

**CURRICULUM VITAE – CLARA HOPE RISPLER****1. Personal Details**

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Electronic Address: [clarar@yvc.ac.il](mailto:clarar@yvc.ac.il)ORCID: [0000-0003-0603-8854](https://orcid.org/0000-0003-0603-8854)**2. Higher Education**

<b>Period of Study</b>	<b>Name of Institution and Department</b>	<b>Degree</b>	<b>Year of Approval of Degree</b>
2015-2020	University of Haifa Dept. of Human Services	PhD	2020
2012-2014	University of Haifa Dept. of Human Services	MA thesis PhD track	2014
1997-2000	Boston University	MBA	2000
1985-1988	University of Haifa Dept. of Psychology	BA	1988

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

<b>Dates</b>	<b>Name of Institution and Department/s</b>	<b>Rank/Position</b>
June 2025 - Current	The Max Stern Yezreel Valley College: <ul style="list-style-type: none"> <li>• Dept. Interdisciplinary Social Sciences</li> <li>• Dept. of Human Services</li> <li>• M.A. in Organizational Development and Consulting</li> </ul>	Associate Professor in Expert track
2022-2025	The Max Stern Yezreel Valley College: <ul style="list-style-type: none"> <li>• Dept. of Human Services</li> <li>• M.A. in Organizational Development and Consulting</li> </ul>	Senior Lecturer in Expert track (proposed rank)
2013-2022	The Max Stern Yezreel Valley College, Dept. of Human Services	Teaching Fellow
2021-2022	Ruppin College, MBA program	Teaching Fellow

#### 4. Offices in Academic Administration at The Max Stern Valley College

October 2025-Current	Head, Dept. Interdisciplinary Social Sciences
2025-Current	"360 Academic" – program preparing students for the world of work
2023-Current	Gender equality committee member
2022-Current	Special Acceptance Committee member: Human Services dept. Ofek Management Program
2022-Current	Marketing Committee, Human Services Department
2022-Current	Advancement of teaching with technology - Human Services department representative and consultant

#### 5. Scholarly Positions and Activities outside the Institution

2025 – Current: Editor for [The Study of Organizations and Human Resource Management Quarterly](#) (ISSN 2616-7301)

##### Reviewing for Refereed Journal and Research Proposals

- Safety Science Journal (Q1, [IF = 4.7](#))
- BMC Psychology Journal (Q1, [IF= 2.7](#))
- Journal of Teaching and Learning for Graduate Employability (Q2, [IF=0.46](#))

##### Reviewing for Conferences

- Reviewer for the EURAM conference, 2024, 2025
- Reviewer for the Academy of Management (AOM) conference, 2025
- Reviewer for the University of Alabama at Birmingham Personal Finance Symposium, 2022

##### Membership in Professional and Academic Associations

- PAI Israel Organizational Consulting Association
- The Israeli Sociological Society (Organizations and Work section)
- The Israeli Coaching Chamber
- European Academy of Management (EURAM)
- Academy of Management (AOM)

#### 6. Participation in Scholarly Conferences

**a. International conferences:**

<b>Date</b>	<b>Name of Conference</b>	<b>Conference Location</b>	<b>The subject of the Lecture/Discussion</b>	<b>Role</b>
July 2025	Academy of Management (AOM) Annual Meeting	Copenhagen Denmark	Framework for AI-assisted skill-based recruitment in the digital era	Co-Presenter
July 2025	Academy of Management (AOM) Annual Meeting	Copenhagen Denmark	Understanding the Intersectional Experiences of Neurodivergent Women at Work	Co-Presenter
June 2025	European Academy of Management (EURAM)	Virtual	Use of Generative AI in Higher Education: Student Perspectives	Oral Presentation
June 2023	European Academy of Management (EURAM)	Dublin, Ireland	Employee Productivity at Work: The Mediating Role of Personal Initiative and Antecedents	Oral Presentation

January 2023	Israel Organizational Behavior Conference (IOBC)	Tel Aviv, Israel	What promotes knowledge workers' productivity?	Poster Presentation
July 2022	Globesethics.net	Virtual	Teaching and living Ethics as a way of life at The Max Stern Yezreel Valley College	Oral Presentation
April 2022	Personal Finance Symposium, University of Alabama at Birmingham	Virtual	A financial literacy program that aims to bridge the gap between academia and the community	Oral Presentation
			For another presentation at the symposium	Session Moderator
August 2016	International Conference on Traffic and Transport Psychology	Brisbane, Australia	When Technology Meets Human Nature in Organizations: A theoretical model with Driver- texting as Exemplar	Oral Presentation
May 2015	European Association of Work and Organizational Psychology – EAWOP	Oslo, Norway	Impact of mood on cognition - handwriting performance as an exemplar	Poster Presentation

### b. Papers Presented at Academic National Conferences

Date	Name of Conference	Conference Location	The subject of the Lecture/Discussion	Role
July 2025	The 23rd MEITAL Conference on Technology-Enhanced Teaching and Learning in Higher Education	Yitzhak Rabin Center, Tel Aviv.	Learning Content Courses in English (EMI) Using Virtual Reality (VR): Impact on Students' Self-Efficacy, Autonomy, and Sense of Belonging	Presenter

July 2025	The Max Stern Yezreel Valley College Annual Research Fair	The Max Stern Yezreel Valley College	Student Perceptions of the Use of Generative Artificial Intelligence (GenAI) in Higher Education: An Empirical Examination	Poster Presentation
July 2025	The Max Stern Yezreel Valley College Annual Research Fair	The Max Stern Yezreel Valley College	The Virtual Shield? How Virtual Reality Helps Students Cope with EMI Challenges	Poster Presentation
July 2025	The Max Stern Yezreel Valley College Annual Research Fair	The Max Stern Yezreel Valley College	Simulation Centers as a Resource for Training Students in Social Sciences: A Case Study of Emek Yezreel College	Poster Presentation
April 2025	The first Human Services Academic Conference in Israel	The Max Stern Yezreel Valley College Annual Research Fair	Work in a hybrid environment: people and AI	Lecturer
July 2024	The Max Stern Yezreel Valley College Annual Research Fair	The Max Stern Yezreel Valley College	Digital literacy in the classroom	Poster Presentation
June 2023	18th Chais Conference for the Study of Innovation and Learning Technologies: Learning in the Digital Era	Open University, Ra'anana, Israel	Students' Experience with the Rotation Blended Learning Model - Case Study	Poster Presentation

June 2023	The Max Stern Yezreel Valley College Annual Research Fair	The Max Stern Yezreel Valley College	Techno-Pedagogy with a human touch	Oral Presentation
			Financial Education for high school students – case study	Poster Presentation
June 2022	The Max Stern Yezreel Valley College Annual Research Fair	Virtual	Virtual presentation: Employee Experience and Perceptions of an Organizational Road-Safety Intervention – A Mixed-Methods Study	Oral Presentation
April 2019	Annual Conference of the Teaching Enhancement Center	The Max Stern Yezreel Valley College	Oral presentation: Collaborative outreach community program – Increasing basic financial literacy of college students and low-income families	Oral Presentation

**c. Professional talks/Conferences**

Date	Name of Conference	Conference Location	The subject of the Lecture/Discussion	Role
April 2025	<a href="#">The Silicon Club - Israel's high-tech CEO forum</a>	Tel Aviv University	AI and Humans in Couples Therapy	Invited Lecture
July 2024	Human Resources Conference <a href="#">HR2024</a>	Expo Tel Aviv - International Convention Center	Leveraging Data Analytics and Technology for Advanced Recruitment Strategies	Invited Lecture
September 2023	The Road Safety Authority research forum	University of Haifa	Employee perseverance in the “no texting while driving” organizational safety intervention	Invited lecture
September 2023	Israel Organizational Design (PAI) conference	Yitzhak Rabin Center, Tel Aviv	Technology and Humans: implementation of self-service platforms in organizations	Oral Presentation and Panel facilitator

August 2023	Sher-e-Kashmir University of Agricultural Sciences & Technology of Kashmir	Virtual	Balancing Technology and Human Elements in the VUCA Management Landscape	Invited Lecture
October 2021	Re-coding HR – Annual Human Resources Conference (HRUS)	Kfar Hamaccabia, Israel	Panel expert participant: Diversity and Inclusion in Organizations. The inclusion of Females in the high-tech industry	Panel participant
December 2013	Israel National Training Conference	Tel-Aviv	Social media and the organizational training manager	Invited Lecture
May 2013	HR Services conference	Haifa University	Coaching for Adaptability and Resilience in the Face of Change	Invited Lecture
May 2011	Training Conference	Kfar Hamaccabia, Israel	Learn-Connect-Experience @ Intel	Oral Presentation
December 2009	21st HR Management Conference	Kfar Hamaccabia, Israel	Career Development: “It’s the Journey, not the Destination”	Oral Presentation
October 2008	20 <sup>th</sup> HR Management Conference	Kfar Hamaccabia, Israel	Intel Career Development Program: Overview and Key Lessons	Oral Presentation

#### d. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/Role at Conference/Comments	Role
May 2025	Center for the study of Organizations & Human Resource Management	The Max Stern Yezreel Valley College	Organizations north and south of Israel as a driver of community growth	Member of the Organizing Committee

**7. Invited Lectures/Colloquium Talks**

<b>Date</b>	<b>Place of Lecture</b>	<b>Name of Forum</b>	<b>Presentation/Comments</b>	<b>Role</b>
May 2025	Neu-Ulm University of Applied Sciences.	"Startup Camp One Health" course	"Fostering an Innovation Mindset: From Corporate to Startup"	<b>Invited lecture</b>
			"Building High-Performance Global Teams in Startup Environments"	<b>Invited lecture</b>
September 2024 <b>Mobility Grant</b>	Hogeschool Utrecht University of Applied Sciences, Utrecht, Netherlands	Organizational Change and Digital Transition	Data-Driven HR: How Analytics and Technology Are Revolutionizing Human Resources	Invited Lecture
		HU researchers, students, and staff	AI-ready workforce: Ways to expand AI competence in teaching	Invited Lecture

**8. Scholarships and Awards**

**2025** - Mobility Grant, The Max Stern Yezreel Valley College International Office/12,000 NIS

**2024** - Mobility Grant, The Max Stern Yezreel Valley College International Office/14,500 NIS

**2024** - The Max Stern Yezreel Valley College Reward for academic excellence

**2018** - PhD Scholarship, Ran Naor Foundation, Israel /30,000 NIS

**Research Grants****a. Grants Awarded - External**

<b>Year</b>	<b>Funded by/amount</b>	<b>Topic</b>	<b>Co-Researchers</b>	<b>Role in Research</b>
2025	The Bavarian State Ministry for Science and the Arts/1480 Euros	HNU International Lecturer Program 2025		Visiting scholar
2015-2017	ISF 260,000 NIS	When technology meets human nature in organizations -texting while driving.	Prof. Gil Luria (PI)	PhD student

**b. Grants Awarded - Internal**

<b>Year</b>	<b>Funded by/amount</b>	<b>Topic</b>	<b>Co-Researchers</b>	<b>Role in Research</b>
2025	The Max Stern Yezreel Valley College Mobility grant/ 12000NIS	Partnership between The Max Stern Yezreel Valley College and Neu-Ulm University of Applied Sciences, hosted by Prof. Dr. Silvia Straub, Commissioner Internationalization Health Management, Project Coordinator		Visiting scholar
2024	The Max Stern Yezreel Valley College Mobility grant/ 14000NIS	Initiation of the partnership between HU's Organizational Change and Digital Transition Department and The Max Stern Yezreel Valley College.		Visiting scholar

**c. 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>
Co-I	Hagit Meishar-Tal Orna Kopolovich Gila Yakov Vlad Vlad Vasiliu  Nizar Bitar	AI-powered Chatbots and Avatars as Training Tools	HIT and The Max Stern Yezreel Valley College - collaboration grant	2025
Co-I	Dr. Aviv Kidron	Factors Influencing Managers' Trust-As-Process: Trust Self-efficacy, Digital Literacy, Organizational Trust, Remote Work Effectiveness	ISF	Submitted first in 2023  Corrected and resubmitted in 2024.
Co-I	Dr. Vered Elishar-Malka Dr. Roseanne Kheir Farraj	The effects of using Virtual Reality (VR) glasses in English as a Medium of Instruction	The Max Stern Yezreel Valley College Research Committee	2024

	Dr. Danny Glick	(EMI) courses: the students' point of view		
PhD student	Prof. Gil Luria (PI – Principal Investigator)	When technology meets human nature in organizations – a theoretical model with the driver texting as an exemplar	The Israel Insurance Association (RA)	2014
PhD student	Prof. Gil Luria (PI – Principal Investigator)	When technology meets human nature in organizations – a theoretical model with the driver texting as an exemplar	IOSH - Institution of Occupational Safety and Health	2014

## 9. Teaching

### a. MA level:

Year	Name of Course	Type of Course	Degree	# of Students (approx.)
2025-Current	Human Resources as a Business Partner	Lecture, Introduction Course (Mandatory)	MA Studies in Org. Dev and Consulting, The Max Stern Yezreel Valley College	45
2025-Current	Entrepreneurship and Innovation in Health-English as a Medium of Instruction (EMI) course <i>International course</i> (taught in collaboration with another teacher from the University of Applied Sciences in Neu-Ulm, Germany).	Workshop (elective)	M.A. in Health Systems Management	25
2025	Navigating Career Paths in the Evolving Digital Landscape	Workshop (elective)	B.A. in Communications	25

2022-2025	International Organizational Consulting - English as a Medium of Instruction (EMI) course	Workshop (elective)	MA Studies in Org. Dev and Consulting, The Max Stern Yezreel Valley College	25
2020-2025	Introduction to Strategic Human Resource Management	Lecture, Introduction Course (Mandatory)	MA Studies in Org. Dev and Consulting, The Max Stern Yezreel Valley College	45
2021-Current	Organizational Development and Consulting Practicum and Final Project	Mentoring of Practicum and Final Project	MA Studies in Org. Dev and Consulting, The Max Stern Yezreel Valley College	9
2021-2022	Customer Experience	Lecture, Introduction Course (Mandatory)	MBA Studies Ruppin College, Israel	35

**b. BA level:**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b>	<b>Degree</b>	<b>Number of Students</b>
2025-Current	Generative Artificial Intelligence (GenAI), Culture, and Identity	Lecture (mandatory)	B.A. Interdisciplinary Social Sciences, The Max Stern Yezreel Valley College	40
2025-Current	Workplace professional Communication in English	Lecture (elective)	BA Human Services, The Max Stern Yezreel Valley College	35
2022-2025	Staffing and recruitment	Lecture (elective)	BA Human Services, The Max Stern Yezreel Valley College	50-60

2013- Current	Service quality management in organizations	Lecture, Introduction Course (Mandatory)	BA Human Services, The Max Stern Yezreel Valley College	50-100
2014- 2025	Globalization and Managing HR	Lecture (elective)	BA Human Services, The Max Stern Yezreel Valley College	50-60
2018 – 2025	Entrepreneurship within organizations	Lecture (elective)	BA Human Services, The Max Stern Yezreel Valley College	50-60
2018 – Current	Speaking HR in English - English as a Medium of Instruction (EMI) course	Workshop (elective)	BA Human Services, The Max Stern Yezreel Valley College	25
2021	Introduction to Human Services	Introduction Course (Mandatory)	BA Human Services, The Max Stern Yezreel Valley College	20
2018- 2019	Financial Literacy – From Theory to Practice (This was an Academic-Community Collaboration VATAT-funded project)	Workshop (elective)	BA Human Services, The Max Stern Yezreel Valley College	25

**c. Supervision of Graduate Students**

<b>Name of Student</b>	<b>Title of Thesis</b>	<b>Degree</b>	<b>Date of Completion / In Progress</b>	<b>Students' Achievements</b>
Afik Shmuely Co-supervisor: Dr. Amit Gur	The impact of personalized learning on engagement, self-efficacy, and psychological resilience during crisis periods among knowledge workers	MA in Organizational Development and Consulting, Thesis track	In progress (Start date - 10/2024)	

## **10. Consulting and Professional Experience**

### **2014 – Current: Sole Proprietorship (עוסק מורשה) Organizational consulting business "Clara Rispler, Excellence from the Inside out."**

Leveraging extensive experience in organizational consulting and human resource management, I have a proven track record of optimizing business operations and maximizing human resource utilization for clients in high-tech industries and other leading organizations. I specialize in providing a comprehensive range of tailored services that address each client's needs, ensuring they thrive in today's dynamic business landscape.

#### **Expertise and Services:**

**Guidance for Executives and Senior Managers:** I advise executives and senior managers on organizational development strategies, collaborating closely with business and human resources departments. My expertise lies in optimizing organizational structures, procedures, and processes to enhance human resource utilization and overall business performance.

**Global Alignment and Adaptation:** I have a proven track record of aligning organizations with the changing international setting. I specialize in employee, management, and leadership development programs, career advancement, managing dispersed virtual teams, fostering inclusive climates, and adapting to technological changes.

**Integrating Coaching and Mentoring:** One of my key strengths is integrating coaching as an integral part of daily management practices. I offer executive coaching services to help senior leaders and executives enhance their leadership capabilities and drive personal growth. These services include: 360-degree stakeholder evaluations; Personalized coaching plans; Bi-weekly coaching sessions focused on areas for improvement.

**Mentoring for Human Resource (HR) Professionals:** I mentor HR professionals, guiding them in conducting organizational assessments, preparing strategic work plans, defining success indicators, and supporting the implementation. One critical area in the current environment is leveraging technology for effective human resource process management.

**Developmental Action Plans and Programs:** I design and implement various developmental action plans and training programs for organizations, helping them achieve their objectives. Notable examples include STEM (Science, Technology, Engineering, and Mathematics) Female Retention Initiatives; Change Management and program adaptations; Conflict Resolution and Constructive Confrontation Training; Effectively Delivering Feedback to Promote Engagement and Performance; Effective Management of Remote Teams.

**2019- 2025: Galilee International Management Institute. Human Resources program, Academic consultant, and Lecturer.** Program Participants include Managers and Directors from Ghana, Cameroon, Gambia, Botswana, Kenya, Nigeria, Madagascar, Tanzania, Zimbabwe, India, Philippines, and China. All programs were conducted only **IN ENGLISH**, both via Zoom and face-to-face.

**2013 – 2024: Yozmot Training Group:** Senior Coaching Certification Facilitator and Mentor established the Executive (manager) coaching program. Responsibilities included: Facilitation of Coaching Certification Programs; Mentorship and Individual Coaching; Curriculum

Development and Enhancement; Assessments and Evaluations; Industry Networking and Professional Development.

**2008 – 2013: Intel Corporation: Regional Human Resource (HR) Strategic Program Manager.** In this role, I was responsible for various strategic initiatives that enhanced the organization's overall Human Resource (HR) function and positively influenced thousands of employees and managers. Here are the key accomplishments in this area:

- **Designed and facilitated “Europe, Middle East and Africa (EMEA) leaders in transformation program”** – Barcelona, 22 leaders across business groups, met for eight days and accomplished the following individually, as a team, and as a leadership group:
  - Strategic topics were developed and enhanced while sourcing leadership content and strategic materials.
  - Relevant experts were brought in to interact with the teams, offering new perspectives on strategic issues and helping leaders expand their business acumen.
  - Leaders developed their awareness of their leadership capabilities, strengths, and areas for development and commitment to action
  - Leadership partners’ networks were expanded
- **Launched Need Assessment and Managed Strategic Program Rollouts:**
  - Conducted comprehensive need assessments to identify gaps and opportunities for improvement in Human Resource (HR) programs.
  - Developed and implemented strategic initiatives aligned with corporate objectives, regional requirements, and local geographies.
  - Successfully rolled out programs and initiatives to address identified needs and drive organizational effectiveness.
- **Built and Sustained Collaborative Relationships:**
  - Fostered strong relationships with key stakeholders within and outside of the organization.
  - One face to the front-end customer - HR Integrator: Worked with cross-functional teams to ensure alignment and integration of Human Resource (HR) programs and initiatives.
  - Acted as a trusted stakeholder advisor, providing guidance and support in implementing new strategies.
- **Designed the Employee Service Center in Gdansk, Poland:**
  - Led the design and implementation of the Employee Service Center, which served as a centralized "One-stop shop portal" for Intel Greater Europe customer base.
  - Streamlined Human Resource (HR) processes and improved employee experience through the centralized service center approach.
  - Ensured efficient and effective delivery of Human Resource (HR) services to regional employees.
- **Employee Development Curriculum Program Rollouts:**
  - Developed and executed employee development curriculum programs tailored to meet business needs and enhance employee skills.
  - Collaborated with subject matter experts to design and deliver training programs aligned with organizational goals.
  - Mapped training programs for critical competencies required for business success.
- **Managed and Embedded Career Development Holistic Learning Program:**

- Oversaw the implementation of the Career Development Holistic Learning Program across the region.
- Certified all regional instructors as the only master instructor in EMEA/GER, ensuring consistent program delivery and quality.
- Impacted over 14,000 employees and more than 7,000 managers through the comprehensive career development program.
- **Design of Comprehensive Global New Hire Onboarding Framework:**
  - New Employee Orientation (NEO) Greater Europe task force representative tasked with creating a 'wow' experience for new employees on their first day. From initial design sessions (with global design in mind) to launching the redesigned NEO on US sites. This included 3 U.S. pilots with new employees and changing the materials and flow based on the feedback.
- **Adapted and implemented a foundational New Hire Onboarding framework across the EMEA region (Europe, Middle East, and Africa).**
  - Recognized as an innovative solution for effectively integrating new hires into the organization.  
Enhanced the onboarding experience for new employees, improving their productivity and engagement from day one.
- **Implemented the New Employee Orientation Workshop in Hebrew for Israel:**
  - Collaborated with the Corporate Program Office to roll out a dynamic and informative New Employee Orientation Workshop.  
I introduced new employees to Intel's culture, values, and resources to ensure an engaging and interactive experience.
- **New Manager Onboarding Integration Solution:**
  - Led a collaborative effort to design and implement an integration solution for over 80 new managers.
  - Developed a comprehensive onboarding program to support new managers in their transition and set them up for success.
  - Provided resources, training, and ongoing support to ensure new managers were equipped to lead their teams effectively.

**2008-2013: Intel corporation—executive Coach and Facilitator.** Specific accomplishments and responsibilities that highlight my contributions in this role:

- **Corporate Executive and Leadership Coaching Framework:**
  - Introduced the Leadership Coaching Framework to Intel in Israel and Greater Europe.
  - Fostered a coaching culture within the organization, promoting the use of coaching as a powerful tool for leadership development and talent management.
  - Established coaching as a critical channel for leadership and managerial development. Defined the coaching framework, including process, forms, eligibility criteria, and key performance indicators (KPI).
  - Supported leaders' and managers' development, enhancing performance and achieving professional goals.
  - Intel funded my certification path from the International Coaching Federation (ICF) as an Executive Coach.
- **Manager Transitional Coaching Program:**

- Developed and implemented a Transitional Coaching program for managers in the Intel Greater Europe Region who are moving to other positions (horizontally or vertically).
- Provided support and guidance to managers during organizational change and transition, helping them navigate challenges and maintain productivity.
- **Israel Human Resource (HR) Professional Coaching Series:**
  - Led the Israel Professional Coaching Series, focusing on strengthening coaching capabilities within the organizational consulting function.
  - Conducted workshops and training sessions to equip professionals with coaching skills, enabling them to support and empower employees and managers.
- **High-Performing Instructor and Facilitator:**
  - Recognized as a high-performing instructor for three consecutive years, delivering exceptional training and facilitation experiences.
  - Highly regarded for facilitating workshops, map days, and team-building activities that fostered collaboration, engagement, and learning.
  - I specialized in designing and delivering employee and manager training and development curriculums that positively impacted over 14,000 employees and approximately 7,000 managers since the second half of 2011.

**2004- 2006: Intel Israel University Training Manager.** In this role, I implemented strategic initiatives, managed cross-functional teams, and optimized training programs to meet the organization's diverse needs. Through my strong collaboration skills and in-depth knowledge of human resources, I played a pivotal role in driving performance improvement and creating a culture of continuous learning and development within Intel. Key responsibilities included:

- **Training Program Management:**
  - Oversaw training initiatives for 15,000 employees across Intel Greater Europe, ensuring optimal job performance through comprehensive skills development.
  - Managed a team of 15 employees in multiple regions across Europe and Israel.
  - Aligned training programs with specific business and geography needs, translating strategic roadmaps into comprehensive curricula plans.
- **Data Based Proactive Planning and Operations management:**
  - I conducted an environmental scan and benchmarking to identify best practices from the Greater America Region (GAM) for implementation in the Greater Europe Region (GER).
  - Introduced a glocalization approach to Intel University training activities, leveraging global best practices while adapting them to meet the specific needs of our region.
  - Implemented automated systems and streamlined processes to enhance the efficiency and effectiveness of regional training program delivery.
  - Ensured seamless alignment between global standards and local requirements, optimizing business and process design for maximum efficiency and effectiveness in training management.
- **Budget Management and Resource Allocation:**
  - Successfully managed budgets for projects and solutions related to training programs.
  - Conducted feasibility checks to ensure optimal resource allocation for training offerings, considering room capacity, instructor availability, and student hours.
- **Training Delivery and Program Maintenance:**

- Delivered training solutions that met evolving business requirements, ensuring alignment with Intel's overall goals.
- **Management of Intel Global Collaboration and cross-regional Support:** Acted as a focal point for business group managers, directors, and executives, providing expert training support and guidance; Collaborated with marketing specialists to market the training portfolio based on specific needs and developed regional marketing strategies; Worked with internal and external partners to design and create relevant training programs for Intel.
- **Organizational Change and Redesign:** Led the successful organizational change of the Librarian group, negotiating budgets, management, and location to ensure a smooth transition; Developed measurement criteria, metrics, and reporting requirements to evaluate the effectiveness of training programs.
- **Recognition and Global Initiatives:** Recognized as a human resource content expert for global initiatives, contributing expertise and insights; Led redesigning and implementing the global New Hire Orientation program, gathering stakeholders' input and ensuring a seamless onboarding experience; Conducted Training for other new Trainers across Israel and Europe as part of the certification process, ensuring high-quality training delivery.
- **1999-2004: Intel Employee Relations and Site Services department Manager.**
  - As part of my role, I successfully managed a cross-functional and cross-country (France, England, Germany, Russia, Israel) team of 16 employees. I prioritized effective collaboration and alignment among team members to achieve our collective goals such as: Centralized Outsourced Transaction Center; Employee Interface and Call support (Hotline); Employee Services Internet Portal.
  - An essential aspect of my role was overseeing all relocation activities for approximately 300 expatriates and inpat assignments as the Intel Israel long-term assignment (Relocation) team manager
- **1998-1999: Relocation Assignment- Santa Clara- California, U.S.A - Intel headquarters.**
  - During my relocation assignment, I undertook critical responsibilities related to global Human Resources business process automation and implementing the US Employee Services Center in Folsom, Oregon. These experiences highlight my expertise in driving world-class business process improvements, implementing customer service solutions, and my dedication to delivering impactful results within a global corporate environment. Overview of my contributions in these areas:
- **Automation of Global HR Business Processes:**
  - Leveraged the power of the internet to streamline and standardize HR operations across different geographical locations, enabling efficient management of HR tasks such as recruitment, employee onboarding, performance management, and payroll on a global scale.
  - Aligned the HR processes across Intel's global operations, standardizing them in line with the corporate level.
  - This involved collaborating closely with the Employee Information Service Organization at Intel to streamline and harmonize processes that were previously managed locally.  
I mapped the existing employee processes at the corporate level across different regions and consolidated them into a unified process.

- I reported directly to the Global HR employee services manager and was given the role of managing the global process automation project.
- I played a crucial role in designing 24 tools that continue to support managers worldwide.
- These tools covered various areas such as employee transfers, leaves of absence, and organizational unit changes, improving efficiency and effectiveness in HR operations.
- **Implementation of the US Employee Services Center** in Folsom, Oregon, U.S.A
  - Actively engaged in designing the customer relationship management infrastructure.
  - This involved creating the framework and systems to manage all customer contacts within the center.
  - By establishing the contact center as a central point, we ensured efficient handling and resolution of employee inquiries and requests, enhancing overall customer satisfaction.

**1998 – Established Centralized Intel Israel Transaction Center.** The project's outcomes demonstrate my ability to drive process improvement, manage cross-functional teams, analyze ROI, benchmark best practices, and deliver results that enhance productivity and customer satisfaction. Overview of key milestones:

- **Coordinated across functions to streamline processes:**
  - Collaborated with different Human Resource (HR) departments in Intel Israel to identify process improvement and efficiency opportunities.
  - Aligned and standardized transactional processes to ensure consistency and eliminate redundancies.
  - Implemented a centralized transaction center to consolidate operations and optimize resource allocation.
- **Managed a team of participants from various Human Resources (HR) Israel departments:**
  - Led a diverse team of HR professionals, fostering collaboration and promoting a shared vision for the transaction center.
  - Provided guidance and support to team members, ensuring their alignment with project goals and objectives.
  - Facilitated effective communication and coordination among team members to achieve seamless integration of processes.
- **Analyzed the Return on Investment (ROI):**
  - Conducted a comprehensive analysis of the cost savings and benefits associated with the centralized transaction center.
  - Assessed the impact of streamlined processes on productivity, efficiency, and customer satisfaction.
  - Presented findings and recommendations to key stakeholders, highlighting the financial and operational advantages of the centralized approach.
- **Benchmark with other international (US and Ireland) centers:**
  - Conducted benchmarking activities to compare similar transaction centers' performance and best practices in the United States and Ireland.
  - Leveraged insights and lessons learned from these centers to enhance the effectiveness and efficiency of the Intel Israel Transaction Center.

- Implemented industry-leading practices to ensure high-quality service delivery and customer satisfaction.
- **This project resulted in leading the HR organization to increased productivity & high quality/customer satisfaction:**
  - Achieved significant tasks and improvements in productivity by streamlining processes, reducing manual tasks, and minimizing errors.
  - Enhanced customer satisfaction through faster response times, improved accuracy, and standardized service delivery.
  - Enabled HR professionals to focus on value-added activities by centralizing transactional tasks, increasing efficiency and effectiveness.

**1995 – 1998: Designed and Managed Intel Israel site Relocation activities.** This enabled Fab18 8X5 Ramp Relocation to run smoothly with no showstoppers to the business, with ~400 from and to Israel assignments, and creating relocation infrastructure for future assignments. Relocation programs require the approval of hundreds of thousands of dollars as funding per year per assignment. As a manager of a team with five employees, I was responsible for:

- **Design of Intel's employer relocation program:**
  - Led the design and implementation of Intel's relocation program for employees, encompassing relocation agreements, funding of moving expenses (including air travel and household goods shipment), insurance costs, car rental, family support services, education for children, and housing arrangements.
  - Crafted program components to attract and retain top talent while ensuring compliance with legal and financial requirements.
  - Presented the program to senior management, effectively communicating its value and securing their endorsement.
- **Development of policies and guidelines for relocation assignments:**
  - Created comprehensive policies and guidelines to outline the compensation packages for employees and their families during 1–3-year international assignments.
  - Ensured alignment with local and international regulations, industry best practices, and Intel's internal guidelines.
  - Collaborated with key stakeholders, including HR, legal, and finance teams, to obtain input and secure senior management approval.
- **Identification of suppliers and vendors for relocation outsourced services:**
  - Conducted a thorough assessment of vendors and suppliers offering relocation services, such as airlines, shipment companies, home-finding agencies in North America, educational institutions for children, healthcare providers, and visa preparation services.
  - Evaluated their capabilities, reputation, and cost-effectiveness to select the most suitable partners for Intel's relocation needs.
  - Negotiated contracts and established strong partnerships with selected vendors to ensure seamless and high-quality relocation services for employees.
- **Implementing an assessment process for relocation assignment readiness:**
  - Developed a comprehensive assessment process to evaluate employees' and spouses' readiness for relocation assignments.

- Conducted interviews, assessments, and consultations to determine the candidates' preparedness, including cultural adaptation, family support, and personal circumstances.
- Used assessment findings to provide tailored support and resources to ensure a smooth transition and successful assignment experience.
- **Ensuring compliance with legal requirements and fiduciary criteria:**
  - Deepened understanding of visa regulations and legal requirements related to employee relocation.
  - Collaborated with legal teams to ensure adherence to immigration laws and policies.
  - Implemented robust processes and controls to meet fiduciary obligations and safeguard Intel's financial interests during relocation.

**1990 – 1995: Intel Israel Design Centers Recruitment manager.** As the Recruitment Manager for Intel Israel Design Centers, I significantly attracted and selected top talent in the highly competitive hardware and software engineering market. By automating recruitment processes, introducing behavioral interviewing techniques, and effectively managing recruitment in volatile business conditions, I helped the company build a skilled workforce that supported the organization's growth and success.

- **Orchestrated cohesive workforce planning:**
  - Collaborated with various functions within the Haifa Design Center to align recruitment efforts with business needs and ensure optimal workforce planning.
  - Proactively identified staffing requirements, anticipated future talent needs, and developed recruitment plans accordingly.
- **Automated recruitment processes through the introduction of technology:**
  - Pioneered the adoption of technological advancements, such as the World Wide Web (WWW) and personal computers, to streamline and automate recruitment activities.
  - Implemented Applicant Tracking Systems (ATS) to facilitate the management of candidate data, resumes, and the recruitment pipeline.
  - Developed a tailored applicant database to enhance the efficiency and effectiveness of candidate management within Intel.
- **Led staffing and recruitment activities in a highly competitive market:**
  - Owned end-to-end recruitment processes, including sourcing, screening, interviewing, and hiring, for positions critical to the success of the Intel Israel Design Centers.
  - Developed effective strategies to attract top talent and build a highly skilled workforce in a competitive industry.
- **Introduced behavioral interviewing methodology and techniques:**
  - Trained interviewers on behavioral interviewing methodologies and techniques at the Intel Israeli site.
  - Ensured consistent and standardized interviewing practices to assess candidates' competencies, skills, and cultural fit.
- **Monitored screening and selection data to ensure process quality:**
  - Regularly reviewed and analyzed screening and selection data to evaluate the effectiveness and quality of the recruitment process.
  - Identified areas for improvement, implemented corrective actions, and optimized recruitment strategies based on data insights.

- **Successfully managed recruit/hiring activities in volatile business conditions:**
  - o Navigated and operated recruiting functions during fluctuating business conditions, including high-volume hiring ramps.
  - o Adapted recruitment strategies to meet rapidly changing demands and fill large volumes of vacancies while maintaining hiring standards.

**1988-1989: Adam - Milo Recruitment Consultant Company - talent interviewer and facilitator of the assessment center.** This role included facilitation of assessment center activities; pre-employment screening and candidate assessments; employment and interpretation of testing techniques (e.g. psychometric tests, aptitude assessments, and other validated tools to measure candidates' cognitive abilities, personality traits, and job-related skills) as well as collaboration with hiring managers: to understand job requirements and align assessment activities accordingly.

**Professional Awards**

2012 - Intel Learning and Development award: New Hire Orientation redesign (onboarding) and launch in the USA, Europe, and Israel.

2012 - Human Resources Divisional Recognition Award, In recognition of the European Middle East Africa (EMEA) Leaders in Transformation (ELT) Management Program design and facilitation - Intel Corporation Human resources

2012 - Human Resources Divisional Recognition Award for cross-functional work in establishing On-boarding solutions for new hires and new managers in Europe, the Middle East, and Africa (EMEA) -Intel Corporation Human Resources

2011 - High Performing Instructor Award -Intel Corporation Human Resources

2010 - High Performing Instructor Award -Intel Corporation Human Resources

2009 - High Performing Instructor Award -Intel Corporation Human Resources

2008 - Human Resources Divisional Recognition Award In recognition of Intel corporate Career Development launch, including a new corporate model, website, and workshops- Intel Corporation Human Resources

2000 - Human Resources Divisional Recognition Award For project management of the Global Events Management Tools (GEM) Project, which directly resulted in outstanding customer Satisfaction and Productivity improvements- Intel Corporation Human Resources

**Professional Development and certification – completion of diplomas**

Successful Negotiation: Essential Strategies and Skills- Michigan University (online)	2022
Group facilitation – Adler Institute and Ministry of Education	2013
Certification in Organizational Relationship System Coaching (ORSC)	2010

Certification Program – approved by the International Coaching Federation (ICF)	2009
Executive Associate Coach – Coaching Training Institute (CTI), USA	2008
Certified Mediator – Israeli Court of Law	2004
Early childhood education program management, Hebrew University	1989

### **11. Voluntary contribution to the Max Stern Yezreel College activities**

**2023** – Pioneered and founded a Toastmasters (TM) English Professionals' club exclusively for The Max Stern Yezreel Valley College academic staff

**2023** – Enhanced faculty and staff Digital Pedagogy capabilities

**2022 – 2023** Promoting student presentation skills: workshop for students in the Management and Economics Department, The Max Stern Yezreel Valley College:

**2013** – Quality Evaluation Report: Edited the quality evaluation report of the Human Services department program at The Max Stern Yezreel Valley College, submitted to the Council for Higher Education (written in English).

### **12. Non-Academic Community Services (pro bono)**

**2025** – “AI in the classroom” - Invited Lecture to the leadership forum of the Snunit E-Learning Providers, a nonprofit organization sponsored by the Hebrew University

**2024** - “Leading people in a dynamic ever-changing environment” Invited Lecture to the leadership forum of the Israel Nature and Parks authority.

**2019-2021** - [#IAmRemarkable](#) Program Facilitator. This global Google initiative empowers women and other underrepresented groups to promote their achievements in the workplace and beyond. I have facilitated over 20 sessions (online and face-to-face).

**2012-2013** - **Intel Corporate Affairs initiative: Safe Internet Surfing** - workshops for school-age children delivered across schools in the Haifa city vicinity.

**1984-1987** - Israel's National Crisis Intervention Hotline (ERAN) representative

## PUBLICATIONS

### **1. Ph.D. Dissertation**

This thesis, supervised by Prof. Gil Luria, Haifa University, was written in English and approved in February 2020. Topic: Participant perseverance in Organizational Behavioral modification programs—a Mixed-method study with Texting while driving as an exemplar.

### **2. Published in Refereed journals:**

1. **Rispler, C.,** Mashiach-Eizenberg, M., & Yakov, G. (2025) Understanding students' perceptions of generative AI: Implications for pedagogy and graduate employability (28 pages). *The Journal of Teaching and Learning for Graduate Employment – JTLGE*, 16(1), 145–170. <https://doi.org/10.21153/jtlge2025vol16no1art2084>
2. **Rispler, C. H.,** Mashiach-Eizenberg, M., & Yakov, G. (2025). Understanding Academic Staff Attitudes Toward GenAI in Teaching. *Journal of Ethics in Higher Education*, (6.1), 209–235. <https://doi.org/10.26034/fr.jehe.2025.8397>
3. **Rispler, C.,** Oren, R., & Cohen, G., (2025) Utilization of AI for training Organizational consultants: YVC case study (18 pages). *Hal'ah* (6) .Published in Hebrew, Peer Reviewed Journal, ISSN: 2709-7455 (print); 2709-7463 (online).
4. **Rispler, C. & Sella-Dotan, A.,** Mashiach-Eizenberg, M. & Zaid-Dominik, O., (2025) Is working from home feasible for a defense technology company? Case study at a large defense organization in Israel ( 17pages). *The Study of Organizations and Human Resource Management Quarterly* 10(1). Published in Hebrew, Peer-reviewed Journal, ISSN 2616-7301).
5. Kidron, A., & **Rispler, C.,** (2025) Employee productivity at work: the mediating role of Personal Initiative and its antecedents – *Asia Pacific Journal of Business Administration*. (25 pages). DOI: <https://doi.org/10.1108/APJBA-06-2024-0333>.
6. **Rispler, C.,** Harpaz, I. & Meshoulam, I. (2024) Artificial intelligence is changing the game's rules in human resource management – *Study of The Organization and Human Resource Quarterly* 9 (1). 5-20. (Hebrew).
7. **Rispler, C.,** Yakov, G., Bitar, N., & Kidron, A. (2024) Digital literacy in the classroom. *Hal'ah*, (5), 207-234. ISSN 2709-7463 (Hebrew).
8. **Rispler C.** (2024). Career consultation and AI. *People at Work: Israeli Journal of Career Development* (20) 4-16. (Hebrew).
9. **Rispler, C.,** (2023) Exploring Person-Skill Fit in Hiring: Integrating Behavioral Structured Interviews and Technology-Based Screening – *The Study of Organizations and Human Resource Management Quarterly* 8 (1). 88-97. ISSN 2616-7301.
10. **Rispler, C., & Yakov, G.** (2023). Ethics as a Way of Life: A Case Study at Yezreel Valley College. *Journal of Ethics in Higher Education*, (3), 145–156. DOI: <https://doi.org/10.26034/>
11. **Rispler, C., & Cohen, N.** (2022) Case study of educational program on financial efficacy that incorporates a collaborative effort between academia and the community. *The Study of Organizations and Human Resource Management Quarterly* 7(1), (Hebrew).
12. **Rispler, C., & Luria, G.** (2021). Employee experience and perceptions of an organizational road-safety intervention–A mixed-methods study. *Safety Science*, 134, 105089 (10 pages). DOI: <https://doi.org/10.1016/j.ssci.2020.105089>;

13. **Rispler, C., & Luria, G.** (2020). Employee perseverance in a “no phone use while driving” organizational road-safety intervention. *Accident Analysis & Prevention*, 144, 105689 (9 pages). DOI: <https://doi.org/10.1016/j.aap.2020.105689>.
14. **Rispler, C., Luria, G., Kahana, A., & Rosenblum, S.** (2018). Mood Impact on Automaticity of Performance: Handwriting as Exemplar. *Cognitive Computation*, 10 (3), 398-407 (9 pages). DOI: <https://doi.org/10.1007/s12559-017-9540-y>.

### **3. Publications in professional journals**

1. **Rispler C.** (2014). Program for Career Changes. *People at Work: Israeli Journal of Career Development* (2) 32-36. (Hebrew) <https://www.ayellet.org.il/>
2. **Rispler, C. & Keidar, D.** (2014). Think of yourself as an entrepreneur when you are an employee. *Human Services Israel* – online (Hebrew).
3. **Rispler C.** (2013). The downsides of Technology. *Human Services Israel*. Vol. 307-308, p.60-63. (Hebrew).
4. **Rispler C. & Alfon, D.** (2013). 10 questions on managing a LinkedIn Profile. *Human Services Israel*. Vol. 305-306, p. 26-33. (Hebrew)
5. **Rispler C.** (2013) Changes as a matter of routine. *Human Services Israel*. Vol. 309-310, p. 32-34. (Hebrew)
6. **Rispler, C. & Ish-Shalon, E.,** (2013) Case study: Coaching peer learning group. *Human Services Israel*. Vol. 301-302, p. 32-36. (Hebrew).
7. **Rispler, C.** (2013). Nurturing Belonging and Engagement: Elevating Organizational Talent through Personal Development. *Human Services Israel*. Vol. 303-304, p. 39-42. (Hebrew).
8. **Rispler, C. & Ish-Shalon, E.,** (2013) Model for group for coaches. *Coaching Chamber Journal* Vol. 2 p. 18. (Hebrew).
9. **Rispler, C.,** (2012) Coaching as a development tool at Intel. *Human Services Israel*. Vol., 290. p 4-10. (Hebrew).
10. **Rispler, C.,** (2012) Coaching Processes at Intel Israel: Fostering Growth and Performance Excellence. *Human Services: Learning and Development*. Vol. 14 online (Hebrew).
11. **Rispler, C.,** (2010) Employee Development model at Intel. *Human Services Israel* Vol. 266. p 50-53. (Hebrew).

### **D. Articles in Conference Proceedings**

1. Chalutz-Ben Gal, H., Kidron, A., & Rispler, C. H. (2025). A New Framework for AI-assisted Skill-Based Recruitment in the Digital Era. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 12197). Valhalla, NY 10595: Academy of Management.
2. Rispler, C., Kheir Farraj, R., Glick, D., and Elishar, V. (2025). Learning English Content Courses (EMI) (via Virtual Reality (VR): Impact on Student Competence, Autonomy, and Belonging. *Proceedings of MEITAL national conference for ICT oriented instruction in higher education*.

### **E. Articles or Chapters in Scientific Books**

1. **Rispler, C.** (2025). Service quality management in organizations. In D. Simchai, O. Blumen, & Z. Barnetz (Eds.), *Human Services: Theory, Research, and Practice of an Emerging Field* (pp. 347-354). Pardes Publishing.

2. **Rispler, C.** (2025). Human resources management in the era of globalization. In D. Simchai, O. Blumen, & Z. Barnetz (Eds.), *Human Services: Theory, Research, and Practice of an Emerging Field* (pp. 355-364). Pardes Publishing.
3. **Rispler, C.** (2025). The interplay of human resources management and entrepreneurship within organizational settings. In D. Simchai, O. Blumen, & Z. Barnetz (Eds.), *Human Services: Theory, Research, and Practice of an Emerging Field* (pp. 365-374). Pardes Publishing.

#### **F. Reports/White papers**

<b>Year</b>	<b>Title of report</b>	<b>Comments</b>
2013	Coaching skills for managers – toolkit	Targeted towards mid-managers who manage managers
2011	Strategies for Managing Dispersed and Virtual Teams from Recruitment to Retention	Guidelines for new managers
2009	Mastering Virtual Interactivity: Cheat Sheet for Effective Presentations	Was part of the training for virtual managers
2008	Crafting Comprehensive Performance Assessments@Intel: Strategies for Constructive Feedback and Addressing Challenges	A 3-page practical “hands-on” memo using examples and suggestions for first-time managers
2008	Newcomer Insights: Exploring Day-to-Day Onboarding Impact	Organized focused groups with new employees and analyzed the results, identifying activities and experiences that were important and meaningful.
2006	Assessing Technical Training Effectiveness: From Participant Satisfaction to Post-Training Knowledge Application	Conducted as part of a planning process within the Design Center at Intel Israel to clarify return on investment and identify budgeting targets
2002	Task Force Dynamics: Key Factors for Effective Facilitation of Temporary Teams	Guiding Principles for Effective Project Management for individual leaders and managers
1996	Relocation's Impact on Job Satisfaction: A Cross-Cultural Study of Israelis at Intel Israel and Intel USA	The report was based on a study I conducted with 56 employees, which resulted in guidelines ensuring an optimal relocation transfer.
1991	Fostering Better Decisions: The Importance of Interviewing Skills Among Intel Engineers	Prepared the report to receive the budget for interview training

#### **G. Interviews/articles on public channels:**

<b>Interviews/publications about Leadership</b>	
Interview by ChipPortal (2025)	<a href="https://chipportal.co.il/">https://chipportal.co.il/</a>

Interview in Leadership Podcast: It is all about leadership development in a turbulent time (2024)	<a href="https://www.podbean.com/ew/pb-aq9g6-15425a9">https://www.podbean.com/ew/pb-aq9g6-15425a9</a>
Article following Invited online lecture at University of Agricultural Sciences & Technology of Kashmir: Balancing Technology and Human Elements in the VUCA Management Landscape (2023)	<a href="https://www.greaterkashmir.com/todays-paper/srinagar">https://www.greaterkashmir.com/todays-paper/srinagar</a>
<b>The Max Stern Yezreel Valley College English Toastmasters Club for Academic Staff</b>	
Interviewed for the article: Empowering Academic Staff Voices through Toastmasters.	<a href="https://www.toastmasters.org/magazine/magazine-issues/2024/sep/club-profile">https://www.toastmasters.org/magazine/magazine-issues/2024/sep/club-profile</a>
Interview: DNA of an academic International Toastmasters club (2023)	<a href="https://www.youtube.com/live">https://www.youtube.com/live</a>
<b>Interviews about Executive Coaching:</b>	
Executive coaching vs. other types of coaching (2020)	<a href="https://youtu.be/yDsvivQ5lAk">https://youtu.be/yDsvivQ5lAk</a>
Introduction to Executive Coaching Certification Training (2021)	<a href="https://youtu.be/tRS-jwcn6PU">https://youtu.be/tRS-jwcn6PU</a>
<b>Research</b>	
My study, “Mood Impact on Automaticity of Performance: Handwriting as Exemplar” investigated the relationship between moods and handwriting performance and received attention from the media (2018):	
<b>TV Channel 10 Interview:</b>	<a href="https://youtu.be/yTui06-co8A">https://youtu.be/yTui06-co8A</a>
<b>National radio interview:</b>	<a href="https://103fm.maariv.co.il/programs/media">https://103fm.maariv.co.il/programs/media</a>
<b>Maariv paper:</b>	<a href="https://www.maariv.co.il/business/tech/article-621240">https://www.maariv.co.il/business/tech/article-621240</a>
<b>Jerusalem Post:</b>	<a href="https://www.jpost.com/health-science/">https://www.jpost.com/health-science/</a>
<b>The Medialine:</b>	<a href="http://www.themedialine.org/israeli-study/">http://www.themedialine.org/israeli-study/</a>