

Name: Neta Cohen

Date: December, 2025

## **CURRICULUM VITAE**

### **Personal Details**

Electronic Address: [netac@yvc.ac.il](mailto:netac@yvc.ac.il)

ORCID: <https://orcid.org/0009-0000-1880-9260>

### **Higher Education**

#### **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>
2015- 2018	University of Haifa, University Committee for Research Students	Ph.D	2018
2013-2014	University of Haifa, Women's and Gender Studies	Masters research thesis	2015
2003-2008	Open University, Master of Business Administration	M.B.A.	2008
1997-1999	Max Stern Academic College of Emek Yezreel , Economics and Management	B.A. (Summa cum laude)	1999

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

### **The Max Stern Yezreel Valley College**

<b>Dates</b>	<b>Name of Institution and Department</b>	<b>Rank/Position</b>
2019 – present	Department of Economics and Management, Department of Human Services	Tenure
2018 – present	Department of Economics and Management	Senior Teacher
2016 – present	Department of Human Services	Senior Teacher
2009-2015	Department of Economics and Management, Department of Human Services	Teaching Associate
2000-2009	Department of Economics and Management	Teaching Assistant

### **Offices in Academic Administration**

2015-present Student Affairs Advisor, Department of Economics and Management,  
The Max Stern Yezreel Valley College.

2018-present Student Affairs Advisor, Department of Human Services, The Max Stern  
Yezreel Valley College.

2018-present Committee member, Teaching committee, Department of Human Services,  
Yezreel Valley College.

2019-present Academic and Administrative Activities, Teaching Enhancement Center,  
Yezreel Valley College.

2020-present Committee member, Committee for Teaching load reduction due to research  
activities and teaching development, Yezreel Valley College.

2019-2024 Committee member, Research Fair Committee, Yezreel Valley College.

## Participation in Scholarly International Conferences

### Active Participation

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
10-12/ 09/2025	18th Annual Conference of The EuroMed Academy of Business	Porto, Portugal	Breaking the Glass Ceiling from Home: Understanding Turnover Intentions of Remote Working Mothers	Researcher (with A. Kidron)
7-9/08/ 2025	11th International Conference on Public Health	Bangkok, Thailand	(a) The Impact of organizational Culture on Flexible Work arrangements and Performance Evaluation of Pregnant and Post maternity Leave Employees  (b) Teleworking of pregnant women and mothers of young children: The mediating roles of the ideal teleworker culture and managerial trust	Presenter  Co-Presenter
25-29/ 07/2025	85th Annual Meeting of the Academy of Management	Copenhagen, Denmark	Family-Supportive Management in the Remote Work Era: Turnover Intentions of Remote Working Mothers	Researcher (with A. Kidron)
22/04/ 2022	The 3rd Annual Personal Finance Symposium	UAB Collat School of Business, Birmingham, Alabama	Collaborative outreach community program – Increasing basic financial literacy of college students and low-income families	Presenter (with C. Rispler)
17-19/ 10/2019	The Family in Modern and Global Societies: Persistence and Change	Vietnam Sociological Association, Ha Noi	Impact of Work Conditions on the Family: The Moderating Effect of Country Economy and Gender Equality	Presenter (with R. Katz)

20-22/ 08/ 2015	ISA - Family Research Committee Seminar	University College Dublin, Ireland	Role Conflict and Sense of Fairness as Mediating between Division of Labor and Life Satisfaction: An International Perspective	Researcher (with Y. Lavee & R. Katz)
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## **Participation in Scholarly National Conferences**

### **Active Participation**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
14/07/ 2025	20th Annual Research Fair, The Max Stern Yezreel Valley Academic College	Yezreel Valley College	The Impact of organizational Culture on Flexible Work arrangements and Performance Evaluation of Pregnant and Post maternity Leave Employees	Presenter
25/02/ 2025	55th Annual of The Israel Sociological Society	The Open University	Factors Leading to turnover intentions of pregnant and post-maternity women employed remotely	Co-Presenter
12/02/ 2025	The Annual conference of the Israeli Political Science Association	Ben-Gurion University	Pregnant and post-maternity leave teleworking policy: Research findings and recommendations in the changing world of work	Presenter
15/02/ 2023	ESPANET 2023: Social Policy as Multigenerational Sustainability	University of Haifa	The Influence of Managers' Attitude Towards Flexible Working Arrangements on Women's Employment during Pregnancy and after Maternity Leave in Light of COVID-19: Trends and Guidelines for Policy Formalization	Presenter (with Dr. Aviv Kidron & Dr. Michal Gross)
08/03/ 2017	The Program in Women's and Gender Studies	University of Haifa	Role Conflict and family Life Satisfaction	Presenter

30/04/ 2019	Annual Conference of the Teaching Enhancement Center	Yezreel Valley College	Collaborative outreach community program – Increasing basic financial literacy of College students and low income families	Presenter (with C. Rispler)
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**Organization of Conferences or Sessions**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject Conference / Role at Conference / Comments</b>	<b>Role</b>
30/04/ 2019	The Annual Conference of the Teaching Enhancement Center	Yezreel Valley College	Membership of the steering team	Membership of the organizing committee
17/06/ 2019	The 15 <sup>th</sup> Annual Research Fair	Yezreel Valley College	Membership of the steering team	Membership of the organizing committee
22/06/ 2021	The 16 <sup>th</sup> annual Research Fair	Yezreel Valley College	Membership of the steering team	Membership of the organizing committee
28/06/ 2022	The 17 <sup>th</sup> Annual Research Fair	Yezreel Valley College	Membership of the steering team	Membership of the organizing committee
27/06/ 2023	The 18 <sup>th</sup> Annual Research Fair	Yezreel Valley College	Membership of the steering team	Membership of the organizing committee
18/07/ 2024	The 19 <sup>th</sup> Annual Research Fair	Yezreel Valley College	Membership of the steering team	Membership of the organizing committee

### **Invited Lectures/Colloquium Talks**

<b>Date</b>	<b>Place of Lecture</b>	<b>Name of Forum</b>	<b>Presentation</b>
08/05/2025	Virtual	National Insurance Institute Research Fund	Managers' Attitudes Toward Flexible Work Arrangements and Their Impact on Pregnant Women and Post-Maternity Leave Employees in Light of the COVID-19 Pandemic: Trends and Policy Recommendations
05/03/2024	Max Stern Yezreel Valley College	Department of Communication – Television Studio	Economic Forecast for 2024 Following the "October 7 War"
24/12/2024	Max Stern Yezreel Valley College	Department of Communication – Podcast	The Impact of Extended IDF Reserve on Self-Employed Businesses in Israel
13/07/2022	Max Stern Yezreel Valley College	Leadership in Academia – Senior Leadership Development in Higher Education	Academia Meets Community – Financial Education for Teenagers
12/06/2022	Max Stern Yezreel Valley College	The 30th Board of Trustees Meeting of the Max Stern Yezreel Valley College	Academia Meets Community – Financial Education for Teenagers
11/11/2020	Max Stern Yezreel Valley College	Series of Lectures for administrative Staff	Responsible Financial Behavior: Managing the Household Budget

## Research Grants

### Grants Awarded

<b>Role in Research</b>	<b>Co-Researchers</b>	<b>Topic</b>	<b>Funded by/ Amount</b>	<b>Year</b>
PI	Dr. Aviv Kidron Dr. Michal Gross	The Influence of Flexible Working Arrangements on Women's Employment during Pregnancy and after Maternity Leave in Light of COVID-19: Trends and Guidelines for Policy Formalization	Research fund of the National Insurance Institute of Israel  (87,164 NIS)	2022

## Scholarships, Awards, and Prizes

<b>Date</b>	<b>Source</b>	<b>Purpose</b>	<b>Sum</b>
2025	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution (Top 20% of the academic staff).	32,880 NIS
2024	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution (Top 20% of the academic staff).	32,885 NIS
2023	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution (Top 20% of the academic staff).	32,110 NIS
2022	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution (Top 20% of the academic staff).	29,123 NIS
2021	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution (Top 20% of the academic staff).	27,497 NIS
2020	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/	29,284 NIS

		community contribution (Top 20% of the academic staff).	
2019	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution (Top 20% of the academic staff).	28,332 NIS
2018	Max Stern Yezreel Valley College.	Excellence Award for research, teaching, and organization/ community contribution.	20,016 NIS

## Teaching

### Courses Taught in Recent Years

Year	Name of Course	Type of Course	Degree	Number of Students
2023- present	Seminar in Financial literacy	Seminar	B.A.	25
2014- present	Micro-economic A and B	Lecture/Introductory Course	B.A.	40
2015- 2022	Introduction to Economics A	Lecture/Introductory Course	B.A.	60
2007- present	Introduction to Economics A and B (for non-economists)	Lecture/Introductory Course	B.A.	60
2022- present	Introduction to Economics (for non-economists)	Lecture/Introductory Course	B.A.	90
2019 - present	Financial education for teenagers	Workshop	B.A.	20
2017 - 2019	Financial literacy: making informed consumer choices	Workshop	B.A.	20
2015- 2017	Gender Issues in Economics and Finances	Lecture	B.A.	60
2009-2010	Computer and ICT Literacy	Lecture/Introductory Course	B.A.	30
2000-2013	Micro-economic A and B	Tutorial/ Introductory Course	B.A.	40

2000-2007	Introduction to Economics A and B (for non-economists)	Tutorial/ Introductory Course	B.A.	40
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### **Professional Experience**

- 2017-present: Executive Board Member, Kfar Yehoshua Association, Cooperative Agricultural Settlement Workers' Moshav Ltd.
- 2018-2023: Executive Board Member, Kfar Yehoshua Community Services Association, Responsible for Early Childhood Education.
- 2006-2019 Volunteered as a parents' committee member in the children's kindergartens and schools. I served as treasurer and participated in organizing events and graduation parties, took part in think tanks and joint teams for parents, school administration, and teachers.
- 2000-2006: Assistant Editor, Statistical Abstract of Israel, Northern District (publications of the Northern District Statistical Yearbook, 2001-2005).
- 2000-2006: Participation in conferences and preparing socio-economic reports for the Galilee Development Authority.

## PUBLICATIONS

### Thesis

Cohen, N. (2014). *Role conflict and sense of fairness as mediating between division of labor and life satisfaction: Gender perspective and international comparison.*

University of Haifa, Supervised by: Prof. Yoav Lavee and Dr. Orna Blumen.

### Ph.D. Dissertation

Cohen, N. (2018). *Associations between Role Accumulation, Role Conflict, Sense of Fairness and Family Life Satisfaction: The Significance of Cultural Variations.*

University of Haifa, Supervised by: Prof. Yoav Lavee and Prof. Ruth Katz.

### Accepted for Publications

Gross, M., Kidron A., & **Cohen, N.** (2026). Telework of pregnant women and mothers of young children: The mediating roles of the ideal teleworker culture and managers' trust. In Ioanna Papisolomou, Sandra Loureiro, Demetris Vrontis, Veena Jadhav, Leonidas Efthymiou, Alkis Thrassou (Eds.), *Social, Behavioural and Psychological Considerations in Business: Human Resource Management Perspectives*. SCOPUS Book Series.

**(Role in the publication:** I co-initiated the study, contributed to the conceptualization of the study, development of the research design and methods, data curation and resources, review of the literature and discussion, and approved the final version of the manuscript).

**Cohen N.**, Gross M., Kidron A. Flexibility Stigma and Managers' Attitudes towards FWAs Mediating the Connection between Ideal Worker Culture and the Implementation of FWAs and Flexible workers' Perceived Productivity. *Social Security (Bitachon Sotzialy)*. [Hebrew].

**(Role in the publication:** I co-initiated the study, contributed to the conceptualization of the study, development of the research design and methods, data

curation and resources, review of the literature and discussion, and approved the final version of the manuscript).

### **Other Scientific Publications**

Kidron, A., **Cohen, N.**, & Gross, M. (2023). The Influence of Flexible Working Arrangements on Women's Employment During Pregnancy and after Maternity Leave in Light of COVID-19: Trends and Guidelines for Policy Formalization. 75 pp. The National Insurance Institute 2023-2024 (Hebrew).

<https://www.btl.gov.il/Mediniyut/BakashatNetunim/dohot/Documents/AvivKidron.pdf>

### **Submitted for Publication**

Kidron, A., Cohen, N. & **Gross, M** (2024). The effect of the relationship between family-supportive management and perceived pregnancy discrimination on turnover intentions: Psychological contract breach and organizational trust as mediators. 27 pp. *Journal of Vocational Behaviour*.

**(Role in the publication:** I co-initiated the study, contributed to the conceptualization of the study, development of the research design and methods, data curation and resources, review of the literature and discussion, and approved the final version of the manuscript).

### **Other Publications**

Klinov, R., & **Cohen, N.** (Eds.) (2001, 2002, 2003, 2004, 2005). *Northern District Statistical Yearbook*. Yezreel Valley, Israel: Yezreel Valley Academic College.

Klinov, R., & **Cohen, N.** (Eds.) (2001, 2002, 2003, 2004, 2005). *Socio-Economic Review, Northern District*. Yezreel Valley, Israel: Yezreel Valley Academic College, Department of Economics and Management.

Rispler, C., & **Cohen, N.** (2022) Case study of educational program on the topic of financial efficacy that incorporates a collaborative effort between the academia and the community The study of organizations and human resource management quarterly. (Hebrew).

**Other Works Connected with my Scholarly Field**

1. *Introduction to Economics for Non Economists: Course Booklet*
2. *Computer and ICT literacy: Course Booklet*
3. *Introduction to Economics: Exercises and Solutions Course Workbook*
4. *Microeconomics: Exercises and Solutions Course Workbook*
5. *Financial education for teenagers: Booklet for students*