinese organization?"
104. Ronny Lavi, M.Sc., 2020. "Adopting new technologies from the lens of the employees' absorptive capacity."
105. Nastia Afanassiev, M.Sc., 2020. "Facilitators and inhibitors of innovation in the manufacturing plan as moderated by ambidextrous leadership."
106. Rotem Gershoni, M.Sc., 2020, (Co-advisor Kinneret Teodorescu). "Exploration, Spatial Tasks, and Creativity: The Effect of Different Search Environments on Creativity."
107. Moran Lazar, **Ph.D.**, (co advisor: Ella Miron-Spektor) (2021). "Entrepreneurial Team Formation."

108. Jasmin Bader-Weingarten, M.Sc., 2022. "The role of advanced technology affordances in enhancing productivity and innovation."
109. Shelly Lev-Koren, **Ph.D.**, 2023. "Know What You Do, and Do What You Know: The Effect of New Ventures' Pre-Entry Knowledge and Learning Acquisition on Success in Early-Stage Accelerators."
110. Netanel Gal, M.Sc., 2024. "Merging ambidextrous leadership, adaptive culture, and IT affordances to explain employees' innovative behaviors and their product innovation, and the company's growth outcomes."
111. Yuval Klein, M.Sc., 2024. "Digital Transformation and the Performance of Small and Medium Size Enterprises."
112. Yotam Phung, M.Sc., 2024. "The meaning of paradoxical leadership and its relationship to innovative behaviors in China versus Western cultures"
113. Aharon Shita, Ph.D. "The Board's Members' Crucial Role in Promoting Innovation in the Classical Industry".

Not yet Completed

Oshrat Srabstein (Ph.D.).

Ronit Nataf (Ph.D.).

Shira Levenberg-Atias

b) Post Doc Fellows:

Dr. Efrat Neter (2002). Promotion-prevention focus.

Dr. Dina Van Dijk (2003). Promotion-Prevention focus.

Dr. Julia Bear (2010-2012). How conflict-avoidant behavior is interpreted during cross-cultural negotiations.

Dr. Tali Hadassa Blank (2014). Global Leadership.

Visiting Doctoral student: Carlos Augusto França Vargas (University of São Paulo, Brazil, November 2018-March 2019).

Dr. Hadar Ram (summer 2021 – Dec.2022). Entrepreneurship.

LIST OF PUBLICATIONS

Theses:

M.Sc. Thesis, 1969: "Processes of Thinking and Risk-Taking",
Faculty of Industrial Engineering and Management, Technion.

D.Sc. Dissertation, 1972: "Incentives and Performance in Work Situations – Application to
Scientists and Engineers", Faculty of Industrial Engineering and Management, Technion.

Books:

1. Rim, Y. and Erez, M.: *Psychology of Work*. Hamidrasha Leminhal, Tel- Aviv, 1967. (In Hebrew).
2. Rim, Y., Erez M. and Zeidenross, H.: *Incentives, Values and Risk-Taking*. Sifriat Minhal, Tel-Aviv, 1974. (In Hebrew).
3. Erez, M. and Earley, C.P. (1993): *Culture, Self-Identity, and Work*. N.Y.: Oxford University Press.
4. Bamberger, P.A., Erez, M. and Bacharach, S.B. (Eds.) (1996): *Cross-Cultural Analysis of Organizations*. A volume in the series: Research in the Sociology of Organization (Series Editor, Samuel B. Bacharach), JAI Press Inc.
5. Earley, C.P. and Erez, M. (1997): *The Transplanted Executive: Why you need to understand how workers in other countries see the world differently*. New York: Oxford University Press.
6. Earley, C.P. and Erez, M. (Eds.) (1997): *New Perspectives on International Industrial/Organizational Psychology*. A Volume in the series: Frontiers of Industrial and Organizational Psychology (Series Editor, Sheldon Zedeck), Jossey-Bass Publishers.
7. Erez, M., Thierry, H., Kleinbeck, U. (Eds.) (2001): *Work Motivation in the Context of a Globalizing Economy*. NY: Lawrence Erlbaum.
8. Gelfand, M. & Erez, M. (Eds.). (2024). *The Oxford Handbook of Cross-Cultural Organizational Behavior*. Oxford: Oxford University Press.

Original Papers in Refereed Professional Journals

* with my graduate student

Published:

1. Erez, M. "Motivational preferences of scientists and engineers in Israel". *Organization and Administration*, 20, 1974, 25-32. (Hebrew).
2. Erez, M. and Rim, Y., Motivation to work: engineers and scientists in industry. *Megamot*, 21, 1975, 119-193. (Hebrew).
3. Erez, M. (1977). Feedback: A Necessary Condition for the Goal–Setting–Performance Relationships. *Journal of Applied Psychology*, 62, 624-627.

4. Erez, M. (1978). Retraining of ratings for officer rank: Biographical characteristics and motivational determinants of willingness to be retrained. *Marit. Pol. Mgmt.*, 5, 307-313.
5. Erez, M. (1979). Expectancy theory prediction of willingness to be retrained; the case of rating advancement in the Israeli Merchant Navy *Journal of Occupational Psychology*, 52, 35-40.
6. Erez, M. (1979). On the evaluation of school principals' effectiveness: A critical approach. *Studies in Educational Evaluation*, 5, 1979, 163-167.
7. Erez, M. (1980). Correlates of leadership style: field-dependence and social intelligence versus social orientation". *Perceptual and Motor Skills*, 50, 231-238.
8. *Erez, M., and Israeli, R. (1980). Work-value orientations and their relationships to teachers' activities. *The Journal of Educational Administration*, 18, 88-97.
9. *Erez, M. and Shneorson, Z. (1980). Personality types and motivational characteristics of faculty members versus professionals in the industry of the same occupational discipline. *Journal of Vocational Behavior*, 17, 95-105.
10. Meir, E. and Erez, M. (1981). Fostering a career in engineering. *Journal of Vocational Behavior*, 18, 115-120.
11. Rim, Y. and Erez, M. (1980). Tactics used to influence superiors and coworkers. and subordinates. *Journal of Occupational Psychology*, 53, 1980, 319-321.
12. Erez, M. and Goldstein, Y. (1981). Organizational stress in the role of the elementary school principal in Israel. *The Journal of Educational Administration*, 19, 33-43.
13. Erez, M. and Rim, Y. (1982). The relationships between goals, influence tactics, and personal and organizational variables. *Human Relations*, 35, 871-873.
14. Erez, M. and Kanfer, F. (1983). The role of goal acceptance in goal setting and task performance. *The Academy of Management Review*, 8, 454-463.
15. *Erez, M. and Zidon, I. (1984). The effect of goal acceptance on the relationship between goal difficulty and task performance. *Journal of Applied Psychology*, 69, 69-78.
16. *Erez, M., Earley, C.P., and Hulin, C. (1985). The impact of participation upon goal acceptance and performance: A two-step model. *Academy of Management Journal*, 28, 50-66.
17. *Erez, M., Rim, Y., and Keidar, I. (1986). The two sides of the tactics of influence: Agent vs. Target. *Journal of Occupational Psychology*, 59, 25-39.
18. *Erez, M. and Arad, R. (1986). Participative Goal Setting: Social, Motivational and Cognitive Factors. *Journal of Applied Psychology*, 71, 591-597.
19. Erez, M. (1986). The Congruence of Goal-Setting Strategies with Socio-Cultural Values, and its Effect on Performance. *Journal of Management*, 12, 83-90.
20. *Erez, M. and Earley, P.C. (1987). Comparative analysis of goal-setting strategies across cultures. *Journal of Applied Psychology*, 72, 658-665.

21. Erez, M. (1987). Interpersonal communication patterns in Japanese corporations. *Surugadai University Studies*, 1, 117-126.
22. Locke, E., Latham, G., and Erez, M. (1988). Determinants of Goal Commitment", *Academy of Management Review*. 13, 23-39.
- 22a. Also in Steers, R.M. & Porter, L.W. (Eds.) (1991). *Motivation and Work Behavior*, N.Y.: McGraw-Hill, 370-389.
23. Erez, M. (1988). Women's choice of innovative-technical fields of study." *International Review of Applied Psychology*. 37, 183-206.
24. Latham, G., Erez, M., and Locke, E. (1988). Resolving scientific disputes by the Antagonists: Application of the Erez-Latham dispute regarding participation. *Monograph, Journal of Applied Psychology*, 73, 753-772.
25. *Erez, M., Borochoy, O. and Mannheim, B. (1989). Work values of youth: effects of sex or sex role typing? *Journal of Vocational Behavior*, 34, 350-366.
26. Erez, M., Gopher, D. & Arzy, N. E (1990). Effects of self-set goals and monetary rewards on dual-task performance. *Organizational Behavior & Human Decision Processes*, 47, 247-269.
27. Earley, P.C. and Erez, M. (1991). Performance standards and norms: A cognitive anchoring interpretation. *Journal of Applied Psychology*, 76, 717-724.
28. Erez, M. (1992). Interpersonal communication systems in organizations, and their relationships to cultural values, productivity, and innovation: The case of Japanese Corporations. *Applied Psychology: An International Review*, 41, 43-64.
29. Baum, R.J., Olian, J., Erez, M., Schnell, E., Smith, K.G., Sims, H.P., and Scully, J. (1993). Nationality and work role interactions: A cultural contrast of entrepreneurs' and managers' needs. *Journal of Business Venturing*, 8, 499-512.
30. Locke, E.A., Smith, K.G., Erez, M., Chah, D.O., and Schaffer, A. (1994). The Effects of Intraindividual Goal Conflict on Performance. *Journal of Management*, 20, 67-92.
31. Bhagat, R.S., Erez, M., Earley, P. (1995). Culture, Self-Identity, and Work. *Administrative Science Quarterly*, 40(3), 539.
32. *Erez, M. and Somech, A. (1996). Group productivity loss - the rule or the exception? Effects of culture and group-based motivation. *Academy of Management Journal*, 39, 1513-1537.
33. Lee, C. and Erez, M. (1997). Effects of Career Self-Management and Personal Predispositions on Career Advancement. *Research & Practice in Human Resource Management (RPHRM)*, 17-32.
34. *Naveh, E., Erez, M. and Zonnenshein, A. (1998). Developing a TQM Implementation Model. *Quality Progress*, 31, 1998, 55-60.
35. Published in collaboration with 100 authors (1999). Culture-Specific and Cross-Culturally Generalizable Implicit Leadership Theories: Are Attributes of

Charismatic/Transformational Leadership Universally Endorsed?”. *Leadership Quarterly*, 10(2), 219-256.

36. Mitchell, T.R., Holtom, B.C., Lee, T.W., Sablinski, C.J. and Erez, M. (2001). Why People Stay: Using Job Embeddedness to Predict Voluntary Turnover. *Academy of Management Journal*, 44, 1102-1122
37. *Drach-Zahavy, A. and Erez, M. (2002). Challenge versus Threat Effects on the Goal-Performance Relationship. *Organizational Behavior and Human Decision Processes*, 88, 667-682.
38. *Yechiam E., Baron G., Erev, I. & Erez, M. (2003). Contribution Assisted Marketing: The Equalizer. *Journal of Consumer Behavior*, 2 (4), 320-332.
39. *Miron, E., Erez, M., & Naveh, E. (2004). Do Personal Characteristics and Cultural Values that Promote Innovation, Quality, and Efficiency Compete or Complement Each Other? *Journal of Organizational Behavior – Special issue on innovation*. 25, 175-199.
40. *Paletz, S.B., Peng, K., Erez, M., Maslach, C. (2004). Ethnic composition and its differential impact on group processes in diverse teams. *Small-Group Research*, 35,2,128-157.
41. Erez, M., and Gati, E. (2004). A dynamic multi-level model of culture: From the micro-level of the individual to the macro-level of a global culture. *Applied Psychology: An International Review*, 53, 583-598.
42. Berson, Y., Erez, M., Adler, S., (2004). Reflections of organizational identity and national culture on managerial roles in a multinational corporation. *Academy of Management Best Papers Proceedings* (IM: Q1-Q6).
43. Naveh E. & Erez, M. (2004). The Duality of Innovation and Attention to Detail in Quality Improvement Initiatives. *Management Science*, 50, 1576-1586.
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Earley, P. Christopher, and Erez, M. "Conceptual and methodological issues in cross-cultural research". Annual Meeting, Atlanta, August 6-11, 1993.

Earley, P. Christopher, and Erez, M. "Experimenting with experiments: Meeting the intercultural challenges". Academy of Management Annual Meeting, Atlanta, August 6-11, 1993.

Erez M. (Convener and Chairperson). "Work motivation across cultures: Theory and research application". 23rd International Congress of Applied Psychology, Madrid, Spain, July 17-22, 1994.

Erez, M. and Somech, A. "Group performance loss: The effects of culture and group-based motivational techniques". 23rd International Congress of Applied Psychology, Madrid, Spain, July 17-22, 1994.

Erez, M. "Cultural contingencies in the effectiveness of participation". 23rd International Congress of Applied Psychology, Madrid, Spain, July 17-22, 1994.

Erez, M. "Quality Improvement: Theory, research, and practice". Society for Organizational Behavior, Toronto, October 21-23, 1994.

Erez, M., Nave, E., and Zonenshein, A. "TQM as a means of Changing Organizational Culture and Performance Quality". Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, Florida, May 19-21, 1995.

Erez, M. and Katz, T. "Effects of Self and Collective Efficacy on Team Performance of Independent and Interdependent Tasks". Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, Florida, May 19-21, 1995.

Somech, A. and Erez, M. "Group Productivity Loss - The Rule or the Exception". Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, Florida, May 19-21, 1995.

Erez, M., Nave, E., and Zonenshein, A. "Quality Improvement - A Three-Dimensional Model for Changing the Organizational Culture and Performance Quality". Academy of Management, Transforming Work and Organizations for the 21st Century, Vancouver, B.C. Canada, August 6-9, 1995.

Erez, M. and Katz, T. "Meaningful Parallels: Efficacy Perceptions on the Individual and Group Levels". Academy of Management, Transforming Work and Organizations for the 21st Century, Vancouver, B.C. Canada, August 6-9, 1995.

Erez, M. "Crossing Cultural Borders - A Mutual Learning Experience". Academy of Management, Transforming Work and Organizations for the 21st Century, Vancouver, B.C. Canada, August 6-9, 1995.

The organizer of an International Conference on Work Motivation in the Context of a Globalizing Economy, Ein-Gedi, Israel, February 23-25, 1996.

Paper presented: "Erez, M. "The Effect of Culture on the Relationship between Motivational Techniques and Work Behavior".

Drach-Zahavy, A. and Erez, M. "Difficult Goals: A Challenge or a Threat? The Role of Stress Appraisals & Hope in the Goal-Performance Relationship". Academy of Management, Call to Action, Boston, MA, U.S.A., August 8-13, 1997.

Drach-Zahavy, A. and Erez, M. "Mechanisms of Strategy Development & Resource Allocation in the Goal-Performance Relationship". Academy of Management, Call to Action, Boston, MA, U.S.A., August 8-13, 1997.

Erez, I., Lavi, A. and Erez, M. "A Cognitive Game Theoretical Analysis of Goal Setting". Academy of Management, Call to Action, Boston, MA, U.S.A., August 8-13, 1997.

Paz, G. and Erez, M. "Cultural Values and Economic Growth". International Association of Cross-Cultural Psychology, Bellingham, WA, USA, Aug. 4-9, 1998.

Erez, M. "Work Motivation, Culture and Work Behavior". 24th International Congress of Cross-Cultural Psychology, San Francisco, USA, Aug. 9-14, 1998.

Erez, M. "A Game Theory approach to the study of Goals and Incentives. Can it be extrapolated to the study of Cultural Change? Conference on Work Motivation, Sydney, Australia, June 1999

Brainin, E. and Erez, M. Shared Technology-Oriented Values (TOV): Who Shares Them, and at What Level of the Organization are They Being Shared the Most? SIOP 14th Annual Conference, Atlanta, USA, April 30-May 2, 1999.

Earley, P.C. and Erez, M. "A New Twist on an Old Theme: Alternative Views Concerning People in Relation to Others". The Academy of Management Annual Conference, Chicago, USA, Aug. 6-11, 1999.

Mitchell, R., Erez, M., et al. "The Retention of Employees: The Role of Organizational Embeddedness". The Academy of Management Annual Conference, Chicago, USA, Aug. 6-11, 1999.

Erez, M., Pollman, V., and Eyring, J. "Practicing HR and I/O Across Cultures: The Human Touch". **Workshop**, The Society for Industrial and Organizational Psychology, New Orleans, April 2000.

M. Erez. Culture – its consequences and antecedents". Conference of the International Society for the Study of Work Values, Kibbutz Ramat Rachel, Jerusalem, June 2000.

Unger-Aviram, E. and Erez, M. "The Learning Team". 27th International Congress of Psychology, Stockholm, Sweden, July 2000.

Erez, M. "Coping with the Changing Work Environment in the Era of Globalization". 27th International Congress of Psychology, Stockholm, Sweden, July 2000.

Erez, M. "Cultural Change", in a conference in honor of Professor Chuck Hulin on: The Psychology of Work: Theoretically based empirical research. Urbana-Champaign, May 19, 2000.

Erez, M. "The Role of the Journal Editor on Blending Science and Practice". The Academy of Management, Toronto, Canada, August 2000.

Erez, M. Pollman, V. and Eyring, J. "Practicing HR and I/O Across Cultures: The Human Touch". **Workshop**, The Society for Industrial and Organizational Psychology, New Orleans, April 2000.

Unger-Aviram, E., & Erez, M. "Building a Team Learning Culture". The Academy of Management, Washington, D.C., August 2001.

Erez, M., "Cultural Values and Organizational Behavior: Theory and Practice". 28 Interamerican Congress of Psychology, Santiago, Chile, 29.07.– 03. 08.2001

Erez, M., Organizer of a Symposium: Human Resource Management Across Cultures: From Selection, through Adaptation to Performance Appraisal". Society for Industrial Organizational Psychology, April, Toronto, 2002.

Berson Y., & Erez, M., "Leadership, Strategy, and change: Cross-Cultural Findings from a 360 Appraisal System" Society for Industrial Organizational Psychology, April, Toronto, 2002.

Brainin, E. & Erez, M. (2002). Organizational Learning Orientation in the Assimilation of New Technology in Organizations. The Third European Conference on Organizational Knowledge, Learning and Capabilities (OKLC 2002), April, Greece.

Cohen-Charash, Y., Erez, M., & Bavli, K. (2002). "I am so happy for you: Firgun in organizations" Paper presented at the Third Conference on Emotions and Organizational Life, Gold Coast, July, Queensland, Australia.

Erez-Rein, N., Erez, M., Maital, S., & Reing, Y. (2002). Building the bridge before crossing: Preventing crisis in international Mergers and Acquisitions – a system approach for gap identification M&A summit, Calgary, June 2002.

Erez, M., & Saari, L. (2002). "Changes in Cultural Values: From Hofstede 1980 to the year 2000". The International Congress of Psychology, Singapore, July 2002.

Gati, E., Shoham, O., & Erez, M. (2002). "The Process of Cultural Change". The International Congress of Psychology, Singapore, July 2002.

Unger-Aviram E., & Erez, M. "Goal Orientation & Learning Values: Their Effects on Regulatory Processes & Learning at the Individual & Team Levels". The International Congress of Psychology, Singapore, July 2002.

Berson, Y., Erez, M., & Adler, S. (2002). "360-Degree Feedback on Managerial Performance Across Cultures". The International Congress of Psychology, Singapore, July 2002.

Naveh, E., & Erez, M. (2002). "The Duality of Innovation and Attention to Detail in Quality Improvement Initiatives." Academy of Management, Denver, August 2002.

Unger – Aviram, E., Katz, T., & Erez, M. "Structural and Cultural Effects on the Emergence of Collective-Efficacy, and on the Collective-Efficacy - Performance Relationships" Academy of Management, Denver, August 2002.

Earley, P.C., & Erez, M. Developing Team Identity from Self Concept in Multinational Work Teams. Academy of Management, Denver, August 2002.

Cohen-Charash, Y., Erez, M., & Bavli, K. (2002, July). "I am so happy for you: Firgun in organizations". Paper presented at the Third Conference on Emotions and Organizational Life, Gold Coast, Queensland, Australia.

Erez, M. From Culture's Consequences to Culture's Antecedent: The Impact of Globalization on Cultural Change. First Annual Conference on Emerging Research Frontiers in International Business Fuqua School of Business, Durham, NC, March 2003.

Erez, M. "Work motivation: Theoretical approaches to understanding contextual performance behaviors" SIOP, Orlando, Fl. April 2003.

Gati, E., & Erez, M. The effect of cross-cultural differences on reactions to change in the reward structure. The International Congress of Cross-Cultural Psychology, Budapest, July 2003.

Miron, E., Erez, M., & Naveh, E. "Does Cultural Matter? The moderating effect of culture on the relationship between individual characteristics and innovation, quality, and efficiency". The Academy of Management, Seattle, August 2003.

Lee, C., & Erez, M. Symposium organizers and Chairs: "Innovation in Organizations - Individual, Team, Organizational, and National Factors". The Academy of Management, Seattle, 2003.

Erez, M. Symposium organizer and Chair: Goal-Setting and Regulatory Focus: An Integrative Approach. 19th Annual Conference, Society for Industrial and Organizational Psychology, Chicago, April 2004

Kaplan, E., Erez, M., & Van-Dijk, D. "Goal-Setting and Regulatory Focus: An Integrative Approach". 19th Annual Conference, Society for Industrial and Organizational Psychology, Chicago, April 2004.

Livne-Tarandach, R., Erez M., & Erev, I. Turning Enemies into Allies: The effect of performance contingent reward & Goal type on Creativity. 19th Annual Conference, Society for Industrial and Organizational Psychology, Chicago, April 2004.

Erez, M. The Dynamic Nature of Culture from a Multi-Level Perspective. 19th Annual Conference, Society for Industrial and Organizational Psychology, Chicago, April 2004.

Berson, Y., Erez, M., Adler, S. (2004). Global values in MNC culture, and their manifestation in managerial roles. The Academy of Management, New-Orleans, August 2004.

Erez, M. **Organizer of an Invited symposium** on: "Culture as a multi-level Construct". The International Association of Cross – Cultural Psychology, Xian, China, August 2004.

Erez, M., Veinberg, Y., Sue-Chan C. , Tabernero C., and Van Dijk, D. Prevention/Promotion contexts: How people in different cultures perform under these conditions when working alone and in teams. The International Association of Cross–Cultural Psychology, Xian, China, August 2004.

Erez, M., and Gati, E. Effects of the Global work environment on nested levels of culture. The International Association of Cross–Cultural Psychology, Xian, China, August 2004.

M. Erez. **The organizer** of an Invited Symposium on: Culture, Innovation, and Change. The International Congress of Psychology, Beijing, August 2004.

M. Erez, Y. Berson, and S. Adler. Beyond National Cultures: Fostering Global Values in MNC. The International Congress of Psychology, Beijing, August, 2004.

Erez, M., Gati, E., and Berson, E. The transition process from a local to a global company: Shaping the core values of a global company. The International Congress of Psychology, Beijing, August 2004.

M. Erez. "Top-Down and Bottom-up processes in understanding Culture". Presented in a symposium on Levels of analysis in cross-cultural organizational research. Society for Industrial Organizational Psychology. Los Angeles, April 2005.

M. Erez. A panelist in a symposium on: "Where is Where is culture in Management Research? A Review, Synthesis, and Future Directions." Academy of Management, Honolulu, August 2005.

M. Erez. (With C. Lee). **Organizer** of a symposium on "Team innovation: Effects of leadership, team composition, structure, and processes", Academy of Management, Honolulu, August 2005.

V. Segal, M. Erez, E. Naveh, E. Miron (Presenter), M. Boazon, U. Malamed, N. Mamman. "Same leadership and team characteristics, yet different effects on innovation in R&D versus manufacturing". Academy of Management, Honolulu, August 2005.

I. Arbel (presenter), M. Erez, M. P. Weiss. "Effects of Team Composition and Team Processes on the Conceptual Design of New Products". Academy of Management, Honolulu, August 2005.

Cohen-Charash, Y., Scherbaum, C. A., Erez, M., & Bavli, K. (2005, May). "I am so happy for you: Firgun in organizations". Paper presented at the Role of Emotions in Organizational Life Conference, Toronto, Canada.

M. Erez, Z. Aycan, and B. Hall. **Workshop:** "Driving Business Success through Understanding and Leveraging Corporate and National Cultures. Society for Industrial Organizational Psychology, Dallas, TX, May, 2006.

M. Gelfand, M. Erez and Z. Aycan. Symposium convenors and presenters: "Cross-Cultural Organizational Behavior: A Critical Review of the Literature". 18th International Association of Cross-Cultural Psychology, Spetes Island, Greece, July 2006.

I. Cochavi, M. Erez & E. Shokef-Gati. "The factors leading to the emergence of a global identity – individual, organizational and national levels". 18th International Association of Cross-Cultural Psychology, Spetes Island, Greece, July 2006.

M. Erez. Organizer and Chair of an invited symposium on: " Acculturation to the global environment: implications at the corporate and employee level" The International Congress of Psychology, Athens, July 2006.

M. Erez and Z. Aycan. " Workshop on: Adaptation to the Global Work Environment: How to develop Global Values and a Global Identity". The International Congress of Psychology, Athens, July 2006.

E. Shokef-Gati, I. Cochavi, and M. Erez (presenter). "Being a Part of a Global Corporation - The Emergence of a Shared Global Culture and a Global Identity". The International Congress of Psychology, Athens, July 2006.

M. Erez. Collective Motivation -Panelist. The International Congress of Psychology, Athens, July 2006.

S. Rashkovitz and M. Erez. "Working Harder or Working Smarter?The interaction effect of team learning processes and team efforts on the performance improvement of primary health care clinics" The International Congress of Psychology, Athens, July, 2006.

S. Rashkovitz, M. Erez (presenter) & M. Veiner. "Acting Smart or Hard? The effects of decentralization on team learning, leadership behaviors and quality improvement of healthcare clinics". Academy of Management, Atlanta, August 2006.

D. Vashdi, P. Bamberger, and M. Erez (presenter). "Briefing – Debriefing: Using a Reflexive Organizational Learning Model from the Military to Enhance the Performance of Surgical Teams". Academy of Management, Atlanta, August 2006

E. Miron-Spector (presenter), M. Erez, and Naveh, E. "The personal attributes that enhance individual versus team innovation". Academy of Management, Atlanta, August 2006

M. Erez. "Cultural Interface: Adaptation to the global work context at the individual and corporate levels". Society of Organizational Behavior, Arkansas, September 2006.

Sivan T., Miron-Spektor E., Fiegenbaum A., Erez, M., De Haan U. 2006. "The Impact of Entrepreneurial Team Characteristics on Opportunity Expected Economic Value: The Mediating Role of Competitive Knowledge". Babson Kauffman Entrepreneurship Research Conference. Bloomington. Indiana.

M. Erez. Organizer of a symposium co-chaired with Ang Soon, entitled: "Myriad Faces of Multicultural Experience: Effects on Adaptation and Performance". NYC, SIOP, 28-04-2007.

Leshem L., Erez, M. Rafaeli, A., Rockstuhl, T. & Ang S. " The Impact of Multicultural Experiences and Situation Strength on Performance, Group Processes and Emotional Exhaustion of Work Teams". NYC: SIOP, 28-04-2007

M. Erez. "The Paradox of Innovation: a multi-level approach". NYC: SIOP, 29-04-2007

M. Erez. Organizer of a symposium, co-chaired with A. Fiegenbaum on Absorptive Capacity: Bridging Strategy and OB from a Multi-Level Perspective. Academy of Management, Philadelphia, 3-8 August 2007.

M. Erez (presenter) and G. Lev-Ran. "Competitive ACAP and Performance: The Impact of Environmental Dynamism and Learning Culture". Academy of Management, Philadelphia, 3-8 August 2007.

M. Erez. "Subconscious goals, conscious creativity, and efficiency goals and dual-task performance". Academy of Management, Philadelphia, 3-8 August 2007.

Vashdi, D., Erez, M. and Bamberger, P. "Team Self-Regulation in the Operating Room: The Mediators and Moderators of Reflexivity-Performance Relations in Organizational Action Teams". Academy of Management, Philadelphia, 3-8 August 2007.

Arbel I., Erez M. (2008). " Team Sharing and Reflexivity as a Lever to Innovation in Product Development Teams". Paper presented at the Gordon Conference, Technion, Israel, January, 2008, and at the Entrepreneurship Conference, Technion, March 2008.

Arbel I., Erez M. (2008). " Team Sharing and Reflexivity as a Lever to Innovation in Product Development Teams". Paper presented at the Entrepreneurship Conference, Technion, Israel

Arbel I., & Erez M. (2008). "Team Sharing and Reflexivity as a Lever to Innovation in Product Development Teams". The Human Resources conference, Kfar Hamacabia, Israel.

Erez, M. "The Paradox of Innovation: Balancing Innovation, Quality, and Efficiency". Society for Industrial/Organizational Psychology, San-Francisco, April 2008.

Cohen – Charash, Y., Scherbaum, C.A. & Erez, M. "Firgun – Being Happy for another Person's Good Fortune". Society for Industrial/Organizational Psychology, San-Francisco, April, 2008.

Shokef, E. and Erez, M. "Cultural Intelligence and Global Identity in Multi-Cultural Teams". Society for Industrial/Organizational Psychology, San-Francisco, April 2008.

Ang. S. & Erez, M. (Chairs). **Organizers of a symposium:** "Empirical Advances in Expanding the Cultural Intelligence Nomological Network". Society for Industrial/Organizational Psychology, San-Francisco, April 2008.

Erez, M. Member of the program committee and presenter: "Beyond national cultures: The emergence of global cultural values of multinational companies". Conference on Work, Well-being and Performance: New Perspectives for the Modern Workplace, Institute of Work Psychology, University of Sheffield, England, June 2008,

Arbel I., Erez M. " Team Sharing and Reflexivity as a Lever to Innovation in Product Development Teams". EU-US Early Career Researcher Conference on Research and Innovation Studies. Organized by the PRIME Network of Excellence, University of Twente, Enschede, the Netherlands, July 2008.

Begman, N. Erez, M. Rosenblatt, Z. DeHaan U. "The Impact of Entrepreneurship Training on Entrepreneurial Competencies of High-school Students". IntEnt 2008 - 18th Annual Global Conference, Internationalizing Entrepreneurship Education, Miami University Ohio, USA. July 2008

Ang. S., Erez, M. & Drori G. **Professional Development Program.** "Adaptation to the Global Work Context: Cultural Intelligence and Global Identity". Academy of Management, Anaheim, CA. USA., August 2008.

Erez, M. Facilitator of a group discussion on "global Effectiveness" as part of the All-Academy Symposium on The Questions We Ask & Don't Ask: Where Should We Go From Here? Academy of Management, Anaheim, CA. USA., August 2008.

Lisak A. & Erez, M. "Leading Multicultural Teams in the Global Work Culture". Academy of Management, Anaheim, CA. USA., August 2008.

Erez, M. "The Co-Existence of Competing Values and Practices", as part of the All-Academy Symposium on Opposite Day. Academy of Management, Anaheim, CA. USA., August 2008.

Ang. S. & Erez, M. Organizers and chairs of a symposium: Culture and Creativity -- Advances in Intra-individual and Interpersonal Perspectives. Academy of Management, Anaheim, CA. USA., August 2008.

Nouri, R. & Erez, M. "Cultural Diversity and Situational Strength on Creativity in Multicultural Teams". Academy of Management, Anaheim, CA. USA., August 2008.

Arbel, I. & Erez, M. " Mechanisms of team learning to enhance team innovation in product development teams". Academy of Management, Anaheim, CA. USA., August 2008.

Erez, M. and Nouri, R. "Private and Public Creativity in a Multicultural Context". Frontier Conference on Fostering Creativity and Innovation in Global Business. City University of Hong Kong, Hong Kong, December 17-19, 2008.

Erez, M. **Organizer of a conference** in Israel (in Hebrew), titled: Innovation: From ideas to solutions and to the discoveries of new needs, by collaboration between academia, industry, and governance. IBM building, Petach-Tikva, February 15, 2009.

Lisak, A. and Erez, M. Leaders and followers in multi-cultural teams: their effects on global team communication, team identity and team effectiveness. International Workshop of Intercultural Communication Best Paper Finalist, Proceedings, Stanford, February 20-21, 2009

Erez, M. Workshop on: "Publishing in International Refereed Journals". European Association of Organizational Psychology, Santiago de Compostela, Spain, 13-05-09

Lauche, K. and Erez, M. Organizers of a Symposium on: "Innovation teams in practice: challenges & success factors". European Association of Organizational Psychology, Santiago de Compostela, Spain, 14-05-09

Lauche, K. and Erez, M. "Expansive innovation: What do teams do who redefine their company's strategy"? European Association of Organizational Psychology, Santiago de Compostela, Spain, 14-05-09

Nouri, R. and Erez, M. Private and Public Creativity in a Multicultural Context. Presented in a symposium on: Creativity and Innovation in a multi-cultural world. Academy of Management annual conference, August 7-11, 2009.

Lisak, A. and Erez, M. **Organized a symposium** on Global leadership: From domestic and multi-domestic to global leaders. Presented a paper on: "Understanding leadership behaviors which lead to effective multicultural teams". Academy of Management annual conference, August 7-11, 2009.

Chen, Y-Y., Erez, M., Lee, C., Wang, H. Team Creative Efficacy and Team Innovation of Chinese R&D engineers. Part of a symposium on: "Culture and Creativity: How culture interacts with person or situation in affecting creativity and complex thinking". Academy of Management annual conference, August 7-11, 2009.

Lisak, A., and Erez, M. (PDW): Global Leadership: Leaders' and Followers' Characteristics that Contribute to Team and Leadership Effectiveness in Multi-Cultural Teams. In PDW on: Cultural Intelligence in the Global Leadership Context CQ, and Global Leadership. Academy of Management annual conference, August 7-11, 2009.

Erez, M. (PDW). Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary & Cross Level Management Research. In PDW on: Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research". Academy of Management annual conference, August 7-11, 2009.

Erez, M. (Junior faculty consortium, International Management). Managing Your Career. Academy of Management annual conference, August 7-11, 2009.

Drori, G.S., and Erez, M. Macro and Micro Processes in the Culture of Organizations: Proposed Model for Studying Global Work. American Sociological Association, August 11, 2009, San-Francisco.

Sivan T., DeHaan, U., Fiegenbaum, A., Erez M. (2010). The Fundamental Role Of Absorptive Capacity In The Opportunity Exploitation Stage: Its Antecedence And Effect On New Venture Performance. 2010 BCERC, Co-sponsored by The International Institute for Management Development (IMD), and École Polytechnique Fédérale de Lausanne (EPFL), July, Lausanne, Switzerland.

Rotstein, A., and Erez, M. Effects of Means Efficacy and Core Self-Evaluations on the Improvement of Immigrants' Employment Status. Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, USA, April 07-10-2010

Lisak, A., and Erez, M. Contribution of Global and Local Identity to MCTs Leadership Effectiveness. Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, USA, April 07-10-2010

Erez, E. Chair and discussion of a symposium submitted by Michael Frese: Between cognitive structure and organizational chaos: Quo Vadis innovation research? Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, USA, April 07-10-2010

Lokiec, M. and Erez, M. (2010). The Chronicle of an Idea. Academy of Management annual conference, August 6-10, 2010, Montreal, Canada.

Erez, M. and A. Lisak. Managing Global Multicultural teams: "How do leaders succeed in building a team identity and balance the need for global integration with local responsiveness to employees with different cultural backgrounds"? Academy of Management annual conference, August 6-10, 2010, Montreal, Canada.

Erez, M. "Cultural Intelligence (CQ) and Global Mindset (GloMi)– Can we get some light in the international jungle: Introducing Global Identity". Academy of Management annual conference, August 6-10, 2010, Montreal, Canada.

Rosenbaltt, Z., Hahmigarry, K., Erez, M. & De-Haan, U. (2011). The effect of team processes on entrepreneurial success in the context of entrepreneurial training for junior high students. Paper presented at the Academy of Innovation and Entrepreneurship, Beijing, China, July 1-3.

Tal - Bilgori D. and Erez, M. The Effect of Breaks from Creative Task on Creative Performance. Academy of Management annual conference, San Antonio, TX, August 12-15, 2011.

Lisak, A., Erez, M., and Schipper, Michaela. The emergence of leadership in MCT: The relations to global characteristics. Academy of Management annual conference, San Antonio, TX, August 12-15, 2011.

Lauche, K. and Erez, M. Expansive Innovating: a model for issue selling in new product development teams. Academy of Management annual conference, San Antonio, TX, August 12-15, 2011.

Erez, M. Global HR: the paradox of global integration with local responsiveness. 1St Israeli Global HR Conference, Ort Braude, 23-11-11.

Erez, M. Engineering leadership by systems engineering. Gordon Center for System Engineering, Technion, Israel, Jan. 18, 2012.

Erez, M. The role of the Training Department in enhancing innovation in the organization. Kfar Hamakabia, 06-06-2012.

Harush, R., Glikson, E., Erez, M. & Nouri, R. "The use of an electronic board to compare the progress of multiple teams on a virtual multicultural team project. Maital, Weizmann Institute, July 10, 2012.

Nouri, R., Erez, M. & Lee. Cultural Diversity in the meaning of creativity. Academy of Management Meeting, Boston, August 2012.

Nouri M., Erez, M., Lee, C. & Chiu, W. Power Distance Orientation and Supervision effects on Creativity. Academy of Management Meeting, Boston, August 2012.

Glikson, E. & Erez, M. Emotion display norms in multicultural teams. Academy of Management Meeting, Boston, August 2012.

Glikson, E. & Erez, M. Global Identity and Creativity in Multicultural Globally Distributed Teams. Academy of Management meeting, Boston, August 2012.

Lisak, A. & Erez, M. Symposium Organizers: "The contributions of context-related global characteristics to global leadership effectiveness". Academy of Management, Orlando, Florida, August 2013.

Lisak, A. & Erez, M. The Contribution of Leaders' "Glocal" Identity to Psychologically Safe Communication Climate and to Leadership Effectiveness in MCTs. Academy of Management, Orlando, Florida, August 2013.

Glikson, E. & Erez, M. Global Characteristics, Perceptions of Cultural Diversity and Performance in Multicultural Virtual Teams. Academy of Management, Orlando, Florida, August 2013.

Ashkenazi N. & Erez, M. Symposium organizers: Innovation and Creativity in Teams. Academy of Management, Orlando, Florida, August 2013.

Qin Yang, Lee, C., Erez, M. Wu Liu, & Li-Rong Long. Effects of Cooperative Goal and its Diversity on Team Creativity. Academy of Management, Orlando, Florida, August 2013.

Harush, R. & Erez, M. Global managers' allocation decisions as shaped by local and global identities. Academy of Management, Orlando, Florida, August 2013.

Erez, M. Lisak, A., Harush, R., Glikson, E., Nouri, R., & Shokef, E. Going Global: Developing Management Students' Global Characteristics through a Multicultural Team Project. Academy of Management, Orlando, Florida, August 2013.

Erez, M., Gvirtz, E., Arbel, I., & Peled D. The Paradox of Cooperating with Competitors and Innovation. Israel Organizational Behavior Conference, Tel-Aviv University, January 2014.

Glikson, E. & Erez, M. Global Characteristics, Perceptions of Cultural Diversity and Performance in Multicultural Virtual Teams. Israel Organizational Behavior Conference, Tel-Aviv U., January 2014.

Chen, G., Erez, M., Kirkman, B., Kozlowski, B., & Rousseau, D. Panel: Studying 21st Century Teams: Methodological Challenges and New Directions. Israel Organizational Behavior Conference, Tel Aviv University, January 2014.

Glikson, E. & Erez, M. Kick-off messages' effect on trust-building in multicultural, virtual teams. Academy of Management meeting, Philadelphia. August 2014.

Erez, M. The Emergence of a Global Identity. Academy of Management Meeting, Vancouver, Canada. August 2015.

Glikson, E., Erez, M., Mortensen, M., Molinsky, M., Devine, B. Global Identity and Global Communication Style in Multicultural Geographically Distributed Teams. Academy of Management Meeting, Vancouver, Canada, August 2015.

Harush, R. & Erez, M. Global and Local Identities behind Donation Decisions to Charitable Organizations. Academy of Management Meeting, Vancouver, Canada. August 2015.

Lisak, A., Erez, M., Sui, Y., & Lee, C. The Positive Role of Global Leaders in Enhancing Multicultural Team Innovation. Academy of Management Meeting, Vancouver, Canada. August 2015.

Lauche, K. & Erez, M. Emotional Dynamics of Issue Selling and Collective Moaning. How innovators negotiate resources. Academy of Management Meeting, Vancouver, Canada. August 2015.

Erez, M., Gershon-Gamliel, D., & Naomi Bitterman. Attention Shifting as a Coping Strategy with the Paradox of Innovation. Academy of Management Meeting, Vancouver, Canada. August 2015.

Naveh, E., Miron-Spektor, E., Erez, M. A research incubator for exploring the dynamic switching and interplay between priorities and states: Examples from research on errors and Innovation. Academy of Management Meeting, Vancouver, Canada. August 2015.

Erez, M. Participants in a symposium on Pro Versus Anti Globalization Forces in OB Research and application, IOBC, Tel-Aviv, January 2015.

Erez, M. & Yuan Lu. Organized a conference on The Role of Global Identity and Global Communication Style. 18-20 Dec. 2015. Shantou University, Guangdong Province, China

Erez, M. Culture and Innovation: How the National Culture Shapes Innovation – A comparison of China and Israel. Shantou University, Guangdong, Dec. 19, 2015

Erez, M. Organizer of an Annual Conference of the Society for Organizational Behavior, 9-11 January 2016.

Erez, M., Lisak, A., & C. Lee. "Global leadership: How to lead when you are not there?", 9-11 January 2016.

Erez, M. & C. Lee. Organizers of a Symposium on Exploring Opportunities for Innovation in the Chinese Context. Academy of Management Meeting, Anaheim, CA. August 2016.

Erez, M., Zhong, W., Lee, C., Chiu, W. Chinese CEOs using the coopetition strategy to innovate.

Zhang, L., Erez, M., Lee, C., Chiu, W., & Leung, H. The Role of Champions in Driving Team Innovation. Academy of Management Meeting, Anaheim, CA. August 2016.

Morgenstern D. Zhong, W. Erez, M., & Lee, C. Could bureaucracy enhance innovation in Chinese high-tech firms?

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