

## **CURRICULUM VITAE**

### **1. Personal Details**

Electronic Address: [oshrit\\_c@achva.ac.il](mailto:oshrit_c@achva.ac.il)

### **2. Higher Education**

#### **A. Undergraduate and Graduate Studies**

<b>Period of Study</b>	<b>Name of Institution and Department</b>	<b>Degree</b>	<b>Year of Approval of Degree</b>
1991-1994	Ben-Gurion University of the Negev, Behavioral Sciences	B.A	1994
1995-1997	Ben-Gurion University of the Negev, Clinical Psychology	M.A.	1998
2005-2010	Ben-Gurion University of the Negev, Business Administration, Kreitman School	Ph.D.	2012

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

<b>Dates</b>	<b>Name of Institution and Department</b>	<b>Rank/Position</b>
2013-2017	Peres Academic Center	Lecturer
2017-2020	Achva Academic College	Lecturer
2020-present	Achva Academic College	Senior Lecturer

### **4. Offices in Academic Administration**

\* 2019-2020: Stirring Committee for distinguished administrative staff selection

\*2020-present: member of the teaching fellow's selection committee

\* 2019- 2020: Academic coordinator of field work courses, school of sciences

\*\*2021-present: member of the teaching excellence committee

## **5. Awards, Citations, Honors, Fellowships**

2007, Honors for lecturing, Achva Academic College

2015, Honors for lecturing, Peres Academic Center

2016, Honors for lecturing, Peres Academic Center

2019, Honors for lecturing, research and contribution Achva Academic College, Rank A.

2020, \*Honors for lecturing, research and contribution Achva Academic College, Rank B.

2021, \*Honors for lecturing, research and contribution Achva Academic College, Rank B.

## **6. Scholarly Positions and Activities outside the Institution**

2014 Reviewer for Journal of Career Development

2015 Reviewer for European Management Journal

2016-2018 Reviewer for Australian Journal of Career Development

2021 Reviewer for Social Business

2021 Reviewer for Asian Academy of Management Journal

2022 Reviewer for Smith College Studies in Social Work

2022 Reviewer for Asian Academy of Management Journal

## **7. Participation in Scholarly Conferences**

### **a. Active Participation**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
October 14-17, 2009	International Conference Allied academics	Las Vegas, Nevada, USA	Career Choice in Management: Gender differences in Perceptions Regarding a Management Career and an MBA.	presenter
*January 25-26, 2018	Winter Global Business Research Symposium,	University of Riverside, CA. USA	Effects of goal orientation on protean career orientation.	presenter

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

<b>Role in Research</b>	<b>Co-Researchers</b>	<b>Topic</b>	<b>Funded by</b>	<b>Year</b>	<b>Score</b>
*PI	Einav Segev	Empathy and Mindfulness	Mind & Life Institute	2019	5 (good)

**8. Teaching**

**a. Courses Taught in Recent Years**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course Lecture/Seminar/ Workshop/High Learn Course/ Introduction Course (Mandatory)</b>	<b>Degree</b>	<b>Number of Students</b>
2018-2019	Organizational Psychology	Lecture	B.A	70
2018-2019	Psychology in the field	Workshop	B.A	15
2018-2019	Psychology of Gender	Seminar	B.A	20
2018-2019	Organizational Behavior	Introduction Course	B.A	80
2018	Human Resource Management	Lecture	B.A	85
2020	Career and Gender	Seminar	B.A	27
2020	Social Psychology	Introduction Course	B.A	90
2021	Social Psychology	Introduction Course	B.A	95
2022	Social Psychology	Introduction Course	B.A	134
2022	Psychology in the field	Workshop	B.A	70
2022	Psychology of Gender	Seminar	B.A	20

## **8. Professional Experience**

- 1994-1995 Eshel Hanasi Boarding School, Social Guide.
- 2002-2004 USA - Adir International, Organizational Consultant.
- 1999-2002 Keinan Sheffy Institute - Occupational Psychologist, employee selection department.
- 2011-2013 Member of the Governing Council and Chairman of Cultural Committee of Givot-Bar (Volunteered work)
- 2012-present Employee selection consultant- Private sector

## **PUBLICATIONS**

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

- 2012, Ben-Gurion University of the Negev, Kreitman School for Advanced Studies, Guilford School of Management Advisor: Prof. Ayala Malach-Pines, 100 pages, Hebrew  
Title of Thesis: Career Choice in Management and the Influence of MBA Studies, Gender Context

### **B. Scientific Books (Refereed)**

#### **A. Authored Books – published**

1. \*Career in the 21 century (2020), Resling Books- Hebrew.

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

##### **Published**

1. Tzelgov, J., Henik, A., Sneg, R., & **Baruch, O.** (1996). Unintentional word reading via the phonological route: The Stroop effect with cross-script homophones. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 22, 336–349. DOI:10.1037/0278-7393.22.2.336. Q1 IF=2.6
2. Pines, A. M. & **Kaspi-Baruch, O.** (2008). The role of culture and gender in the choice of a career in management. *Career Development International*, 13, 306-319. DOI: 10.1108/13620430810880808 Q1 IF=3
3. **Kaspi-Baruch, O.** (2013). The Background of Managers: Parents' Occupation and Difficult Childhood Experiences of Managers. *Australian Journal of Career Development*, 22, 29-35. DOI: 10.1177/1038416213478807 B, Q3 IF=1.3
4. **Kaspi-Baruch, O.** (2016). Motivational Orientation as a Mediator in the Relationship between Personality and Protean and Boundaryless Careers. *European Management Journal*. 34(2), 182-192. <http://dx.doi.org/10.1016/j.emj.2015.10.004> Q1 IF=7.5

- 5\*. **Kaspi-Baruch, O.** (2017), Big Five Personality and Creativity: The Moderating Effect of Motivational Goal Orientation. *Journal of Creative Behavior*. Vol. 53(3), 325–338, doi:10.1002/jocb.183  
Q1 IF=3.9 (top downloaded article 2017-2018).
- 6\*. **Kaspi-Baruch, O.** (2018). Difference between Motivational Goal Framing Effects on Creative and Perceptual Task Performance. *Creativity Studies*. 11 (2), 294-310. Q1, IF=2.4
- 7\*. Cohen, H., **Kaspi-Baruch, O.**, & Katz, H. (2019). The social entrepreneur puzzle: the background, personality, and motivation of Israeli social entrepreneurs. *Journal of Social Entrepreneurship*, 10(2), 211-231. Q1, IF=3
8. \*Segev, E., Malka, M., & **Kaspi-Baruch, O.** (2021). Between despair and hope: Israeli social workers' perceptions of the profession and of student supervision. *Journal of Social Work Education*, 57(4), 745-757. Q1, IF=1.3
9. \*\* Malka, M, **Kaspi-Baruch, O.** & Segev, E. (2020). Predictors of job burnout among fieldwork supervisors of social work students *Journal of Social Work* , 21 (6), 1553-1573 Q1, IF=1.6
10. \*\*Harush, P, Elikishvili, S, & **Kaspi-Baruch, O.** (2023) Perceiving an ambiguous situation as sexual harassment: the influence of observer and harasser gender, *Journal of Gender Studies*, 32:1, 33-47, DOI: [10.1080/09589236.2021.1975107](https://doi.org/10.1080/09589236.2021.1975107), Q1, IF=1.7
11. \*\***Kaspi-Baruch, O** Segev, E. & Malka, M, (2023). Field instructors and professional identity: Factors predicting job satisfaction, *Social Work Education*, 1-17  
<https://doi.org/10.1080/02615479.2023.2236127> Q1, IF=1.8
12. \*\*Kaspi-Baruch, O (Accepted). The Persistence of Gender Bias in Student Evaluations of Teaching: The Role of Gender Stereotypes, *Journal of Academic Ethics*, DOI : 10.1007/s10805-024-09535-6 Q1, IF=1.8
13. \*\*Cohen, H., **Kaspi-Baruch, O.**, & Katz, H. (Accepted). Career Metaphors and Significant Childhood Experiences in Social Entrepreneurs' Career Choice, *The Journal of Entrepreneurship*, 1–25 DOI: 10.1177/09713557241255409 Q2 IF=2.7

Chapters in collective volumes - Conferences, proceedings, Festschrifte, etc.

1. Pines, A. M., & **Kaspi-Baruch, O.** (2007). Culture and gender in the carrer choice of aspiring managers and entrepreneurs. In Ozbilgin, M. F., & Pines, M.A. (Eds.), *Career Choice in Management and Entrepreneurship* (pp. 51–74). Cheltenham UK: Edward Elger.

2. Pines, A. M., & **Kaspi-Baruch O.** (July 10-14, 2007). *Culture and Gender in the Career Choice of Aspiring Managers and Entrepreneurs*. The International Conference on Interdisciplinary Social Sciences. The University of Granada, Spain.
3. **Kaspi-Baruch, O.** (October 14-17, 2009). Career Choice in Management: Gender differences in Perceptions Regarding a Management Career and an MBA. International Conference Las Vegas, Nevada. Allied academies.
- 4\*. **Kaspi-Baruch, O.** (January 25-26, 2018). Effects of goal orientation on protean career orientation. Winter Global Business Research Symposium, University of Riverside, CA.

Summary of selected statistics from Googescholar: Papers: 14, H-index: 7, i-ten index: 6, Citations: 505

### **C. Summary of my Activities and plans**

Loosing occupational stability, more responsibility and autonomy, adjustment and adaptation to new realities, distinguished occupations, and those yet to be invented. Career in modern era has never been so exiting and ambiguous at the same time. On one hand, it is dynamic, complex, and challenging and at the same time it is characterized by uncertainty, whereas employees are required to deal with new kinds of pressures requiring them to reactively manage their own career. These changes make the discussion in career issues urgent and important.

My research focuses on modern career perceptions, the personality dimensions associated with it, and the role of motivation. I study how modern orientations such as the protean career, are associated with personality characteristics and motivation as appears in my paper from 2016 in *European Management Journal* ranked Q1 quoted 1by 16 papers. My book Career in the 21 century which is about to be published, appearing for the first time in Hebrew, deals with career in the 21-century characterized with three main frames: time perspective- career in the past, present and future; career perspective- career choice vs career development and career management; and the focus perspective- career from an organizational perspective vs an individual perspective

As part of the dynamic nature of organizations and career management in the 21st century, I am interested which individuals have the higher chances of being creative, as reflected in my 2017 paper published in *Journal of Creative Behavior*, ranked Q1, quoted by 7 paper and was the top downloaded article 2017-2018.

In modern era a special kind of entrepreneurship is emerging social entrepreneurship. I am interested in studying the personality structure of social entrepreneurs, what is their unique background and

what motivates them. A paper from 2019 co-authored with Hilla Cohen and Hagay Katz portrays the profile of social entrepreneurs in Israel and was published in the *Journal of Social Entrepreneurship*, ranked Q1 quoted by 2 papers.

Currently I am working on several projects. One for instance is examining differences between generation X and generation Z in perceptions of suitability for political roles, aiming at demonstrating stereotypical gender perceptions may differ across generations, as the younger generation's perceptions are more liberal and egalitarian in terms of gender roles.

My teaching focuses on Organizational Behavior, organizational psychology. I also teach a field course in psychology in which the students, practice in areas close to psychology. I received several outstanding teaching excellence certificates. I believe that the best and most efficient approach to teaching is through creating and presenting materials in both theoretical and practical contexts. Teaching should attract student's attention. This may be done by applying and demonstrating students with contents that are both practical, interesting, and close to their world.