

## CURRICULUM VITAE

### **Personal Details**

Name: Avi Kay  
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Birth Date: 31.12.58  
Immigration Date: 13.10.83  
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Birth Place: Detroit, USA  
Citizenship: Israeli, American

### **Academic Education**

1977-1980                      **B.A.**, University of Michigan  
1981-1985                      **M.A.**, Hebrew University  
1987-1995                      **M.S., Ph.D.**, Northwestern University

### **Academic Appointments**

2003-present            **Jerusalem College of Technology, Jerusalem Israel**  
Senior Lecturer  
Department of Business Management: Department Chair: 2007-2013  
  
Director  
English Speakers' Program (2013-2017)  
  
Director  
Mark Schuman Center for Entrepreneurship (2006-2016)

1993-2004            **Touro College Israel, Jerusalem, Israel**  
Assistant Professor  
Dean of Students & Lecturer

#### Visiting Professor:

George Mason University, Fairfax, VA. (2019)

#### Adjunct Lecturer:

Bar Ilan University, Ramat Gan, Israel (2018–Current)  
Ben Gurion University, Beersheva, Israel (2017, 2018)  
Fulda University of Applied Science, Fulda, Germany (2016, 2018 2019)

## **Publications**

### **Books, Book Sections**

1. Klarsfeld, A. and Kay, A. (in press). Diversity, Equality and Inclusion at the Workplace in Israel. In *Handbook of diversity at the workplace: Under-researched countries*. London: Edward Elgar.
2. Kay, A. (2019). The Future of Business Ethics and the Individual Decision Maker. In *The next phase of business ethics: Celebrating*, 20, 47-63.
3. Klarsfeld, A., Bebbington, D., Taksa, L., Kay, A., Guo, F., & Mendes, P. (2018). National perspectives on Jews at work: contrasting Australia, France, Israel and the UK. In *Religious diversity in the workplace* (pp. 145-176). Cambridge University Press.
4. Kay, A. (2017). "Corporate Social Responsibility in Israel: The promise and practice of Corporate Social Responsibility in the Promised Land." In A. Stachowicz-Stanusch (eds.). *Contemporary perspectives in corporate social performance and policy - The Middle Eastern perspective*. New York: Information Age.
5. Kay, A. (2012). "Occupational preferences and expectations of Ultra-Orthodox men in Israel." in K. Caplan and N. Stadler (eds.). *Haredim in Israel: From survival to success: Influences and trends*. Jerusalem: Van Leer Jerusalem Institute. (Hebrew), 165-175.
6. Kay, A. (2009). "Squaring the circle? The development of academic programs for Ultra-Orthodox Jews in Israel." In G. Giberson and T. Giberson (Eds.). *The knowledge economy and commodification of knowledge*. Cresskill, New Jersey: Hampton Press, 69-87.
7. Kay, A. (2009). *Business ethics: A practical approach. A guide to the writing and implementation of ethical codes in organizations*. Jerusalem: The Center for Business Ethics. (in Hebrew), 136 pp.
8. Kay, A. (2002). "Jack Kuper and Child of the Holocaust'." In T. Riggs (ed.) *Reference guide to Holocaust literature*. New York: St. James, 182-183.
9. Kay, A. (1998). "Generativity in the shadow of genocide: The Adult development of Holocaust survivors." in D. McAdams and E. de St. Aubin (Eds.) *Generativity and adult development: How and why we care for future generations*. Washington, D.C.: American Psychological Association. pp. 335-359. Kay, A. (1996). *Making themselves heard: The impact of North American olim on Israeli protest politics*. New York: The American Jewish Committee and the Argov Center of Bar-Ilan University. 29 pp.

### **Peer-Reviewed Papers in Refereed Journals**

1. Kay, A. and Sharabi, M. (under review). "Women's Centrality of Life Domains According to Religiosity Degree: The Israeli Case." *Journal of Gender in Management*.
2. Bender-Ilan, Y. and Kay, A. (under review). "Individual and situational predictors of intention to hire gay male and ultra-Orthodox male job applicants." *Equality, Diversity and Inclusion*.
3. Beauvais, L., Bosco, L., Desplaces, D. and Kay, A. (under review) "What factors predict faculty engagement in business ethics education?" *Journal of Education for Business*.
4. Shapiro, E., Levine, L., & Kay, A. (accepted for publication). "A Jerusalem Synagogue Coping During the Coronavirus Pandemic: Challenges and Opportunities." *Journal of Religion and Health*.

5. Shapiro, E., Levine, L., & Kay, A. (2020). "Mental health stressors in Israel during the coronavirus pandemic." *Psychological Trauma: Theory, Research, Practice, and Policy*. <http://dx.doi.org/10.1037/tra0000864>
6. Chappell, S. Egel, E. & Kay, A. (2019) "Introduction to the André Delbecq." Special Issue, *Journal of Management, Spirituality & Religion*, DOI: 10.1080/14766086.2019.1708432. (Impact Factor: .84).
7. Sharabi, M. and Kay, A. (2019). " The relative centrality of life domains among secular, traditionalist and Ultra-Orthodox Jews in Israel." *Community, Work and Family*. DOI: 10.1080/13668803.2019.1675591. (Impact Factor: 1.6).
8. Kay, A. and Levine, L. (2019). "Offline: Ultra-Orthodox millennials in a digital age." *Journal of Social Psychology*. doi: 10.1080/00224545.2019.1570907. (Impact Factor: 2.62).
9. Kay, A. (2018) "Erikson Offline: Identity and pseudospeciation in the internet age." *Identity*. 18:4, 264-273, DOI: 10.1080/15283488.2018.1523732 (Impact Factor: 1.43).
10. Kay, A. (2016). "The Representation of the Psychological Ramification of the Armenian Genocide: A voice crying out in the desert?" *Journal of Levantine Studies*.
11. Polin, B.; Ehrman, C. and Kay, A. (2016). "Understanding parental and gender impact on entrepreneurial intentions." *International Journal of Gender and Entrepreneurship*.
12. Kay, A. (2013). "The possible role of psychology in business ethics' training." in *Journal of Organizational Moral Psychology* 2(3): 21-28.
13. Kay, A. (2012). "Pursuing justice: Workplace relations in the eyes of Jewish tradition." *Journal of Management Development* 31: 901-911
14. Kay, A. (2012). "From Altneuland to the new Promised Land: The Americanization of the Israeli economy." *Journal of Jewish Political Studies Review* 24: 99-112
15. Kay, A. (2011). "Using psychological knowledge to improve business ethics Education." *International Journal for Cross-Disciplinary Subjects in Education* 2: 472-479.
16. Kay, A. (2001). "Business ethics: Challenges and trends in preparing business professionals for the 21st century." *Mashevei Enosh (Human Resources)*, 166: 28-34. (In Hebrew).
17. Kay, A. (2001). "Citizen rights in flux: The influence of American immigrants to Israel on modes of political activism." *Jewish Political Studies Review*, 13 (3-4): 143-158.
18. Aquino, K., Steisel, V. and Kay, A. (1992). "Effects of resource distribution, voice, and decision framing on the provision of public goods." *Journal of Conflict Resolution*, 36 (4): 665-687.

#### **Peer-Reviewed Papers in Refereed Conference Proceedings (not abstracts)**

1. Brender-Ilan, Y. & Kay, A. "Individual and situational predictors of intention to hire gay male and ultra-Orthodox male job applicants." Presented at European Group for Organizational Study, Edinburgh, Scotland, July 1, 2019.
2. Sharabi, M. and Kay, A. "Centrality of work and other areas of life among secular, traditional and Ultra-Orthodox Jews in Israel." Presented at International Society for the Study of Work and Organizational Values, Trieste, Italy, July 2, 2018.

3. Kay, A. "On the road to meaning: A thinking journey to spirituality in professional life." Presented at EuroMed Academy of Business 10th Annual Conference, Rome, Italy, September 15, 2017.
4. Kay, A. "The impact of digital networks on managerial decision making: Practicalities and paradoxes." Presented at EuroMed Academy of Business 10th Annual Conference, Rome, Italy, September 15, 2017.
5. Kay, A. "At the interface between equality and difference: Jewish identity and management scholarship." Presented at the 77th Annual Meeting of the Academy of Management. Atlanta. GA, August 4, 2017.
6. Kay, A. "'On being Zusya'" - Employing Jewish tradition to make organizations and the lives of those in them meaningful." Presented at the 76th Annual Meeting of the Academy of Management. Anaheim, CA, August 8, 2016.
7. Kay, A. (2015). "Religion and work among Ultra-Orthodox Israeli males: Finding meaning in the profane?" Presented at the 75th Annual Meeting of the Academy of Management. Vancouver, B.C. Canada, August 10, 2015.
8. Kay, A. (2015). "A workplace in transition: Israeli Ultra-Orthodox Jews in Israel." Presented at the 75th Annual Meeting of the Academy of Management. Vancouver, B.C. Canada, August 9, 2015.
9. Kay, A. (2011). "Using psychological knowledge to improve business ethics education." Presented at the Canada International Conference on Education, Toronto, Canada, April, 2011.
10. Kay, A. (2005). "The impact of public and private attitudes toward the Holocaust and Holocaust survivors in the United States on the adult psychological development of American Holocaust survivors." Presented at Beyond Camps and Forced Labour : Current International Research on Survivors of Nazi Persecution : Proceedings of the First International Multidisciplinary Conference at the Imperial War Museum, London, 29-31 January 2003. (eds.). Johannes-Dieter Steinert und Inge Weber-Newth. Osnabruck: Secola.
11. Kay, A. (2000). "A Multimedia Approach to the Teaching of Business Ethics." Presented at the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values. Jerusalem, Israel, June 2000.

### **Presentations in Refereed Conference**

1. Beauvais, L., Bosco, S., Desplaces, D. and **Kay, A.** (2020). "The Antecedents and Characteristics of Unethical Faculty Behavior: A Proposed Model. International Vincentian Business Ethics Conference October 12, 2020.
2. Schwartz, M. and **Kay, A.** (2020) "Business Ethics and the Coronavirus." International Vincentian Business Ethics Conference, October 11, 2020.
3. Bender-Ilan, Y. and **Kay, A.** "Individual and situational predictors of intention to hire gay male and ultra-Orthodox male job applicants." 35<sup>th</sup> EGOS Colloquium, Edinburgh, Scotland, July 3, 2019.
4. Kay, A. "Israel at 70: A historical perspective of corporate social responsibility in Israel. Founding Conference of the Israeli Association for Social Responsibility and Sustainability in Business, Raanana, Israel, April 9, 2018.
5. Kay, A. "Trends and transitions in corporate social responsibility in Israel." Presented at European Business Ethics Network Conference. Responsibility, Trust and Dissent in Business Organizations, Beersheba, Israel – April 21, 2017

6. Kay, A. "The history of the future of business ethics: Paving the road to be taken." Center for Business Ethics 40th Anniversary Conference. Waltham: MA. July 25-26, 2016.
7. Kay, A. "The Armenian genocide and its psychological ramifications." International Conference on the Holocaust and Genocide, Jerusalem, Israel, June 26-29, 2016.
8. Kay, A. "Antecedents and trends in entrepreneurship: A View from Israel." 8th International Scientific Conference Faculty of Management Cracow University of Economics, Cracow, Poland, June 1, 2016.
9. Kay, A. "What's the story with holiness? A traditional Jewish perspective on the meaning of 'kadosh' in the world of managers and leaders. Presented at the 11th Organizational Studies Summer Workshop: Spirituality, Symbolism, and Storytelling, Mykonos, Greece, May 20 2016.
10. Kay, A. "The place of work in the eyes of Israel Haredi men." Presented at Conference on "Haredi Employment: Between Policy and Reality. The Open University of Israel, March 2, 2015.
11. Kay, A. "The development of business ethics as an academic field: The 'prehistoric' years'." Presented at Management Research History Group Conference, Lancaster, England, July 8, 2013.
12. Kay, A. "The history of business ethics and its meaning for ethics education." Presented at Transmitting of Business Ethics: Lessons from Academia and Business. Van Leer Jerusalem Institute, June 12, 2013.
13. Kay, A. "The man's helpmate? The role of work and its consequences in the spiritual world of Ultra-Orthodox Israeli women." Presented at Fifth Annual Israeli Conference on Religion and Spirituality, Tel Aviv University, May 27, 2013.
14. Kay, A. "Management, Spirituality and Religion Research Incubator." Presented at the 72nd Annual Meeting of the Academy of Management. Boston, MA, August 2012.
15. Kay, A. "Fundamentalists at work: Individual and organizational consequences of fundamentalism at the workplace." Presented at the 72<sup>nd</sup> Annual Meeting of the Academy of Management. Boston, MA, August 2012.
16. Kay, A. "Justice, justice shall you pursue: An examination of organizational justice in Jewish tradition. Presented at the Conference on Practical Wisdom in Jewish Tradition. Ben Gurion University. July 4-5, 2011.
17. Kay, A. "Ethical training and the current financial crisis. Presented "at the Conference on Business Ethics and Corporate Governance: Red on the Screens and Redlines" Van Leer Jerusalem Institute, March 25, 2009
18. Kay, A. Buono, A. Beauvis, L. Desplaces, D. "Institutionalizing business ethics." Presented at the 66<sup>th</sup> Academy of Management, August, 2006.
19. Kay, A. "The introduction of psychology as a means to improve ethical decision making in business settings." Presented at the Conference on Ethical Management in Theory and Practice, Freie Universitat, Berlin, Germany, May 22, 2006
20. Kay, A. "From Altneuland to the new promised land: The Americanization of the Israeli economy." Presented at Feinstein Center for American Jewish History Conference: "Jews and American Business", Philadelphia, October 2004.
21. Kay, A. "A hands-on approach to implementing of an ethic's program." Presented at Conference on The Implementation of Ethical Codes. Jerusalem Center for Business Ethics, Tel Aviv, August 2004.
22. Kay, A. "The impact of public and private attitudes toward the Holocaust and Holocaust survivors in the United States on the adult psychological development of American Holocaust survivors." Presented at Beyond Camps and Forced Labour:

- Current International Research on Survivors of Nazi Persecution: International Multidisciplinary Conference at the Imperial War Museum, London, January 2003.
23. Kay, A. "If not now, when? Thoughts on the teaching of business ethics." Presented at the First Conference on Teaching Business Ethics. Jerusalem, Israel, June 2001. I also served as co-chair of this conference which took place under the auspices of Touro College Israel, The Jerusalem Institute of Technology and The Wharton School at the University of Pennsylvania.
  24. Kay, A. "Psychological perspectives on the transmission of the Holocaust experience." Presented at the Ninth International conference in Jerusalem on New Challenges in Transmitting the Meaning and Experience of the Holocaust. Jerusalem, Israel, December 2000.
  25. Kay, A. "Fundamentalism and academia: The Israeli experience." Presented at the Schlossman Lecture on the Expert in Modern Society; Max Plank Institute; Berlin, Germany; November 1998.

### **Scientific Reports**

1. Kay, A. (2017). *Understanding Employability: Sources and Trends*. Jerusalem: Toronto Friendship Foundation.
2. Kay, A. (2014). *The transition of Ultra-Orthodox men in Israel to the workplace: Special characteristics, expectations and preferences*. Jerusalem: Israel National Insurance.
3. Kay, A. (2009). *An evaluation of the Judaism and Democracy program at the Van Leer Jerusalem Institute*. Van Leer Jerusalem Institute. June 2009.
4. Kay, A. (2002). *Ethical issues in the use of assessment centers*. Prepared for the Division of Behavioral Sciences, Israel Defense Forces. 36 pp.
5. Kay, A. (2001). *The Center for Tolerance: An overview and assessment of its activities from 1997-2001*. Jerusalem: Van Leer Jerusalem Institute and the Poppers-Prins Foundation.
6. Kay, A. (1996). *Russian and Ethiopian immigrants together: What can be learned?* Jerusalem: Jerusalem Center for Public Affairs.

### **Invited Lectures**

1. "From Altneuland to the new promised land: A Look at the Americanization of the Israeli economy." Presented in the Framework of the Global Business Resource Center and co-sponsored by Center for Public Choice and Market Process. February 25, 2019.
2. "Religion at the workplace and the Ultra-Orthodox in the Israeli workplace: Possible lessons for the integration of migrants in Europe?" Abende: Hochschule Fulda, Fulda, Germany, December 6, 2016.
3. "Occupational patterns of male Israeli haredim." Jerusalem: Israel Institute for Democracy. January 10, 2015
4. "The evolution of the literature regarding psychological ramification of the Armenian genocide." Van Leer Jerusalem Institute. November 12, 2015. Library Research Fellows' Forum, Van Leer Jerusalem Institute, November 12, 2015.
5. "Ultra-Orthodox and work in Israel: Directions and Decisions." Walsh University, Troy, MI. August 19, 2015
6. "Transitions in the Israeli economy." Economic University of Prague, Czech Republic, May 8, 2006.
7. "Business ethics and psychology: The road less travelled." Bentley College Conference on Global Business Ethics, Boston. Presented May 26, 2005.

8. “Procedural Justice: An Overview of what and why we think what we do?” Institute for Criminology; Hebrew University; Jerusalem, Israel; May 1995.

### **Funded Projects , Grants or Contracts**

Funding Agency: The National Insurance Institute  
Dates: October 1, 2012-September 30, 2013,  
Research Title: “The Transition of Ultra-Orthodox Men in Israel to the Workplace: Special Characteristics, Expectations and Preferences.”

### **Book Reviews**

1. Kay, A. (in press). Book Review.: Schedlitzki, D. and Edwards, G. (2018). *Studying leadership: Traditional and critical approaches, Second Edition*. London: Sage.
2. Kay, A. (2015). Book Review: Hakak, Y. (2012). *Young men in Israeli Haredi yeshiva education: The scholars' enclave in unrest*. Leiden: Brill. In Gender and Religion
3. Kay, A. (2010). Book Review: Lev-Ari. L. (2008). *The American dream—For men only? Gender, immigration, and the assimilation of Israelis in the United States*. El Paso, TX: LFB. Scholarly Press. In Israeli Sociology. (Hebrew)

### **Other Reviewing Related Activities (On-Going)**

- Guest Editor: Special Issue of Journal of Management Spirituality and Religion: The Life and Legacy of Andre Delbecq
- Academy of Management
- Gender and Religion
- Israeli Sociology
- Journal of Business Ethics
- Journal of Management Spirituality and Religion
- Journal of Social Psychology
- Personnel Review

### **Classes Taught (Selected)**

- Introduction to Management (Undergraduate)
- Academic and Professional Literacy (Undergraduate)
- Organizational Behavior (Undergraduate, Graduate)
- Human Resource Management (Undergraduate, Graduate)
- Business Ethics/Business in Society (Undergraduate, Graduate)
- Leadership and Followership (Graduate)
- Organizational Measurement and Assessment (Graduate)