

Name: Michal Gross

Date: December 2025

## CURRICULUM VITAE

### 1. Personal Details

Name: Michal Gross

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### 2. Higher Education

#### A. Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
2015-2020	University of Haifa, Faculty of Law	Ph.D.	2020
2013-2015	University of Haifa, Faculty of Law	Master's Research Thesis	2015
2006-2008	Tel Aviv University, Faculty of Law	LL.M. (Magna cum laude)	2010
1998-2001	University of Haifa, Faculty of Law	LL.B. (Magna cum laude)	2001
1993-1996	University of Haifa, Department of Psychology, Department of Sociology and Anthropology	B.A. (Magna cum laude)	1997

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

Dates	Name of Institution and Department	Rank/Position
2025 – Today	University of Haifa	Adjunct Lecturer
2023- Today	The Max Stern Yezreel Valley College: Department of Human Services; Department	Senior Expert Lecturer

	of Social Work; Department of Nursing Science	
2023- Today	The Max Stern Yezreel Valley College: Department of Health Systems Management; Department of Sociology and Anthropology; Department of Economics and Management	Adjunct Lecturer
2003- 2023	The Max Stern Yezreel Valley College: Department of Human Services; Department of Social Work; Department of Health Systems Management; Department of Sociology and Anthropology; Department of Economics and Management; Department of Nursing Science; Department of Behavioral Sciences	Adjunct Lecturer
2006- 2008	University of Tel Aviv: School of Social Work	Teaching Assistant

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

- 2025 – Today: Member of Teaching Committee, Department of Human Services, The Max Stern Yezreel Valley College.
- 2023 – Today: Member of Admittance Committee, Department of Social Work, The Max Stern Yezreel Valley College.
- 2023 – Today: Member of Students Disciplinary Committee, The Max Stern Yezreel Valley College.
- 2023 – Today: Students Counselor, Department of Human Services, The Max Stern Yezreel Valley College.

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

##### a. **Membership in Professional Associations**

2002 – Today: Member of the Israeli Bar Association.

#### 6. **Participation in Scholarly Conferences**

##### a. **Active Participation – National Conferences**

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
7/2025	20th Research Forum	The Max stern Yezreel Valley College	Seniority in women's labor law: the protection mechanism has become an incentive for the	poster presentation

			dismissal of pregnant workers	
7/2025	20th Research Forum	The Max stern Yezreel Valley College	The impact of organizational culture on flexible work arrangements, performance evaluation of pregnant and post maternity leave employees	poster presentation
6/2025	Motherhood and the Law	The Forum for Law, Gender and Social Policy, University of Haifa, Faculty of Law	Seniority in women's labor law: the protection mechanism has become an incentive for the dismissal of pregnant workers	
2/2025	55th Annual Meeting of The Israel Sociological Society	The Open University	Factors Leading to turnover intentions of pregnant and post-maternity women employed remotely	
2/2025	The annual conference of the Israeli Political Science Association	Ben Gurion University	Pregnant and post-maternity teleworking policies: research findings and recommendations in light of changes in the world of work	co-presenter with Dr. Neta Cohen
10/2020	Annual conference	The Israeli History & Law Association	Seniority in Women's Labor Law: The Protection Mechanism Has Become an Incentive for the Dismissal of Pregnant Workers	co-presenter with Prof. Noya Rimalt
6/2018	14th Research Forum	The Max stern Yezreel Valley College	Pregnancy Discrimination Law in Israel: Main Findings of a Critical Analysis	presenter
2/2018	ESPANET 2018: New Horizons for the Welfare State? U.S.A, Europe and Israel: Risks, Perils, Opportunities and Challenges	The Max stern Yezreel Valley College	Pregnancy Discrimination Law in Israel: A Critical Analysis in a Comparative Perspective	presenter

11/2016	Gender Inequality: Between the Home Sphere and the Labor Market	University of Haifa, The Center for Gender, law and Policy	What Would You Like to be When You become Bigger? An Employee!	presenter
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b. **Active Participation – International Conferences**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
9/2025	18th Annual conference of the Euromed Academy of Business	Porto, Portugal	Breaking the glass ceiling from home: understanding turnover intentions of remote working mothers	
8/2025	11th International Conference on Public Health	Bangkok, Thailand	The impact of organizational culture on flexible work arrangements, performance evaluation of pregnant and post maternity leave employees	poster presentation
8/2025	11th International Conference on Public Health	Bangkok, Thailand	Teleworking of pregnant women and mothers of young children: The mediating roles of the ideal teleworker culture and managerial trust	poster presentation
7/2025	85th Annual Meeting of the Academy of Management	Copenhagen, Denmark	Family-supportive management in the remote work era: turnover intentions of remote working mothers	
2/2023	ESPANET 2023: Social Policy as Multigenerational Sustainability	University of Haifa	1. Seniority in Women's Labor Law: The Protection Mechanism Has Become an Incentive for the Dismissal of Pregnant Workers	co-presenter with Prof. Noya Rimalt  co-presenter with Dr. Aviv

			2. 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	Kidron & Dr. Neta Cohen
2/2018	ESPANET 2018: New Horizons for the Welfare State? U.S.A, Europe and Israel: Risks, Perils, Opportunities and Challenges	The Max stern Yezreel Valley College	Pregnancy Discrimination Law in Israel: A Critical Analysis in a Comparative Perspective	presenter

### 7. Invited Lectures/Colloquium Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
6/2022 - Today	Technion -- Israel Institute of Technology	Faculty of Medicine	A session of 4 lectures on Human Rights, National Health Insurance and Medical Law as part of the course "Bio-Health Ethics and Law"
2/2024, 12/2025	The Max Stern Yezreel Valley College	Department of Community Gerontology (MA)	A lecture on "Key guidelines for the employment policies" for future managers of retirement homes
5/2025	Online	The Research Department of the National Insurance Institute	Teleworking of pregnant women and mothers of young children: The mediating roles of the ideal teleworker culture and managerial trust
2/2025	Nof Hagalil, Haifa	The Joint, Ministry of Education, Federation of	1 day seminar (X3) on Early Childhood Reform in Day Care Centers, Assault and Abuse of Minors and the Helpless, Duty to Report,

		Local Authorities in Israel, Yad Hanadiv	Installation of Cameras in Day Care Centers and Wiretapping Prohibition Law, Privacy Protection Law, Defamation Prohibition Law
2/2023	Neot Efal	Mif'am Emek Yezreel	A one-day workshop for heads of departments of municipalities and local councils on the topic "Reflecting on employment in a changing labor market". The 4-hour workshop was divided into three topics: An employer's duty to provide a safe and respectful work environment; Equality, diversity and inclusion; and Technology vs. workers' rights. Each topic was introduced by a simulation and team discussion in small groups, after which we gathered for a final discussion, and I summarized with an emphasis on updated legal guidelines
2013 - 2023	Mif'am Emek Yezreel, Mofet Institution, Neot Efal	Mif'am Emek Yezreel	A yearly lecture on "Legal aspects of employment of workers" for heads of departments of municipalities and local councils. A review of key points in Administrative Law, Contract Law, and Labor Law
9/2019	Zefat	Ziv Medical Center (Training and Simulation Center)	A one-day 7-hour workshop for nurses attending a management course. The workshop discussed and simulated Medical, Administrative and Labor Law issues
4/2018	Haifa	The College of Management (Haifa Branch)	A series of four lectures (of 5 hours each) on Labor Law for students enrolled in the course "Human resource management and business management" (certification studies)
2/2017	Haifa	Eged (public transport cooperative)	A course for managers on "Employee management issues". Consisted of four sessions of 4 hours each, which focused on issues related to different types of employment, employer obligations, employee rights and collective bargaining
2003-2017	The Max Stern Yezreel Valley College	Department of Human Services; Division of Gender Studies	A guest lecture (yearly) in Women's labor course, on "Women's rights and legal tools to address gender discrimination in the labor market"
12/2016	The Max Stern Yezreel	Department of Sociology	A lecture on legal aspects of conflicts experienced by women in workplaces

	Valley College		
7/2013	Afula		A workshop on key issues of Contract and Labor Law for community secretaries and community managers in rural communities. The workshop consisted of 3 sessions of 4 hours each, which provided important tips, demonstrated best practices, and analyzed examples from recent case law
4/2007	Kibutz Geva	Ha'amakim Class	4 lectures on Contract Law and Labor Law
2003-2005	University of Haifa	Department of Human Services	A guest lecture (yearly) in Women's labor Course, on "Women's rights and legal tools to address gender discrimination in the labor market"
8/2003	Haifa	Bina College	Bar exam preparation for law students who studied abroad

## **Research Grants**

### a. **Grants Awarded**

<b>Role</b>	<b>Co-Researchers</b>	<b>Topic</b>	<b>Funded by/Amount</b>	<b>Year</b>
Co-CI	Dr. Aviv Kidron (CI) & Dr. Neta Cohen (CI)	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 (87,164 NIS)	2022

### 9. **Scholarships, Awards and Prizes**

- 2024 Excellence Award for research, teaching, and organization/community contribution, Yezreel Valley College.
- 2015 My thesis paper received the Orna Lin excellence prize from the Center for Gender, Law and Policy, Faculty of Law, University of Haifa (2,000 ISL).

## 10. **Teaching**

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

Consistently received high ranking in student evaluations of teaching.

<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>
2025 - Today	Labor Law	Mandatory Course	MBA	50
2025 - Today	Labor Law	Qualitative Research Seminar	B.A.	20
2024- Today	Human Rights in organizations	Qualitative Research Seminar	B.A.	20
2003- Today	Labor Law	Mandatory Course; Elective course	B.A.	50-100
2015- Today	Legal Aspects of Social Working	Mandatory Course	B.A.	70-100
2019- Today	Medical Law & Risk Management	Mandatory Course	B.A.	60-90
2021- Today	Gendered Organizations	Elective course	B.A.	35-50
2022- 2024	Law, Justice, and Ethics in Medical Cannabis	Elective course	B.A.	20-30
2009- 2022	Social- Economic Rights in Israel	Elective course	B.A.	30-60
2004- 2013, 2016- 2022	Legal Aspects of Organizational Behavior	Elective course	B.A.	40-50
2006, 2010- 2011	Freedom of Speech and the Media in Israel	Elective course	B.A.	30-65
2008- 2010	Introduction to Israeli Law	Mandatory Course	B.A.	70
2008- 2009	Civil & Human Rights in Israel	Elective course	B.A.	50
2007	Law & Medicine	Elective course	B.A.	70
2005- 2007	Contract Law	Elective course	B.A.	50-88
2003	Women's Status &	Elective course	B.A.	65

	Rights in Israel			
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### 11. Professional Experience

- 2003-Today: **Owner of a private legal practice as an attorney, litigator, and legal advisor for organizations and individuals.**
- 2003-Today: **The Max Stern Yezreel Valley College, Expert Senior Lecturer**
- 2009-2021: **Oranim Academic College of Education, The Bi-Regional School for Gifted Children – Teacher of enriching legal courses for gifted teenagers.**

### Professional Development

- 2025 **Advanced Training in Continuous Power of Attorney** - Ministry of Justice, Public Trustee, Institution of Professional Training, The Israeli Bar Association, Online.
- 2022 **Labor Law** - Haifa District Committee, The Israeli Bar Association, online.
- 2018 **Continuous Power of Attorney, Preliminary Guidelines for Guardianship, and Expression of will document** - Ministry of Justice, Public Trustee, Nazareth.
- 2010-2011 **Real Estate Transaction and Taxation** - Institution of Professional Training, The Israeli Bar Association, Nazareth.

### 12. Non-Academic Community Service (Volunteer Activities, pro-bono)

- 2003-Today Provides pro-bono legal advice and representation (or token fee) to disadvantaged individuals and people with special needs.
- 2016-2020 Volunteered to help a single mother: once a week I picked up her little son from daycare, spent the afternoon with him, gave him dinner, bathed him and put him to bed, sometimes I also served as a babysitter. My help allowed her to refresh herself, complete tasks, have fun, and most importantly, spend long days working on and completing her doctoral dissertation.
- 2000-2014 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.

## **PUBLICATIONS**

### **A. Thesis**

Remedies for happiness – critical review of judicial remedies, ruled in labor courts in favor of pregnant workers, due to wrongful termination of employment (2015), 236 pp., (Hebrew), University of Haifa, Israel, Supervisor: Prof. Noya Rimalt.

### **B. Ph.D. Dissertation**

Pregnancy related dismissal law in Israel: a critical analysis of the legislation and its enforcement in the labor court (2020), 288 pp., (Hebrew), University of Haifa, Israel, Supervisor: Prof. Noya Rimalt.

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

1. Gross, M. (2022). Is this the child we hoped for? Three decades of Fighting Pregnancy-Related Dismissals. *Work, Society and Law Journal* 17, 113-146 [Hebrew].
2. Rimalt, N., & Gross, M. (2025). Seniority in women's labor law: the protection mechanism has become an incentive for the dismissal of pregnant workers. *Tel Aviv University Law Review (Eyuney Mishpat)* 48, (2) 505- 565 [Hebrew].

**(Role in the publication:** I initiated the study, contributed to the conceptualization, formulated the research strategy, collected the data, performed the empirical analysis, contributed to theory and literature review and co-written the discussion and recommendations).

### **D. Accepted for Publications**

1. 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 Papasolomou, 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).

2. 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).

#### **E. Other Scientific Publications**

##### **Published**

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>

##### **F. Submitted for Publication**

Authors' contributed equally, unless otherwise indicated.

1. 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.)