

CURRICULUM VITAE

**1. Personal Details**

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**2. Higher Education**

**A. Undergraduate and Graduate Studies**

Period of Study	Name of Institution and Department	Degree	Year at Approval of Degree
1997-2001	Tel Aviv University – Department of Labor Studies	Ph.D.	2001
1993-1996	Tel Aviv University – Department of Labor Studies	M.A.	1996
1990-1993	Tel Aviv University- Department of Sociology and Department of Education	B.A.	1993

**3. Academic Ranks and Tenure in Institutions of Higher Education**

Dates	Name of Institution and Department	Rank/Position
January 2018-present	Ruppin Academic Center- Department of Business Administration	Associate Professor
February 2009-2018	Ruppin Academic Center- Department of Business Administration	Senior Lecturer
2008-2011	Interdisciplinary Center Herzliya- Department of Business Administration and Faculty of Law	Guest Instructor/ Lecturer
2005- 2009	Ruppin Academic Center- Department of Business Administration	Lecturer
2004-2005	Wingate College- MA Program	Lecturer
2002-2005	Ruppin Academic Center- Department of Business Administration	Guest Instructor/Lecturer
2001-2003	Tel Aviv University, Department of Labor Studies	Guest Instructor/Lecturer

**4. Offices in Academic Administration**

Date	Role	Academic Unit
2020-present	Dean of the Faculty of Economics and Business Administration	Ruppin Academic Center
2014- 2020	Head of the MA program on immigration and Social integration	Ruppin Academic Center
2016-present	Member	Research committee- internal research funds
2013	Head of team	Evaluation report MALAG

2012	Member	Content and change committee, the department of Business Administration
2011	Member	Appointing Committee, School of Economics and Business Administration
2011	Member	Search committee for the head of the department of economy
2011-present	Operator	The Ruppin International Network on Immigration and Social Integration
2010-present	Member of the Steering Committee	The International Conference on Immigration and Social Integration
2009-present	Member	Teaching committee (senior lectures) of the department of Business Administration
2008- present	Head of the Israeli Organizer Committee	The Canada-Israel Bilateral Forum on Migration
2007-2020	Member	Selection/acceptance committee of the MA program on Immigration and Social Integration
2007-2020	Member	Teaching committee of the MA program on Immigration and Social Integration
2005-present	Committee coordinator	Academic committee of the Institute for Immigration & Social Integration
2005-2006	Member of the submission group (for the MALAG)	New MA Program in Immigration & Social Integration

## 5. Scholarly Positions and Activities outside the Institute

### a. Professional functions outside universities/ institutions

Date	Role	Institution
2002-2005	Researcher	The Carmel Institute for Social Studies
2001-2004	Research coordinator field study on leadership development	The Center for Outstanding Leadership

### b. Editor or member of editorial board of scientific or professional journal

Date	Role	Journal
2020-present	Guest editor special issue (Vol. 12)	Hagira- Referee Journal of ISA (the Israeli Sociological Association)
2018	Guest editor special issue	International Migration
2015	Guest editor special issue (vol. 4)	Hagira- Referee Journal of ISA
2013- 2015	Member of the editorial board	The Journal- Israeli Sociology
2010-present	Member of the editorial board	Hagira- Referee Journal of ISA (the Israeli Sociological Association)
2009	Member of the editorial board for a special issue on migration	Megamot- The Israeli Journal of Behavioral Sciences
2009	Co-Editor	Canadian Universe

### c. Membership in professional/scientific societies

Date	Role	Organization
2020- present	Member of the Research & Development Forum	CIMI- Center for International Migration & Integration
2017-present	Member of the Board of Directors	The Israel Association for Canadian Studies

2017-present	Member in the CBS Advisory Committee on Migration and Demography	CBS- Central Bureau of Statistics
2011-2012	Member in the ISC Advisory Committee for the best article prize	ISDC- The Hebrew University
2010-2014	The representative member of collages in the ISA board	The Israeli Sociological Association- Board
2010-present	Scholarship committee - Judge	HIAS Israel
2009-present	ISDC- Member of the Advisory Committee	ISDC- The Hebrew University
2009	Member in the organization committee of the NGO	Mishelanu- For Israelis Abroad - NGO
2006-present	Member of the ISC- International Steering Committee	The International Metropolis Project
2016-2013	Member	The Immigration & Demography Section – Israeli Sociological Association

d. Active Role in professional/scientific societies

Date	Role	Organization
2014-2017	Treasurer of the ISA	The Israeli Sociological Association (ISA)
2014-present	Head of the Migration & Demography Section	The Israeli Sociological Association (ISA)

e. Evaluation and review in scientific Journal and Research Funds

Date	Role	Name of Journal/Research Fund
2020 May	Review- Proposal/Application	The Austrian Science Fund (FWF)
2019 July	Reviewer- manuscript	Poetics
2019 Mar	Review- Proposal/Application	BSF - United States-Israel Binational Science Foundation
2019 Feb	Review- Proposal/Application	BSF - United States-Israel Binational Science Foundation
2018	Reviewer- manuscript	Research in Social Stratification and Mobility
2018	Reviewer- manuscript	Frontiers in Sociology
2017	Reviewer- manuscript	Social Indicators Research - SIR
2016	Reviewer- manuscript	Social Indicators Research - SIR
2016	Reviewer- manuscript	International Migration- IM
2015	Reviewer- manuscript	Social Indicators Research - SIR
2015	Reviewer- manuscript	International Migration Review IMR
2014	Reviewer- Proposal/Application	Austrian Science Fund
2014	Reviewer- manuscript	European Sociological Review- ESR
2014	Reviewer- manuscript	Journal of Ethnic and Migration Studies JEMS
2014	Reviewer- manuscript	Social Indicators Research - SIR
2014	Reviewer- manuscript	Hagira- Journal of ISA
2013	Reviewer- manuscript	Journal of Ethnic and Migration Studies JEMS
2013	Reviewer- manuscript	Journal of Migration and Integration JIMI
2012	Reviewer- manuscript	International Migration Review IMR
2012	Reviewer- manuscript	Israel Studies
2011	Reviewer- manuscript	Journal of Happiness Studies
2011	Reviewer- manuscript	Hagira- Journal of ISA
2011	Reviewer- Proposal/Application	CBS- Israeli Central Bureau of Statistics
2010	Reviewer- manuscript	Journal of Immigrant & Refugees Studies JIRS
2009	Reviewer- manuscript	The Finnish Journal of Ethnicity and Migration FJEM
2008	Reviewer- manuscript	International Migration Review IMR

2007	Reviewer- Proposal/Application	GIF- German Israeli Foundation
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## 6. Participation in Scholarly Conference

### a. Active participation

#### Active participation in **international conferences**

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
July 2021	18 IMISCO Annual conference	Luxembourg-online	Israeli and Polish Policies toward Returning Residents as a Reflection of Nationhood	Lecturer/presenter
July 2021	18 IMISCO Annual conference	Luxembourg-online	“I was willing to pay a lot to belong”: A retrospective view of young-adult immigrants on social integration and identity processes	Lecturer/presenter
April 2021	Rii Forum-Managing Continuity, Innovation, and Change in the Post-Covid World: Technology, politics and society	Athens, Greece-Online	Israeli and Polish Policies toward Returning Residents as a Reflection of Nationhood	Lecturer/presenter
June 2019	International Metropolis Conference: The promise of migration: Inclusion, economic growth and global cooperation	Ottawa, Canada	Israeli Public Attitudes toward Labor Migrants and Asylum Seekers	Lecturer/presenter
June 2019	International Metropolis Conference: The promise of migration: Inclusion, economic growth and global cooperation	Ottawa, Canada	Integration of Immigrants in Israel by Generation and Ethnicity	Lecturer/presenter
November 2014	International Metropolis Conference: Energy for the planet, feeding cultures	Milan, Italy	Gender and migration: The integration of French immigrant women in French speaking companies in Israel	Lecturer/presenter
July 2014	XVIII ISA world congress of sociology: Facing an unequal world: Challenges for global sociology	Yokohama, Japan	Neither Here Nor There: Transnational identity of French immigrants employed in Israeli-French Companies	Lecturer/presenter
March 2013	Migration in Israel	Université du Québec à Montréal, Canada	Politiques publiques ciblant différents groupes d’immigrés: le cas des demandeurs d’asile et des immigrants juifs venant de pays occidentaux en Israël	Lecturer/presenter
March 2013	Gathering at the Azrieli Institute of Israel Studies	Concordia University, Canada	Policies toward immigrant groups: asylum-seekers in Israel and Jewish immigrants from Western countries	Lecturer/presenter
March 2013	ACS Pre-Forum on Social Research	National Metropolis Conference, Ottawa, Canada	Measuring Migration, Integration and Identities	Lecturer/presenter

November 2012	ISC Meeting- International Metropolis gathering	Cape Town, South Africa	Updates on migration issues in Israel	Lecturer/presenter
September 2012	ISC Meeting, The 16th International Metropolis Conference	Ponta Delgada, Azores	Immigration in Israel- New trends	Lecturer/presenter
October 2010	The 15th International Metropolis Conference "Justice and Migration: Paradoxes of Belonging "	The Hague, Netherland	Immigration in Israel	Lecturer/presenter
May 2009	Immigration & Nation Building	Monash University, Prato Centre, Prato, Italy	Demographic Aspects of Immigrants – Trends and Composition	Lecturer/presenter
September 2009	The 14th International Metropolis Conference "Migration and mobility: National responses to cultural diversity",	Copenhagen, Denmark	Economic integration of highly skilled FSU immigrants in four countries	Lecturer/presenter
September 2008	Immigration and integration in Quebec and Israel	Gelber Conference Center, Montreal, Canada	The social integration of Western immigrants in Israel: Life satisfaction in Israel and the factors explaining it	Lecturer/presenter
September 2008	Migration and Jewish identity in North America and Israel	Ellis Island Immigration Museum, New York, US	Immigration from North America to Israel in the last decade	Lecturer/presenter
October 2008	The 13 <sup>th</sup> International Metropolis Conference	Bonn, Germany	Stay in the host country & developmental impact- The case of Western immigrants in Israel	Lecturer/presenter
October 2006	The 11 <sup>th</sup> International Metropolis Conference "Paths & crossroads: Moving people, changing places".	Lisbon, Portugal	The impact of North American immigrants on social life: A tail of one Israeli city	Lecturer/presenter
June 2003	Leaders/team performance IPR	Leavenworth, Kansas, US	The capacity to lead	Lecturer/presenter

Active participation in **international conferences in Israel** (in English)

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
December 19	Canada-Israel Forum - Challenges Related to Measuring Immigrant Integration at the Local Level and Public Attitudes Toward Immigrants	Ruppin Academic Center	The Ruppin index at the local level	presenter
March 2019	Migration-Borders-Identity	The Global Forum of the National Library of Israel	Closing session: Reports of summaries from the working groups.	Chair & Panel moderator

January 2019	People on the Move- Migration and Mobility	Tel Aviv University	Satisfied with less? Mismatch between subjective and objective position of Immigrants and Native-born Men and Women in the Labor Market	Lecturer/ presenter
May 2018	The 5 <sup>th</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	Satisfied with less? Mismatch between subjective and objective position in the labor market: Gender and ethnic differences	Lecturer/ presenter
June 2017	Canada & Israel Forum on Immigration	Ruppin Academic Center	Ruppin Integration Index	Lecturer/ presenter
May 2016	The 4 <sup>th</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	A Work Trap or a Safety Net?: The Employment of French Immigrant Women in French Speaking Companies in Israel	Lecturer/ presenter
May 2016	The 4 <sup>th</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	Recent Jewish Immigrants (Olim) in Israel	Lecturer- plenary talk
June 2015	Canada & Israel Forum on Immigration: Managing migration in Canada France and Israel	Ruppin Academic Center	French immigrants employed in French speaking companies in Israel: Identity, religion and gender	Lecturer/ presenter
November 2014	Migration and Integration in Israel- Conference for BPB- Germany	Ruppin Academic Center	Mizrahi immigrants- Past and future considerations	Lecturer/ presenter
May 2014	The 3 <sup>rd</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	Neither Here Nor There: Transnational identity of French immigrants employed in Israeli-French Companies	Lecturer/ presenter
June 2013	Canada-Israel Bilateral Forum Migration, globalization and Racial Discrimination	Ruppin Academic Center	The public view towards labor migrants in Israel	Lecturer/ presenter
January 2013	International Conference: Migration and Well- Being: Research Frontiers	Tel Aviv University	Migration and labor market	Chair of Session
January 2013	International Conference: Migration and Well- Being: Research Frontiers	Tel Aviv University	The Well-Being of Immigrants: Pre- and Post- Migration	Lecturer/ presenter
May 2012	The 2 <sup>nd</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	Motivations to Lead in Multicultural Organizations: The Role of Work Scripts and Political Perceptions	Lecturer/ presenter
May 2012	The 2 <sup>nd</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	The public view regarding labor migrants in Israel: The willingness to provide economic and social rights and to implement a restricted labor migrant policy	Lecturer/ presenter
December 2010	Canada-Israel Bilateral Forum on Migration	Ruppin Academic Center	Migration and Integration in Israel and Canada	Lecturer/ presenter

May 2010	Canada-Israel Bilateral Forum on Migration	Ruppin Academic Center	Identity construction of highly skilled FSU and Western immigrants in Israel: The case of high-tech workers	Lecturer/presenter
May 2010	Canada-Israel Bilateral Forum on Migration	Ruppin Academic Center	The Role of Communities in Immigration and Integration – summary panel	Presenter at a panel
June 2009	Canada and Israel bi-national forum on migration, integration and identity,	Ruppin Academic Center	Social integration and identity of immigrants from the FSU, Western countries and Ethiopia in Israel,	Lecturer/presenter
March 2008	Canada & Israel Forum on Immigration	Ruppin Academic Center	The social integration of Western immigrants in Israel	Lecturer/presenter
November 2008	29th GIF (Germany Israel Foundation) Meeting	Kibbutz Tsuba, Israel	The social integration of immigrants from Western countries and the FSU in Israel: Life satisfaction and the factors explaining it	Lecturer/presenter
June 2007	23 <sup>rd</sup> AIS Annual Conference, Israel as an Immigrant Society: Between the Melting Pot and Multiculturalism	The Open University of Israel, Ra'anana	The role of social networks in migration from developed countries	Lecturer/presenter
June 2007	23 <sup>rd</sup> AIS Annual Conference, Israel as an Immigrant Society: Between the Melting Pot and Multiculturalism	The Open University of Israel, Ra'anana	Socio-economic assimilation of second generation immigrants in Israel	Lecturer/presenter

Active participation in conferences in Israel

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
June 2020	Immigrant's and Olim's communities during the Corona crisis- Webinar	Ruppin Academic Center- Webinar	Survey findings related to the Israel public attitudes toward migrant workers and asylum seekers during the Corona crisis	Lecturer/presenter
March 2020	Immigrant's and Olim's communities during the Corona crisis- Webinar	Ruppin Academic Center- Webinar	Community organization of immigrants during crisis - Immigrants from France	Lecturer/presenter
May 2019	Immigrants and refugees in common life spaces	Ruppin Academic Center	The relevance of MA degree in migration and social integration	Lecturer/presenter
March 2019	Young Adults immigrants: The gender perspective	Ruppin Academic Center	Young Adults immigrants and employment outlook : The gender perspective	Lecturer/presenter
February 2019	10 <sup>th</sup> ESPAnet conference- The boundaries' of the welfare state in a changing reality	Ruppin Academic Center	Welfare policy and disadvantaged groups in Israel	Session chair
December 2018	Young Adults in Migration	Ruppin Academic Center	Young-Adults in Migration	Chair opening plenary session

December 2017	Israelis in Berlin	Ruppin Academic Center	Panel- The emigration of Israelis to Germany	Panel chair and moderator
December 2017	The integration of French Jews in Israel- A story of success or failure?	Ruppin Academic Center	The public image of French immigrants in the media	Panel participant
May 2017	Alia challenges- On the insult and the reckoning	Ruppin Academic Center	With the face to the future	Panel presenter
January 2015	Between migration and health: Between research and practice, Israeli Sociological Association	Ruppin Academic Center	Integration of highly skilled immigrants	Lecturer/presenter
November 2014	Cultural Mediator's Annual Conference	Levinski College	The integration of recent immigrants in Israel	Lecturer/presenter
July 2014	Conference of the Triguboff Institute- 25 years for the FSU migration	Tel Aviv	Shorashim project- Final report	Lecturer/presenter
February 2014	The ISS annual conference	Tel Aviv University	The politics of trust in multi-cultural high tech organization	Lecturer/presenter
February 2012	The ISS annual conference	The Hebrew University, Jerusalem.	Social integration and identity of immigrants from the FSU, Western countries and Ethiopia in Israel	Lecturer/presenter
May 2011	The annual conference of the Israeli Association for Political Sciences	Ben-Gurion University of the Negev.	Israeli public opinion on labor migrants	Lecturer/presenter
February 2010	The ISS annual conference	Galil Maarvi Academic Collage, Ako.	Duration of migration decision making	Lecturer/presenter
May 2008	The annual conference of the Israeli Association for Political Sciences: The Israeli democracy: Reality and Vision	Bet-Berl	Immigration and integration in the political, economic and social culture in Israel	Chair of session
February 2008	17th Biennial Meeting of the Israel Gerontological Society "Successful Aging"	David Intercontinental, Tel-Aviv.	The social integration of immigrants aged 50+	Lecturer/presenter
November 2007	The survey of health & aging in Israel SHARE ISRAEL project: First findings	Van Lir Institute, Jerusalem.	The social integration of immigrants aged 50+: Life quality as a function of ethnicity, years since migration, human, economic and social capital.	Lecturer/presenter
February 2007	38 ISS annual conference "To be a minority group in Israel- comparative perspective"	Haifa University.	The role of social networks in migration from developed countries: North American immigrants in Bet Shemesh and Ra'anana.	Lecturer/presenter



October 2006	literature conference on American Aliyah in literature and research	Tel Aviv University.	Current motifs in immigration: Interviews and contemporary	Lecturer/presenter
September 2006	The 6th conference for Jewish education "The journey to Jerusalem",	The Jewish Agency, Jerusalem	Aliyah of choice: Push & pull factors	Lecturer/presenter
May 2006	The yearly conference of the Institute for Immigration & Social Integration	Ruppin Academic Center.	Ruppin Index for the socio economic integration of immigrants in Israel	Lecturer/presenter
February 2005	7 Annual IAPE Conferences	The Emek Yezreel College	The national youth service in Israel and social capital development	Lecturer/presenter
December 2003	The Annual Convention of the Third Sector in Israel	Kfar Hmacabiya	Volunteers of national youth service in Israel	Lecturer/presenter
February 2000	32 Annual Sociology Conferences	Tel-Aviv University	The binary ethnic classification: First findings	Lecturer/presenter

b. Organization of Conferences or Sessions

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of conference</b>	<b>Role</b>
March 2020	Immigrant's and Olim's communities during the Corona crisis- Webinar	Ruppin Academic Center- Webinar	Migration during the Corona crisis	Webinar organizer
March 2020	Immigrant's and Olim's communities during the Corona crisis- Webinar	Ruppin Academic Center- Webinar	Migration during the Corona crisis	Webinar organizer
December 2019	Challenges Related to Measuring Immigrant Integration at the Local Level and Public Attitudes Toward Immigrants	Ruppin Academic Center	Canada-Israel Forum on Immigration & Social Integration	Conference organizer
May 2019	Immigrants and refugees in common life spaces	Ruppin Academic Center	Launching a new book on migration & 10th anniversary of the MA program in Immigration & Social Integration	Conference organizer
March 2019	Young Adults Migrants- The Gender Aspect	Ruppin Academic Center	Young Adults Migrants	Conference organizer
January 2019	50 Israeli Sociological Association conference	Haifa University	Between neoliberalism to populism	Session organizer
May 2018	The 5 <sup>th</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	Satisfied with less? Mismatch between subjective and objective position in the labor market: Gender and ethnic differences	Lecturer/presenter
January 2018	49 Israeli Sociological Association conference	Ben Gurion University	50 to the state 70 to the association	Session organizer
June 2017	Canada & Israel Forum on Immigration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer

January 2017	48 Israeli Sociological Association conference	The Open university	50 to 67: Society dominance resistance	Session organizer
January 2016	47 Israeli Sociological Association conference	The Academic College of Tel-Aviv Yafo	The sociology as a compass: Past, present future.	Session organizer
May 2016	The 4 <sup>th</sup> International Conference on Immigration & Social Integration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
June 2015	Canada & Israel Forum on Immigration: Managing migration in Canada France and Israel	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
February 2015	46 Israeli Sociological Association conference	Kineret College	Between geographical and social periphery	Session organizer
January 2015	Between migration and health: Between research and practice, Israeli Sociological Association	Ruppin Academic Center	A joint conference of the Migration and Health Sections in ISA	Co-organizer
May 2014	The 3rd International Conference on Immigration & Social Integration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
June 2013	Canada-Israel Bilateral Forum Migration, globalization and Racial Discrimination	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
May 2012	The 2nd International Conference on Immigration & Social Integration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
December 2010	Canada-Israel Bilateral Forum on Migration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
May 2010	Canada-Israel Bilateral Forum on Migration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
June 2009	Canada and Israel bi-national forum on migration, integration and identity,	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
June 2009	Canada and Israel bi-national forum on migration, integration and identity,	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer
March 2008	Canada & Israel Forum on Immigration	Ruppin Academic Center	Canada & Israel Forum on Immigration	Academic organizer

## 7. Invited Lectures/Colloquium Talks

<b>Date</b>	<b>Place of Lecture/topic</b>	<b>Name of Forum</b>	<b>Presentation/comments</b>
March 2020	Immigrant integration in Israel	Wolfson Hospital	A course on “transparent patients”
February 2020	Migration to Israel: Challenges, problems and success	Israel Encounter Programs, Metropolitan Hotel Tel Aviv	A seminar for Germans from the Agency for Civic education of the State of Saxony

February 2020	Migration and integration in the Israeli and international context	The Department of Social Welfare in Tirat Carmel, Tirat Hacarmel	A seminar to the workers in the Department of Social Welfare in Tirat Carmel
January 2020	Immigration to Israel since the 90s	Teaching Supervisors in the Ministry of Education, Training Center, Ness Harim	A seminar for Immigrant Teaching Supervisors in the Ministry of Education
December 2019	Gender and migration- The changing the face of migration following women's migration	Population and Immigration Authority, Tel Aviv	A seminar for senior executives in the Population and Immigration Authority
October 2019	Migration and mobility	National Security College, Tel Aviv	MA Program- course on Migration
April 2019	Immigration and the global economy	National Security College, Tel Aviv	MA Program- course on Migration
December 2018	The decision to immigrate and migration motives	Population and Immigration Authority, Tel Aviv	A seminar for senior executives in the Population and Immigration Authority
October 2018	Global and local trends in migration	Ashkelon	A seminar for senior executives in Ofek Israeli & the Ministry of Immigrant Absorption
October 2018	Immigration and its consequences- Ruppin Index	Tel Aviv	A seminar for social workers in the Ministry of Immigrant Absorption
July 2018	International migration- The decision to immigrate and immigration motives	Tel Aviv	A seminar for senior executives in the Population and Immigration Authority
June 2018	1.5 and second generation immigrants from FSU and Ethiopia in Israel	Hebrew University	MA program for Cadets in Civil Services
May 2018	Asylum seekers and refugees in Israel	IDC Herzelia	MA Government
March 2017	Trends in the research on recent Immigrants in Israel	Tel-Aviv, The Ministry of Immigrant Absorption	Training program for senior managers in the Ministry of Immigrant Absorption
December 2016	Immigration and the global economy	National Security College, Gilot	MA Program- course on Migration
December 2016	Martha Auditorium, Zionists of America ("ZOA") House, Tel Aviv	HIAS Israeli Scholarship Awards Ceremony	Panel organizer on the decision to immigrate
January 2016	Integration of immigrants in the labor market	TEVET Joint Israel	Presentation for employment consultants
January 2016	Immigration and the global economy	National Security College, Ramat Ilan	MA Program- course on Globalization
December 2014	Ashedod Absorption Center	The Jewish Agency for Israel- Volunteer gathering	A lecture on the integration of recent French immigrants in Israel
December 2014	Martha Auditorium, Zionists of America ("ZOA") House, Tel Aviv	HIAS Israeli Scholarship Awards Ceremony	Panel organizer of immigrant student's volunteers
December 2012	Martha Auditorium, Zionists of America ("ZOA") House, Tel Aviv	HIAS Israeli Scholarship Awards Ceremony	Panel organizer of immigrant student's volunteers

December 2010	Martha Auditorium, Zionists of America ("ZOA") House, Tel Aviv	HIAS Israeli Scholarship Awards Ceremony	Panel organizer of immigrant student's volunteers
November 2006	Ruppin Academic Center.	Tabeka conference "From defensive to competence behavior"	Panel on leaders in the army and society
March 2005	Business school, Bar-Ilan University	Graduate students in the leadership field	
November 2003	The Carmel Institute for Social Studies, Zichron Ya'akov	Social Capital	A forum of researchers discussing the concept of social capital

## 8. Research Grants

### a. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year
PI- Principal Investigator	Prof. Tali Seger-Guttman	Equal opportunities in the job market? Trust in service relations between immigrant service providers and customers from different ethnic groups	National Insurance Institute of Israel: 66,842 NIS	2021 (2 years project)
Part of the Research team- Institute for Immigration and Social Integration	Prof. Yulia Mirsky + an international group of researchers	Erasmus+ Developing Modernized Curricula on Immigrants' and Refugees' Lives	Ruppin's part in the project: 107,000 Euro	2017 (3-years project)
PI- Principal Investigator	Dr. Shirly Bar-Lev	Integration of French immigrants in the labor market- religious practices	Intercultural Center – Joint Israel and IISI, 5,000\$	2015
PI- Principal Investigator	Dr. Shirly Bar-Lev	French immigrants – Gender and religiosity in the work place	Intercultural Center – Joint Israel and IISI, 5,000\$	2014
PI- Principal Investigator	Dr. Nonna Kushnirovich	FSU immigrants Identity and religion	Triguboff Foundation 24,000\$	2013
PI- Principal Investigator	Dr. Shirly Bar-Lev	French immigrants in the Israeli labor market	AMI 5,000 \$	2012
PI- Principal Investigator	Dr. Shirly Bar-Lev	French immigrants	Intercultural Center – Joint Israel and IISI, 5,000\$	2012
PI- Principal Investigator		Go North – 4 years evaluation of immigrant integration	Nefesh BNefesh 41,000\$	2009-2012
Research Coordinator and Investigator	Prof. Moshe Semyonov + a group of researchers	Ruppin Index	The Ministry of Immigrant Absorption, 75,000\$	2008
Research Coordinator and Investigator	Prof. Moshe Semyonov + a group of researchers	Ruppin Index	The IISI, Ruppin Academic Center 2,500 \$	2007

PI- Principal Investigator		The integration of Immigrants aged 50+	SHARE Project Social Security 11,500\$	2007
Research Coordinator and Investigator	Prof. Moshe Semyonov and 5 researchers from : Israel Canada Germany and US	The economic integration of FSU immigrants	PME foundation 97,300	2006-2008
PI- Principal Investigator	Dr. Ilan Riss	North American immigrants in Israel	The Ministry of Immigrant Absorption, 12,125 \$.	2006
PI- Principal Investigator	Dr. Ilan Riss	North American immigrants in Israel	The Ministry of Immigrant Absorption, 12,125 \$.	2006
PI- Principal Investigator	Dr. Ilan Riss	The decision to Immigrate- North American immigrants	The IISI, Ruppin Academic Center 5,000 \$	2005
PI- Principal Investigator	Nicole Fleisher	The concept of Social Resilience	Samuel Neeman Institute Technion, 7,000 \$	2004

b. Soumission of Research Proposal- Not Funded

<b>Role in Research</b>	<b>Co-Researchers</b>	<b>Topic</b>	<b>Funded by</b>	<b>Year</b>
PI- Principal Investigator		The impact of the Corona crisis on self-employed French immigrants	Ministry of Labor, Social Affairs and Social Services	2020
PI- Principal Investigator	Dr. Svetlana Chachashvili-Bolotin	Evaluation of Young-adults programs	Jewish Agency	2019
PI- Principal Investigator	Nivi Dayan	Evaluation of the Humanitarian Migrants to Israel Program (HIM).	Bureau of Population, Refugees, and Migration (BPRM) at the US Department of State (DOS)	2018
PI- Principal Investigator	Dvora Blum, Anda Barak	Asylum seekers in Israel- Socio economic assessment	UNHCR	2016
Member in the research group	Ben-Gurion University, Prof. Julia Mirsky	Developing Modernized Curricula on Immigrants' and Refugees' Lives	Erasmus+2016	2016
PI- Principal Investigator		Ruppin Index	Ofek Israeli- The Ministry of Immigrant Absorption	2015
PI- Principal Investigator	Dr. Oshrat Hochman	Identification of Ethiopian migrants in Israel: Young adulthood and the challenge of cultural identification	Hecht Foundation Herzl Institute for the study of Zionism and History	2014
PI- Principal Investigator	Prof. Moshe Semyonov + a group of researchers	Ruppin Index	The Ministry of Immigrant Absorption	2014

PI- Principal Investigator	Prof. Moshe Semyonov + a group of researchers	Ruppin Index	The Center of Local Government	2014
PI- Principal Investigator	Dr. Esther Brainin	The Role of Social Network Sites (SNS) in Developing Immigrants' Social Capital and Identity	ISF	2013
PI- Principal Investigator	Dr. Esther Brainin	The Role of Social Network Sites (SNS) in Developing Immigrants' Social Capital and Identity	The Internet Association	2013
PI- Principal Investigator	Prof. Moshe Semyonov + a group of researchers	Ruppin Index	The Ministry of Immigrant Absorption	2012
PI- Principal Investigator	Dr. Shirly Bar-Lev	Highly skilled immigrants in Israel	GVAHIM	2011
PI- Principal Investigator		The role of social networks and leadership in the decision to emigrate from developed countries	GIF	2006

### **9. Scholarship, Awards and Prize**

2017- Ruppin Academic Center, excellence for teaching and research activity in 2016

2017- Erasmus+ Developing modernized curricula on immigrants' and refugees' lives DEMO.IL- part of an international research team

2016- Ruppin Academic Center, excellence for teaching and research activity in 2015

2015- Ruppin Academic Center, excellence for teaching activity in 2014

2014- Ruppin Academic Center, excellence for teaching activity in 2013

2013- Ruppin Academic Center, excellence for teaching activity in 2012

2012- Ruppin Academic Center, excellence for teaching activity in 2011

2012- The Israeli Sociological Association- Best article for 2012- first prize

2011- Ruppin Academic Center, excellence for teaching activity in 2010

2010- Ruppin Academic Center, excellence for research activity in 2009

2010- Ruppin Academic Center, excellence for teaching activity in 2009

2009- Ruppin Academic Center, excellence for research activity in 2007-8

### **9. Teaching**

#### **a. Courses Taught in Recent Years**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b>	<b>Degree</b>	<b>Number of students (average no. in 1 class)</b>
2017-present	Study tour abroad on migration for MA students	Study tour of 5 days abroad (2017=Germany, 2019=Greece)	MA	25
2012-present	Introduction to international migration	Introduction Course (mandatory)	MA	25
2008-present	Introduction to immigration studies in Israel	Introduction Course (mandatory)	MA	25
2008-2018	Social and economic aspects of migration	Lecture	BA	60

2008- 2017	Israeli Periphery	Lecture and workshop	BA	50
2008-2011	Methodology	Lecture	BA	120
2005- present	Leadership	Seminar (empirical)	BA	24
2005- present	Methodology A+B	Lecture	BA	50

## **PUBLICATIONS**

### **A. Ph.D. Dissertation**

Title: "The Binary Ethnic Classification and the economic Assimilation of First and Second Generation Immigrants in the Israeli Labor Market".

Language: Hebrew

No. of Pages: 262

Institute: Tel Aviv University

Name of advisor: Prof. Yinon Cohen and Prof. Yitchak Haberfeld

Articles in Refereed Journals no. 2 and no. 13 are based on this work

No. of citations: 14

\*For joint publications the order of the listed authors are according to their relative contribution.

### **B. Books**

#### a. Edited Books - Publishes

1. **Amit, K.** & Jedwab, J. (Co-Editors). (2009). *Canadian Universe on "Promised Lands of Settlement? Migrants, Integration and Identity in Canada and Israel"* vol 1 (231 pages).

### **C. Articles in Refereed Journals- Published**

1. Popper, M , **Amit** , K , Gal , R , Sinai , M , Lissak , A. (2004). The capacity to lead:

Major psychological differences between “leaders” and “non-leaders”, *Military Psychology*, 16 (4): 245-263. (IF 1.298, Q2, no. citations: 169)

2. **Amit, K.**(2005). The Binary Ethnic Classification and the Economic Assimilation of First and Second Generation Immigrants in the Israeli Labor Market, *Megamot*. 44 (1): 3-28. (Hebrew)

3. **Amit, K**, Popper, M., Gal, R., Mishkal-sinai, M. & Lisak, A. (2006). The Potential to Lead: The difference between “leaders” and “non-leaders”, *Megamot*. 44(2): 277-296 (Hebrew) (no. citations: 7)

4. **Amit, K.**, Lisak, A., Popper, M., & Gal, R. (2007). Motivation to lead: Research on the motives for undertaking leadership roles in the Israel Defense Force (IDF). *Military Psychology*, 19(3):137-160. (IF 1.298, Q2, no. citations: 70)

5. **Amit, K.**, Riss, I. (2007). The role of social networks in the immigration decision-making process: The case of North American immigration to Israel, *Immigrants & Minorities*, 25(3): 290-313. (Q3, no. citations: 58)

6. **Amit, K**, Popper, M., Gal, R., Maman, T, & Lisak, A. (2008). On the development of leaders: A comparative study of leaders and non-leaders”. *Megamot*, 45 (3): 464-488. (Hebrew)

7. **Amit, K.** (2008). The social integration of immigrants aged 50+: Life quality as a function of ethnicity, years since migration, human, economic and social capital. *Social Security*, Special addition to the results from SHARE ISRAEL, Achdut, L. and Litwin, H. (Eds.).76: 291-308. (Hebrew)
8. Popper, M. & **Amit, K.** (2009). Attachment and leader's development via experiences. *The Leadership Quarterly*, 20(5):749-763. (IF 10.517, Q1, no. citations: 93)
9. **Amit, K.**, Popper, M. Gal, R., Mamane-Levy, T., & Lisak, A. (2009). Leadership-Shaping Experiences: A Comparative Study of Leaders and Non-leaders, *Leadership and Organization Development Journal*, 30(4): 302-318. (IF 2.72, Q1, no. citations: 59)
10. Popper, M. & **Amit, K.** (2009). Influence of attachment style on major psychological capacities to lead, *Journal of Genetic Psychology*, 170(3):244-267. (IF 1.509, Q2, no. citations: 37)
11. **Amit, K.** (2010). Determinants of life satisfaction among immigrants from Western countries and from the FSU in Israel, *Social Indicators Research*, 96(3): 515-534. (IF 2.614, Q1, no. citations: 214)
12. **Amit, K.** (2010). Socioeconomic integration of second generation immigrants in Israel, examining alternative ethnic classifications, *Journal of Immigrant and Refugee Studies*, 8(1): 50-75. (IF 2.72, Q1, no. citations: 4)
13. **Amit, K.** & Litwin, H. (2010). The subjective well-being of immigrants aged 50 and older in Israel. *Social Indicators Research*, 98 (1): 89-104. (IF 2.614, Q1, no. citations: 106)
14. **Amit, K.** (2012) Social integration and identity of immigrants from the FSU, Western countries and Ethiopia in Israel, *Ethnic and Racial Studies*, 35(7):1287-1310. (IF 2.755, Q1, no. citations: 82).
15. **Amit, K.** (2012). The social integration of Western immigrants in Israel: Life satisfaction in Israel and the factors explaining it, *Hagira*, 1: 80-97. On-line journal of the ISA edited by DellaPergola, S. (Hebrew)
16. **Amit, K.** Bagno, O. Bridges, W.P, Devotetz, D, Haberfeld, Y, Kogan, I, Logan, J.R, Rajjman, R, & Semyonov, M. (2012). Economic Integration of Immigrants from the Former Soviet Union in Four Countries: A Comparative Analysis, *Hagira*, 1: 51-79. On-line journal of the ISA edited by DellaPergola, S. (Hebrew)  
\*For this publication- the authors contributed equally.
17. **Amit, K.** and Riss, I. (2013) Duration of migration decision-making: Immigration to Israel from North America. *Journal of Ethnic and Migration Studies*, 39(1): 51-67. (IF 5.340, Q1, no. citations: 12).
18. **Amit, K.** and Bar-Lev, S. (2013). Motivation to lead in multicultural organizations: The Role of work scripts and Political Perception, *Journal of Leadership and Organizational Studies*, 20 (2): 169 - 184. (IF 3.448, Q1, no. citations: 28)
19. **Amit, K.**, Riss, I. (2014). The Well-Being of Immigrants: Pre- and Post-Migration. *Social Indicators Research*, 119: 247-264. (IF 2.614, Q1, no. citations: 46)
20. **Amit, K.** and Bar Lev, S. (2015). Immigrants' sense of belonging to the host country: The role of life satisfaction, language proficiency, and religious motives, *Social Indicators Research* 124(3): 947-961. (IF 2.614, Q1, no. citations: 124)
21. **Amit, K.**, Achdut, N., and Achdut L. (2015) Public attitudes toward policies related to labor migrants in Israel, *Social Science Journal*, 52(4): 516-526. (IF 1.033, Q2, no. citations: 8)
22. **Amit, K.**, Riss, I., & Popper, M. (2016) The role of leadership in the migration decision-making process, *Journal of Immigrant and Refugee Studies*, 14: 371-389. (IF 2.298, Q1, no. citations: 4)



23.a. **Amit**, K. and Bar-Lev, S. (2016) The Formation of Transnational Identity among French Immigrants Employed in French-Speaking Companies in Israel, *International Migration*, 54(3): 110-124. (IF 1.946, Q1, no. citations: 2)

23.b **Amit**, K. and Bar-Lev, S (2015) Transnational identity of French immigrants employed in French speaking companies, *Hagira*, 4: 34-52. (Hebrew version).

24. **Amit**, K. (2018). Identity, belonging and intentions to leave of first and 1.5 generation FSU immigrants in Israel. *Social Indicators Research*, 139:1211-1235. (IF 2.614, Q1, no. citations: 8)

\*25. **Amit**, K. and Chachashvili-Bolotin. (2018). Satisfied with Less? Mismatch between Subjective and Objective Position of Immigrants and Native-born Men and Women in the Labor Market, *Frontiers in Sociology*, 3:33 (no. citations: 6)

\*26. Einstein, R. and **Amit**, K. (2020). The relationship within the Ethiopian community between Beta-Israel and Falashmura- Tensions around identity and culture, *Hagira* , 10, 97-119. (Hebrew).

\*27. Bielewska, A. and **Amit**, K. (2020), Israeli and Polish Policies toward Returning Residents as a Reflection of Nationhood. *International Migration*, 58: 29-44. (IF 1.946, Q1, no.citations: 1)

\*28 **Amit**, K. & Chachshvili-Bolotin, S. (2021). Attitudes of the Israeli public toward labor migrants and asylum seekers during Covid-19: Feelings of threat and willingness to grant health rights, *Hagira* (Hebrew)

#### **Articles in Refereed Journals- under review/ in preparation**

Bar-Lev S. & **Amit**, K. (under review). "He employs only women with a proper French accent": Identity masking and the dialectics of community building among female immigrants in French-speaking transnational call centers.

Seeger-Guttmann, T., & **Amit**, K. (revised and re-submit). Who trusts whom? The case of immigrant service professionals, *Service Industries Journal*

#### **D. Articles or Chapter in Books**

##### **Published**

1. **Amit**, K. (2009). The social integration of Western immigrants in Israel, in *Canadian Universe on "Promised Lands of Settlement? Migrants, Integration and Identity in Canada and Israel"* vol 1, 97-105.

2. **Amit**, K., Della Pergola, S., & Borowski, A. (2010). *Demographic Aspects of Immigrants – Trends and Composition*, in Nations of Immigrants: Australia and Israel, A. Markus & Semyonov, M. (eds.), Monash Studies in Global Movements series, 15-45. (no. citations: 13)

3. **Amit** K. and Della Pergola, ( 2016) *Demographie und Migration*, in Landerbericht Israel, Dachs G. (ed.), Bonn: BPB Schriftenreihe Publication. 125-150. (German)

\*4. **Amit**, K. and Blum, D. (2018). Special Issue: Subjective Perceptions Related to Migration, *International Migration*, 56(3): 123-126.

\*5. **Amit**, K. (2019). Quality of life in Israel, *Encyclopedia of Quality of Life and Well-Being Research*, Ed. A.C. Michalos. Springer, Dordrecht, Netherlands: 3401-3404. (Second edition)

\*6. **Amit**, K. (2019). Immigrants in Israel, *Encyclopedia of Quality of Life and Well-Being Research*, Ed. A.C. Michalos. Springer, Dordrecht, Netherlands: 3086-3091. (Second edition).

\*7. Bar-Lev, S. and **Amit**, K. (2019). *Employing Women Immigrants from France in Israeli French-Speaking Companies: Honey Trap or Safety Net?*, in *Israel: A Diaspora of Memories*, eds. Michèle Baussant, Dario Miccoli, Esther Schely-Newman, *Quest. Issues in Contemporary Jewish History. Journal of Fondazione CDEC*, n.16 December 2019

#### **E. Articles in Conference Proceedings- Published**

1. Amit, K., & Fleischer, N. (2005). Between social resilience and social capital. In *The Concept of Social Resilience*, Samuel Neaman Institute, The Forum of National Security, Technion, 83-107. (no. citations: 11)

2. **Amit**, K. (2005). The national youth service in Israel and social capital development. In *From Theory to the Field and Back* R. Lustig ( Ed.) 7 Annual IAPE Conferences, The Emek Yezreel College, 32-38. (Hebrew).

#### **F. Other Publications**

##### **Professional Articles and Publications**

1. **Amit**, K, and Popper, M. (2005). The potential to lead, *Human Resources*, 213-214: 44-51. (Hebrew)

2. **Amit**, K, Semyonov, M. (2006). Israel as a returning Diaspora. *Metropolis World Bulletin*, 6: 11-14. (no. citations: 9)

3. **Amit**, K. and Blum, D. (2013). Quality of life perceptions of immigrants: Differences between origin groups, *Yakinton* , 261: 8-9 (Hebrew).

4. **Amit**, K. and Bar-Lev, S. (2014). Here and there: The "home" concept in migration. *The New Age* , 17 (Hebrew).

5. **Amit**, K. and Bar-Lev, S. (2015). The employment of French immigrant women in French speaking organizations- a "work trap" or a "safety net"?, *Hed Haulpan Hahadash*, 104: 79-89 (Hebrew).

#### **Technical Reports**

1. Gal, R. **Amit**, K., Fleischer, N. & Strichman, N. (2003). Volunteers of national youth service in Israel: A study on motivation for service, social attitudes and volunteers' satisfaction. CSD Working papers 3-23, Center for Social Development, Global Service Institute, Washington University in ST-Louis.

2. **Amit**, K., & Fleischer, N. (2004). Evaluation report: The application of the project of Jewish-Israeli identity in the IDF, The Carmel Institute for Social Studies. (Hebrew)

3. **Amit**, K., & Fleischer, N. (2004). The impact of service on national youth service males volunteers in Israel, The Carmel Institute for Social Studies and The Ministry of Welfare Department, Israel. (Hebrew)

4. **Amit**, K., & Fleischer, N. (2005). Evaluation report 'mishlavim' project: Integration of youth with special needs in the national youth service, The Carmel Institute for Social Studies. (Hebrew)

5. **Amit**, K. & Riss, I. (2006). The role of social networks in the decision to emigrate from developed countries: The case of North American immigrants coming to Israel, The Institute for Immigration and Social Integration, Ruppin Academic Center, Publication no. 3. (Hebrew)

6. Popper, M., **Amit**, K., Gal, R., Mishkal-Sinai, M., & Lisak Alon. (2007). The leadership formula: PxMxD. ARI Contractor Report 2007-10, United States Army Research Institute.
7. Semyonov, M. Haberfeld, Y. Rajjman, R. **Amit**, K. Dolevn S. Bollotin-Chachashvili, A & Heilbrunn, S. (2007). Ruppindex for immigrants' integration in Israel – 2nd report The Institute for Immigration and Social Integration, Ruppindex Academic Center, Publication no. 2. (Hebrew) (no. citations: 8)
8. **Amit**, K. & Riss, I. (2007). The role of social networks and leadership in the decision to emigrate from developed countries: The case of North American immigrants coming to Israel, Report for the Ministry of Absorption, The Institute for Immigration and Social Integration, Ruppindex Academic Center, Publication no. 8. (Hebrew).
9. Semyonov, M. Haberfeld, Y. Rajjman, R. **Amit**, K. Dolev, R. Zeltzer-Zubida, A & Heilbrunn, S. (2007). Ruppindex for immigrants' integration in Israel. The Institute for Immigration and Social Integration, Ruppindex Academic Center, Publication no. 1. (Hebrew)
10. **Amit**, K. (2007). Social integration and social networks. Yearbook of immigration in Israel 2006. Kushnirovich, N (ed.).The Institute for Immigration and Social Integration, Ruppindex Academic Center. (Hebrew).
11. **Amit**, K. (2008). The social integration of Western immigrants in Israel: Life satisfaction in Israel and factor explaining it, The Institute for Immigration and Social Integration, Ruppindex Academic Center, Publication no. 9. (Hebrew)
12. **Amit**, K. Bagno, O. Bridges, W.P, Devotetz, D, Haberfeld, Y, Kogan, I, Logan, J.R, Rajjman, R, & Semyonov, M. (2009). Economic Integration of Immigrants from the Former Soviet Union in Four Countries: A Comparative Analysis, final report for PME-Metropolis project.
13. **Amit**, K. & Bar-lev. (2010). Integration of immigrants from North America and the Former Soviet Union in the Israeli High-Tech Industry. Report for the Ministry of Absorption, The Institute for Immigration and Social Integration, Ruppindex Academic Center, (Hebrew).
14. **Amit**, K. Bar-Lev, S. Heilbrunn, S, & Kushnirovich, N. (2011). Integration of immigrants from Western countries and the Former Soviet Union in the Israeli High-Tech Industry. Final report for the Ministry of Absorption, The Institute for Immigration and Social Integration, Ruppindex Academic Center, (Hebrew).
15. **Amit**, K. (2012). Nefesh B'Nefesh Go North Program- Evaluation summary report for Cohort 1. The Institute for Immigration and Social Integration, Ruppindex Academic Center.
16. **Amit**, K and . Bar-Lev, S (2013). Neither Here Nor There: Transnational identity of French immigrants employed in Israeli-French Companies, Mid-term research report for AMI (qualitative)
17. **Amit**, K. and Kushnirovich, N. (2014). Shorashim Project- Evaluation Final Report. The Institute for Immigration and Social Integration, Ruppindex Academic Center.
18. **Amit**, K. (2014). Nefesh B'Nefesh Go North Program- Evaluation Final Report. The Institute for Immigration and Social Integration, Ruppindex Academic Center.
19. **Amit**, K and Bar-Lev, S (2014). Neither Here Nor There: Transnational identity of French immigrants employed in Israeli-French Companies, Final research report for AMI, The Institute for Immigration and Social Integration, Ruppindex Academic Center (qualitative & quantitative).

### **G. Summary of my Activities and Future Plans**

Throughout my academic career, my research interest has focused on two main fields: migration (with special emphasis on labor market issues) and leadership. In the early years, I examined the economic and social integration

of first- and second- generation immigrants in Israel originating from different countries. Following my doctoral thesis, for several years I studied the economic and social integration of immigrants in Israel, focusing on two highly-skilled groups: immigrants from Western countries (North American and French migrants) and from the Former Soviet Union (FSU). I was one of the researchers in large international comparative study, headed by Prof. Moshe Semyonov, on the economic integration of FSU immigrants in four immigrant societies (Canada, USA, Germany and Israel). The study focused on the difficulties these immigrants face in specific occupations, and on the differences between countries in admission terms and labor market policy.

Using my knowledge of migration literature and my interest in business administration and labor market issues, I addressed other research questions related to the immigration process. I conducted several studies aiming at understanding the immigration decision-making process, an issue rarely studied in the Israeli context. In these studies I applied theories of social networks as well as models of consumer decision-making to better understand the migration decision process. These studies pointed to the importance of subjective parameters in the immigration and integration process. Then, in order to deepen my understanding of this particular area, I conducted several additional studies on subjective parameters involved in the immigration process, and studied the involvement of variables such as subjective well-being, quality of life, life satisfaction, sense of belonging and identity.

To further understand the economic and social integration of highly skilled immigrants in Israel, this time from an organizational perspective, I turned my research attention to immigrants within organizations. I focused on the Israeli high-tech industry as a multi-cultural setting, and explored how cultural values and organizational perceptions affect the work experiences of immigrants and their veteran Israeli counterparts. These studies yielded significant insights on the cultural differences between groups in their organizational perceptions and their work aspirations and motivations. In addition, I examined the work experiences of Israeli returnees from Western countries to the Israeli high-tech industry as well as to jobs in Israeli academia. In the last two years I'm involved (with my colleague, Dr. Shirly Bar-Lev) in several research studies on the integration of French immigrants in the Israeli labor market. In these studies, we address an interesting and unique employment pattern of French immigrants- employment in French companies (mainly call centers) located in Israel. Our studies explore the consequences of such an employment pattern to the immigrant's integration.

Leadership is my second field of interest. From 2000-2004, I coordinated a large field study on the formation and development of leadership from a social-psychology perspective. This study, headed by Prof. Micha Popper and Dr. Reuven Gal, tested a formula for defining leadership, based on the individual's psychological potential, his/her motivation to lead, and his/her past leadership experiences. I use the insights obtained from this study in my current immigration research. I am examining the role of leadership in the decision-making process of North Americans immigrating to Israel in the past decade. In addition, my studies on the work experiences of immigrants in the Israeli high-tech industry examine leadership variables such as motivation to lead and preferred leadership styles. These

studies enabled me to combine my two main research fields, immigration and leadership, and I plan to further develop this direction, adding organizational concepts and considerations into the migration study.