

Name: Helena Desivilya Syna

Date: December 2023

CURRICULUM VITAE

1. Personal Details

Permanent Home Address: 81/34 Netiv-Hen St., Haifa 32688, Israel.

Home Telephone Number: 972-4-8325881

Cellular Phone: 972-50-5423359

Electronic Address: desiv@yvc.ac.il; helena.desivilya@gmail.com

ORCID ID: <https://orcid.org/0000-0002-3481-6003>

2. Higher Education

A. Undergraduate, Graduate and Postgraduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
1984-1985	State University of New York at Buffalo, USA Negotiation Project of Professor Dean G. Pruitt	Post-Doctoral Research	1985
1982-1984	State University of New York at Buffalo, USA, Psychology	Ph.D.	1984
1979-1982	State University of New York at Buffalo, USA, Psychology	MA	1982
1976-1979	Hebrew University, Jerusalem, Israel, Psychology	BA	1979

3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
5/2021	The Max Stern Yezreel Valley College Department of Sociology and Anthropology MA Studies in Organizational Development and Consulting	Full Professor
2007-4/2021	The Max Stern Yezreel Valley College Department of Sociology and Anthropology MA Studies in Organizational Development and Consulting	Associate Professor
1999-2007	The Max Stern Yezreel Valley College Department of Sociology and Anthropology	Senior Lecturer
1997-1999	Yezreel Valley College Department of Interdisciplinary Studies (sociology and anthropology section) and department of behavioral sciences	Lecturer

4. Offices in Academic Administration

12/2020- 10/2022	Representative of Senior Academic Faculty at the YVC Board of Directors
10/2019-10/2022	Head, Department of Sociology and Anthropology
3/2018- 8/2019	Chair of the Steering Committee "TIKVA ISRAELIT"
2012-10/2017	Head of MA studies department in organizational development and consulting
2006-2013	Member of ethics committee, the Max Stern Yezreel Valley College
2013-2022	Chair of the committee
2007-2011	Head of the Sociology and Anthropology department, the Max Stern Yezreel Valley College

2006-2008	Member of the appeals students' disciplinary committee, the Max Stern Yezreel Valley College
2006-2007	Head of Women and Gender Studies, the Max Stern Yezreel Valley College
2005-2012 2021-present	Member of the promotions and nominations committee, the Max Stern Yezreel Valley College
2002-2004	Head of the steering committee, development of MA program in Organizational Development and Consulting.
2001-2003	Head of service quality committee, the Max Stern Yezreel Valley College
1999-2003	Head of department, department of sociology and anthropology and inter-disciplinary studies.
1998-2002	Academic Head, Honors Program, the Max Stern Yezreel Valley College
1998-2003 2013-2022	Member of the research committee, the Max Stern Yezreel Valley College

5. Scholarly Positions and Activities outside the Institution

A. Editor-in- Chief (EIC), Editorial Boards of Scholarly Peer-reviewed Journals

June 2020-present	Editor-in Chief (EIC) Conflict Resolution Quarterly
2002-2020	Conflict Resolution Quarterly
3-6/2019	Ad-hoc reviewer for The European Journal of Social Psychology
2006-present	International Journal of Conflict Management
2006-present	Negotiation and Conflict Management Research

B. Reviewer of proposals for research foundations

10/2017-12/2017 10/2018-12/2018 9/2019-12/2019 10/2020-12/2020 09/2022-12/2022	Expert Evaluator EU (Horizon 2020)-MCSA
--	---

6/2019	Israel Science Foundation (ISF)
1/2015	Germany-Israel Foundation (GIF)
5/2006	Israel Science Foundation (ISF)

C. Professional Organizations

International Association of Conflict Management (IACM)

International Society of Political Psychology (ISPP)

Israeli Association for Organizational Development (IPPA/PAI)

Israeli Sociological Association

Taos Institute – Associate member

D. Advisory Roles

9/2017-3/2018	Council of Higher Education: external evaluator of MA program in Educational Evaluation at Seminar of Kibbutzim
2013-2014	Member of an advisory forum to the Employment Services
2010-2012	A member of an advisory steering committee on "Integrating College and University Graduates with Learning Disabilities into Job Market" of the department of integrating people with disabilities at the Ministry of Industry, Commerce and Employment
2010-2012	A member of a think-tank on "Managing Diversity in Business" organized by 'Zionut 2000'.
1997-1998	Academic Consultant, Development of a Course on "Dynamics of Negotiation", Open University, Israel.

E. Research Posts

1996-1997	Director – The Carmel Institute for Social Research
1987-1996	Senior Researcher - The Carmel Institute for Social Research Main Tasks/Roles: Grant Writing (incl. NIMH, BSF), leading and conducting research projects, write-up of research reports Research Areas: Long Term Effects of Traumatic Experiences (terrorist acts, wars) on the survivors' lives; The Dynamics in Military Families in Israel; Coping with Intergroup Political Conflicts in Divided Societies.
1985-1987	Section Head, Research Branch of the Department of Behavioral Sciences, Israel Defense Forces

6. Participation in Scholarly Conferences

A. Active Participation

International Conferences

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
7/1984	International society for political Psychology	Toronto, Canada	Blame and Strategic Choice in Family and International Conflict	Co-presenter with D.G. Pruitt in a panel
7/1986	The 6th Organizational Development World Congress	Shoresh, Israel	Community Dispute Resolution Centers: Blending Systematic Research into Applied Work	Presenter in a panel
1989	The 4 th International conference on Psychological Stress and Adjustment in Time of War and Peace	Tel-Aviv, Israel	A Conflict between Two 'Greedy' Institutions – the Family and the Military: A Field Study and a Conceptual Model	Co-presenter with R.Gal in a panel
1991	Third International Facet Theory Conference	Jerusalem, Israel	Testing structural Hypothesis for Personal Change due to Combat Experience	Co-presenter with R.Gal in a panel
11/1993	The Annual Meeting of the International Society for Traumatic Stress Studies ,	San Antonio, Texas, USA	Coping with Long-Term Effects of Terrorism by Victims	Co-presenter with O. Ayalon and R. Gal in a panel
6/1995	The International Association for Conflict Management	Helsingor, Denmark.	Advancing Jewish-Arab Coexistence through Mixed Professional Teams	Presenter in a panel
6/1997	International Association for	Bonn, Germany	Perceived sources of conflict, modes of	Presenter in a panel

	Conflict Management		resolution, and personal and organizational consequences of conflicts in service and production organization	
6/1998	International Association for Conflict Management	College Park, MD, USA	Coping with Ideological Conflicts in Israel's Transforming Kibbutz: A Case Study	Presenter in a panel
7/1999	34 th Congress of the International Institute of Sociology	Tel-Aviv, Israel	Alternative Dispute Resolution at the Workplace as an Empowering Mechanism in the Era of Privatization	Presenter in a panel
6/1999	International Association for Conflict Management	San-Sebastian, Spain	Long-Term Benefits of Conflict Resolution and Reconciliation Workshop in Croatia	Co-presenter in a panel with R.Gal
6/2000	International Association for Conflict Management	St. Louis, MS., USA	Third Party Intervention in Organizational Conflict in the Era of Transformations	Presenter in a panel
4/2001	Mediation UK	Sheffield, UK	The Challenge of Tripartite Collaboration among Researchers, Government and Practitioners in the area of Community Mediation	Presenter in a panel
6/2001	International Association for Conflict Management	Paris-Cergy, France	<ol style="list-style-type: none"> 1. The Dynamics of Conflict Escalation: A Case Study in a Transforming Kibbutz 2. Theory to Practice Symposium: Israeli ADR Professionals: Models and 	<p>Co-presenter in a panel with D. Hadar</p> <p>A convener of a symposium with D. Shmueli and S. Kaufmann</p>

			Content of Training	
7/2002	International Society of Political Psychology	Berlin, Germany	Images of Middle-East Conflict in the Eyes of Jewish and Arab Young Adolescents	A presenter in a panel
12/2003	First International Biennale on Negotiation	Paris, France	Women's Voices in Peace Building Process: Jewish and Arab Women Activists in Israel",	A presenter in a panel
9/2003	The 6 th Conference of the European Sociological Association	Murcia, Spain	Gender Role Schemas, Self-Efficacy and Conflict Management in Organizations	A presenter in a panel
6/2004	International Association for Conflict Management	Pittsburgh, PA	The Role of Emotions in Conflict Management: The Case of Work Teams	A presenter in a panel with D. Yagil.
8/2004	International Assembly on Managing the Psychology and Fear of Terror	Austin, Texas	Training Trauma Relief Personnel in the Area of Protracted Inter-Ethnic Conflict	An invited delegate
6/2005	International Association for Conflict Management	Seville, Spain	<ol style="list-style-type: none"> 1. Conflict Education in a Divided Society 2. Rescuing Dialogue between Jews and Arabs: What Students Can Tell us About Living in Protracted Conflict Environment? 	<ol style="list-style-type: none"> 1. A convener of a round- table on conflict education around the world 2. A presenter in a panel
7/2005	European Group on Organizations EGOS Colloquium	Berlin, Germany	Locking and Unlocking Gender: The Case of "Machsomwatch" - a Human Rights Women Organization	A participant in a workgroup on gender and organizations
Participated after promotion to the rank of Associate Professor				

6/2007*	The Third Organization Science Summer Workshop on: "Organization Studies as Applied Science	Crete, Greece	Building Academics-Practitioners Partnership as Means for Generating Usable Knowledge	A workshop participant with M. Palgi
7/2007	International Association for Conflict Management	Budapest, Hungary	The Influence of Perceived Power and Specific Self Efficacy Levels on Intergroup Conflict Management	A presenter in a panel with G.Aloni
8/2008	International Conference on "Understanding Conflict: Cross Cultural Perspectives"	Aarhus, Denmark	Negotiating Reality about Jewish-Arab Citizens Relations in Israel: The Case of Conflict Education in a Northern College – A Praxis Report	A presenter in a panel
7/2008	XXIX International Congress of Psychology	Berlin, Germany	A Symposium on International Perspectives on Invasion, Reconciliation, Peace and Security – Middle Eastern Perspectives on Reconciliation: Israel	A participant in a symposium with D. Yassour-Borochowitz
6/2010	10 th International Conference of ICSA	The Max Stern Yezreel Valley College	Building Academics-Practitioners Partnership as Means for Generating Usable Knowledge	A presenter in a panel
4/2011	CR3 Conference: The Power of Responsibility	Hanken School of Economics. Helsinki, Finland	Managing diversity in medical teams: The challenge of social responsibility in the context of protracted national	A presenter in a panel
9/2011	10 th Conference of European Sociological Association(ESA)	Geneva, Switzerland	Patterns of Conflict management and Decision-Making in Top Management Teams(TMT): Gender Perspective.	A presenter in a panel with M. Palgi
9/2012	(re) Thinking! Diversity, 2 nd International	Karlsruhe, Germany	Reflections about social divisions, intergroup conflict	Invited Speaker

	Conference on Narrative & Innovation		and diversity: the case of Israeli organizations.	
10/2012	The 5 th Annual Conference of the EuroMed Academy of Business	Monteux, Switzerland	Gender Perspective in Management: The Israeli Case of Top Management Team	Track Chair
9/2013	The 6 th Annual Conference of the EuroMed Academy of Business	Estoril/Lisbon, Portugal	The challenge of engaging organizational diversity in divided societies: the case of ethnically mixed nurses' teams	A track chair and a presenter with M. Raz
7/2014	International Conference: Diversity in Organizations, Communities and Nations	Vienna, Austria	Culture-sensitive teaching and learning in a diverse and divided society: the case of a college on a journey towards internationalization of higher education	A presenter in a panel with Kalovski, G., Lavy, I., Ore, L., and Yassour-Borochowitz, D
7/2014	The 7 th Annual Conference of the EuroMed Academy of Business	Kristiansand, Norway	<ol style="list-style-type: none"> 1. Managers' Voices in Conflict Situations – <i>Opening Doors, Waiting for them to Open or Staying behind Closed Doors: Gender Perspective</i> 2. Factors Shaping Young Tourists' Images of Various Touristic Destinations: A Comparative Study in Greece, Israel, Poland and Portugal 	<ol style="list-style-type: none"> 1.A track chair and a presenter with D.Yagil 2. A presenter in a panel with Teitler Regev, S., Shaharabani, S
3/2015	Workshop on Top Management Teams and Business Strategy Research.	European Institute for Advanced Studies in Management. Antwerp, Belgium	Gender Perspective on Top Management Teams' Dynamics: The Israeli Case.	A presenter in a panel with M.Palgi

6/2015	Women in Top Management Teams: Trends and Challenges	University Paris 1, Pantheon Sorbonne	<ol style="list-style-type: none"> 1. Keynote Introduction: Conceptual Overview of Trends 2. Women's Experiences in Top Management Teams: Main Features of Women's Leadership and Management – achievements, barriers and coping modes 	<ol style="list-style-type: none"> 1. A presenter 2. A presenter with M. Palgi 3. Chair of a session on Women in Top Management in High Education
6/2015	Factors affecting young people decisions to travel to risky destinations	The 5th Conference of the International Association for Tourism Economics, Hong Kong SAR, China	A panel on decision making in tourism	A co-author with Shosh Sharhabany and Sharon Teitler Regev presented by Sharon Teitler Regev
7/2015	<ol style="list-style-type: none"> 1. Searching for new approaches to engage intergroup tensions in contemporary complex societies: Insights from research in Israel and Poland 2. Construction of Tourist Destination Image by Young Israeli and Polish Tourists: The Role of Social Biases and Personal Characteristics 	The 14 th European Congress of Psychology, Milan, Italy	<ol style="list-style-type: none"> 1. A symposium on novel approaches to coping with diversity in complex societies 2. A panel on Values 	<ol style="list-style-type: none"> 1. A convener of a symposium and a presenter 2. A presenter of a paper with Sharon Teitler Regev and Shosh Shahrabani
6/2016	29 th Annual Conference of the International Association for Conflict Management	Columbia University, NYC, NY, USA.	<ol style="list-style-type: none"> 1. Diversity Climate at an Academic Campus: Perceptions of National Minority and National Majority Students 2. Managers' Voices in Organizational Conflict: Playing Meaningful Roles 	<ol style="list-style-type: none"> 1. The presenter of a paper, with Yassour-Borochowitz, D., Raz, M., and Bouknik, S. 2. The presenter of the paper with Orit Shamir

			in Political Gambits	Balderman and Michal Shamir
7/2016	3 rd ISA Forum of Sociology	Vienna, Austria	Women's Voices in Management in Different Cultural Setting	Co-author with Michal Palgi
9/2016	9 th EMRBI Conference	University of Warsaw, Warsaw, Poland	<ol style="list-style-type: none"> 1. Social Enterprises – Social Change and Business: Are They partners for Tango? 2. Diversity Management at Academic Institution: Students' Perspective 3. Factors Shaping Young Tourists' Intentions to Travel to Greece, Israel and Portugal: Universal or Idiosyncratic Perceptions of Young Greeks, Israelis and Portuguese? 	<p>First Author and Presenter with Galit Yanay-Ventura</p> <p>First Author and Presenter with Michal Raz</p> <p>Presenter with Sharon Teitler Regev Syna, Shosh Shahrabani</p> <p>Fotini Voulgaris, Evangelos Tsoukatos</p> <p>Vitor Ambrosio, Sandra Maria Correia Loureiro</p>
9/2016	International Conference on Women Entrepreneurs and Leaders	University of Nicosia, Cyprus	Women's Voices at Organizational Top Management	Invited Lecture
7/2017	30 th Annual Conference of the International Association for Conflict Management (IACM)	Berlin, Germany	"Fitting the Forum to the Fuss"? Studying Encounters among Diverse Groups in Contemporary Complex Societies Complex Societies: A Roundtable	Organizer and Convener with Ifat Maoz and Presenter with Yiftach Ron, Michal Raz, Daniella Arieli, Victor J. Friedman and Oriana Aboud
7/2017	7th International Conference on Diversity in Organizations, Communities & Nations	Toronto, Canada	Educating Academic Staff in Managing Social Kaleidoscope	Presenter

8/2017	Annual Meeting of the Academy of Management, 2017	Atlanta Georgia	<p>PDW on Management Education for Responsibility: An international perspective convened by Agata Stachowicz-Stanusz</p> <ol style="list-style-type: none"> 1. Social business as a novel mechanism for leveraging corporate social performance: Israeli perspective 2. Israeli perspective on shattering the glass ceiling: mustering managers' responsibility for integrating women high-tech engineers into top executive positions 	<ol style="list-style-type: none"> 1. Participant and Presenter with Galit Yanay Venture 2. Participant and Presenter with Limor Kessler-Ladelsky
2018	ICTH 2018: International Conference on Tourism and Hospitality	Tokyo, Japan	Analyzing the Effect of Socio-Political Context on Tourism: Perceptions of Young Tourists in Greece, Portugal and Israel	Co-Author with Shosh Sharabani and Sharon Teitler Regev
5/2018	Workshop on Entrepreneurship: Culture and Institutions The European Institute for Advanced Studies in Management	Faculty of Management, University of Warsaw Warsaw, Poland	Women's Experiences of Entrepreneurship An Opportunity or a Social Constraint	Presenter with Meytal Masuri
7/2018	A bi-annual conference of the International Society for the study of work and organizational values (ISSWOV)	The University of Trieste, Trieste, Italy	Using organizational conflict to promote the "business case" and/or foster social justice: The case of managers' voices	Presenter with Orit Shamir Balderman and Michal Shamir

7/2018	Annual EGOS Colloquium	University of Estonia in Tallin, Estonia	Managing intricate diversity in academic institution: the case of "triple periphery" in a context of a divided society	Presenter Co-authors: Daniella Arieli and Michal Raz
12/2018	Specialized conference of the Academy of Management: From Start-up to Scale-up	Tel-Aviv University, Israel	Diversity and Entrepreneurship Insights from Research on Women Entrepreneurs: How Can Women Business leaders' Education Foster their Resilience	Presenter with Meytal Masuri
5-6/2019	The 11 th Slovenian Social Science Conference	Ljubljana, Slovenia	Unpacking the politics of equality, diversity and inclusion: the case of Israeli Jewish and Palestinian women in municipal councils	Presenter with Michal Palgi
7/2019	32 nd Annual IACM Conference	Dublin, Ireland	1.Real Life Conflicts in Family Business: The Experiences of Emerging Organizational Consultants 2. Engaging Diversity and Political Tensions in a Complex Work Environment: In House Fishbowl	1.Presenter with Ariela Harel 2. Presenter with Daniella Arieli, Michal Raz-Rotem and Oriana Abboud Armaly
6/2019	IFERA 2019 "Feeding the fire of entrepreneurship: Theory and practice for the enterprising family"	Bergamo, Italy	The thread that binds family and business dynamics: the case of SMFOB	Second author and presenter with Michal Perry
6/2021	2021 Conference of Gender, Work and Organization	Virtual Conference	Women's Experiences in Negotiating Reality and Rules of Engagement: The Case of Jewish and Arab/Palestinian Women in Israeli Municipal Councils	Author and Presenter

7/2021	14th Conference of the International Society for Third Sector Research	Virtual Conference	Very Good, But Not Good Enough: The Danger of Mission Drifts for Social Business	Presenter and co-author with Galit Yanay-Venture
6/2022	The Annual Conference of Association Israel Studies	Bar-Ilan University, Ramat-Gan, Israel	Engaging in intergroup partnerships in times of escalation: Operation Guardian of the Walls – from intergroup violence to intergroup partnerships	Chair of a Panel and Presenter
7/2022	The Annual EGOS Conference	WU Vienna, Austria	Negotiating Distinctiveness and Building Resilience: Arab and Jewish Women's Acts of Micro-emancipation in Local Politics	Presenter
9/2022	The Conference of the Association for Conflict Resolution Evolving Horizons of Conflict Resolution	Hybrid Conference Florida, USA ZOOM	Third party interventions in contexts of political asymmetric conflicts	Presenter
10/2023	Association for Conflict Resolution 2023 Conflict Resolution: Collaboration the New Normal?	Jimmy and Rosalyn Carter Center School for Peace and Conflict George Mason University, Arlington Virginia ZOOM	Conflict Resolution vis-à-vis Domestic Internal Crisis: Lessons from Attempts of Regime Upheaval in Israel	Presenter

National Conferences (2010-present)

Participated after promotion to the rank of Associate Professor

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
-------------	---------------------------	----------------------------	--------------------------------------	-------------

2/2010	The Israeli Interdisciplinary Conference for Qualitative Research	Ben-Gurion University, Beer-Sheba	What I have not written in my article... Difficulties in creating knowledge in qualitative research.	A presenter in a panel with Yassour-Borochowitz, D., Keshet, Y., Reshef, A., and Yanai-Ventura, G.
2/2010	The Galilee Conference: A Multi-Cultural Space	Oranim College, Kiryat Tivon	A Learning Community on Minority-Majority (Arab-Jewish) Relations in an Academic Institution	A presenter in a panel with Friedman, V.
2/2011	Annual Conference of Israel Association for Program Evaluation	Hebrew University in Jerusalem	The Contribution of Evaluators and Project Staff Partnership to Project Sustainability: Joint Development of Project Success Indicators and their Assimilation in Learning Mechanisms.	A presenter in a panel with Bronstein, A.
4/2012	Annual Conference of Israel Association for Program Evaluation	Tel-Aviv, Open University	Use of Evaluation to Promote Organizational Processes: A Discussion Group	A facilitator with Lustig, R.
7/2012	Annual Conference of Israel Anthropological Association	The Max Stern Yezreel Valley College	The dynamics of power relations in Jewish-Arab inter-organizational partnership and its association with social diversity.	A presenter in a panel with Rottman, A.
4/2013	Annual Conference of Israel Association for Program Evaluation	Davidson Institute for Science Education, Weitzman Institute, Rehovot	The contribution of evaluation to promotion of employment integration of marginalized social groups: the case of college graduates with learning disabilities.	A presenter in a Panel with Rottman A. and Raz, M.

2/2014	The Conference on Qualitative Research	The Ben-Gurion University at the	To study yourself and the others collectively: How do we cope with mega bias-bias blind spot along with materializing the	A presenter in a panel
--------	--	----------------------------------	---	------------------------

		Negev. Beer-Sheba	opportunities of participatory research.	
2/2015	Annual Conference of ESPAnet Israel: Welfare and Equality in the Neo Liberal Era – Policy, Social Services and Activism	Ben- Gurion University of the Negev, Beer-Sheba	Evaluation as a Promoter of Social Justice	Co-chair with Rosenstein, B. of a session devoted to the Special Issue of <i>New Directions in Evaluation</i> on Evaluation and Social Justice in Complex Socio- political Context
4/2016	Study Day of IAPE: Program Evaluation and Social Justice in Complex Socio- Political Contexts	Sold Institute, Jerusalem		
2/2018	IAPE Conference: The Future of Evaluation – Trends or Metamorphosis?	The Max Stern Yezreel Valley College	From Formative to Strategic Evaluation	Co-Presenter with Ariela Harel, Moshe Sharabi, Daniela Arieli, Ilan Shdema, Israel Sykes
2/2020	Annual Conference of the Israeli Sociological Association	Virtual Conference	Podcast: The Strange Encounters between Diversity and Political Conflict (in Hebrew)	A conversation with Dr. Michal Raz-Rotem on Prof. Desivilya Syna's recent book, entitled: Diversity Management in Places and Times of Tensions

Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference	Role
-------------	-------------------------------	--------------------------------	----------------------------------	-------------

6/2002	Issues at the Research–Practice Interface: The Case of Community Mediation	The Max Stern Yezreel Valley College	Research-Practice Interface	Chair of organizing committee
3/2003	Women's Voices in Conflict Processes: Similarities and Differences between the Organizational and Political Arenas	The Max Stern Yezreel Valley College	Gender and Conflict	Member of organizing committee
5/2005	Arab-Jewish Relations: Coping with Traumatic Consequences of Protracted Conflict	The Max Stern Yezreel Valley College	Israel-Palestinian Relations	Chair of the organizing committee (with Prof. Marwan Dwairy)
2/2007	Women and Power	The Max Stern Yezreel Valley College	Gender and Women Studies	Chair of the organizing committee
3/2011	The Paradox in Partnership: The Role of Conflict in Partnership Building	The Max Stern Yezreel Valley College	Building Inter-Organizational Partnerships	Chair of the organizing committee
1-2/2015	Women in Top Management Teams: Trends and Challenges	University Paris 1, Pantheon Sorbonne	Gender and Management	Initiator of a conference and member of scientific committee
2/2015	Searching for new approaches to engage intergroup tensions in contemporary complex societies: Insights from research in Israel and Poland	2015 European Congress of Psychology. Milan, Italy	Coping with Intergroup Conflict	Convener of a symposium
4/2016	IAPE Study Day	Sold Institute Jerusalem	Program Evaluation and Social Justice in Complex Socio-Political Environments	Leader of a round table focusing the achievements and challenges

9/2016	International Conference on Women Entrepreneurs and Leaders	School of Management and Business The University of Nicosia	Member of the Organizing and Scientific Committee	Invited Lecturer: Women's Voices at the Top
2/2018	IAPE Conference: The Future of Evaluation - Trends or Metamorphosis?	The Max Stern Yezreel Valley College	Member of the Scientific and Organizing Committee	
8-9/2019	Summer School On Understanding Conflict and Diversity Management	The Max Stern Yezreel Valley College	Joint Venture of the Psychology Department and the Institute for the Study of Prejudice at the University of Warsaw, Poland, the Center for Diversity and Intergroup Conflict Studies, and International Relations Development at the Max Stern Yezreel Valley College. Four lecturers and 17 graduate students from the University of Warsaw and three lecturers and five graduate students from YVC took part in the seminar.	
12/2021	A Conference on Shared Living in Communities and Organizations in the Era of Local and Global Crises	The Max Stern Yezreel Valley College	Joint Venture of the department of Sociology and Anthropology department and the Center for the Study of Diversity and Intergroup Conflicts at the Yezreel Valley College, the regional Council of Emek Yezreel, Abraham Initiatives and Interfaith Encounters	
5/2022	Mixed Cities in Israel a year after May 2021 events: from here...where?	Open University, Ra'anana, Israel	May 2021 events in mixed cities in Israel: the experiences of policy makers in local government. Joint presentation with Oriana Abboud-Armaly and Michal Raz Rotem.	
5/2022	The conference of the Israeli Association for Organizational Development (IPPA/PAI)	Rabin Center, Tel-Aviv, Israel	Sustainable organizational development – diversity, inclusion and partnership: Why? Where? How? Who? A facilitator of a knowledge space. Presenters: Oriana Abboud Armaly, Raphael Appler Hat'aab, Fairouz Abu Sheicha and Rachel Ashwal	

7. Invited Lectures\ Colloquium Talks (2000-2022)

Date	Place of Lecture	Name of Forum	Presentation/Comments
7/2000	Tel-Aviv	The Israeli Psychological Association: Training Seminar for Social/Occupational/Organizational Psychologists	Mediation as a Tool for Constructive Conflict Management
2/2003	Tel-Aviv	The Central School for Social Workers	Mapping the Needs of the Community as a Precursor to Planning Community Based Conflict Management Services
3/2003	University of Haifa, Haifa	The Jewish-Arab Center and the Continuing Education at the Education Department	Inter-group Conflict" for educators in a project on: Enhancing Creative Narratives at Multicultural Communities
5/2003	Pedagogic Center, Ausafiye	Druze Educators	Coping with Conflicts in Teaching the Druze Tradition
6/2004	The Ministry of Justice. Tel-Aviv	The National Center for Mediation and Conflict Resolution	Mapping the Needs of the Community as a Preliminary Stage in Foundation of Community Based Program for Restorative Justice
5/2006	Notre Dame, Jerusalem	Sponsored jointly UNESCO, The Jerusalem Institute For Israel Studies (JIIS) and International Peace and Cooperation Center (IPCC)	A commentator on a panel "Assessment of Palestinian and Israeli NGO's Cooperation: An Evaluation Study" (workshop on "Civil Societies in Dialogue, Palestinian-Israeli cooperation reevaluated: Issues, dilemmas and future prospects
3/2007	Tel-Aviv University, Tel-Aviv	Anthropologists' Forum	Locking and Unlocking Gender: The Case of "Machsomwatch" - a Human Rights Women Organization
12/2008	Western Galilee College	A seminar entitled "Following the events in Acre: A perspective on mixed cities – reality and vision.	Inter-group Conflict in the Shadow of Protracted National Conflict: Theory versus Reality in Jewish-Arab Relations in Israel

5/2009	University of Warsaw, Poland	Institute for Social Studies	The Case of Check-Point Watch: A Study of Organizational Practices in a Women's Human Rights Organization
5/2009	University of Warsaw, Poland	The School of Education	Negotiating Reality about Jewish-Arab Citizens Relations in Israel: The Case of Conflict Education in a Northern College A Praxis Report
1/2010	University of Haifa	Center for Research on Peace Education. Seminar on Tensions in Organizations of Shared Existence in the Time of Crisis and War	Engaging Conflicts and Inter-Group Tensions in Organizations in the Shadow of Protracted Conflict
5/2010	University of Warsaw	The Institute for Social Studies	Women's Voices in Conflict: Research in Progress
6/2010	The Max Stern Yezreel Valley College	Researchers' Forum	Theory and Practice in Program Evaluation: A Glimpse into the Principles, Methods, Funding Sources and Submission of Proposals
1/2011	Tel-Hai College	Seminar on "Greenhouse" – Support Center	The Contribution of Follow-up research to Development and Improvement of the Model "From Academic Studies to Career
3/2012	Warsaw, Poland	The Academy of Special Education	Social Conflicts in Israel and Ways of Management
9/2014	The University of Warsaw, Warsaw, Poland	XI Conference of the Polish Association of Social Psychology	"Engaging Diversity and Social Divisions in the Global Era."
4/2018	The Marie Curie Skłodowska University, Lublin, Poland	Invited Lecture at the Department of Economics (School of Management)	Diversity in Organizations: Challenges, Problems and The Diversity in Organizations Researcher and Manager
5/2018	Warsaw Academy of Special Education (APS)	Invited Lecture by the Institute of Philosophy and Sociology; the R.B Zajonc Institute of Social Studies and the UNESCO Chair on Women, Society and	Israeli Business Women in Israel

		Development of the University of Warsaw	
2/2019	<p>The Galilee Center for Studies in Jewish-Christian Relations</p> <p>The Max Stern Yezreel Valley and Rotary Israel</p>	Students' Delegation: Project on International and Multicultural Meeting for Coexistence at the Mediterranean Basin – Italy Israel	Engaging Intergroup Relations in a Diverse and Divided Society: The Case of the Israeli Society

8. Research Grants

A. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year
CO-I Involved in all phases of the research: planning, execution and took part in write-up of some of the research papers	Dean G. Pruitt- PI	Role of Caucusing in Mediation	National Science Foundation, USA; \$132,000	1985-1986
CO-PI Leading with the partners all of the research phases: planning, execution and write-up of reports and research papers	Reuven Gal and Glen Elder, Cis	Long Term Effects of War Experiences	Binational Science Foundation (BSF); \$60,000	1989-1991
CO-PI Leading with the partners all of the research phases: planning, execution and write-up of reports and research papers	Reuven Gal and Ofra Ayalon	Coping with Long-Term Effects of Terrorism by Victims and Their Families	National Institute of Mental Health, USA; \$440,000	1990-1993
PI Leading all of the research phases: planning, execution and write-up of		Mixed (Jewish and Arab) Medical Teams as Models of Co-existence in Israel	Tami Steinmetz Center for Peace Research, Tel- Israel	1994-1995

reports and research papers			Aviv University; \$10,000	
PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Examining Models of Jewish-Arab Coexistence	Abraham Fund; \$12,000	1996-1997
PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Formative and summative evaluation of socio-educational project for School Children in Southern Israel	The Department for Special Projects, National Insurance Fund; 150,000 NIS	1997-2000
PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Formative and summative evaluation of two community hostels for young adults (women and men 18+ years old)	The Department for Special Projects, National Insurance Fund; 60,000 NIS	1999-2001
PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Formative Evaluation of two Community Mediation Centers in Northern Israel	National Center for Mediation and Dispute Resolution, the Ministry of Justice; 30,000 NIS	2001-2002
CO-PI Leading with the partner all of the research phases: planning, execution and write-up of reports and research papers	Khawla Abu Bakkar	Bridging Gaps in the North: Training a Cadre of Coexistence Leaders at Emek Yezreel College	Abraham Fund Initiatives; \$15,000	2002-2003
PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Follow-up research on Community Mediation Centers in Northern Israel	National Center for Mediation and Dispute Resolution, the Ministry of	2002-2003

			Justice; 48,000 NIS	
PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Formative and summative evaluation of "Haifa City Program for Coping with Violence Toward the Elderly	The Department for Special Projects, National Insurance Fund; 128,000 NIS	2004-2006
Received after promotion to the rank of Associate Professor				
*PI Leading all of the research phases: planning, execution and write-up of reports and research papers		Two phases of formative project evaluation: "Cooperative efforts to legal and planning solutions to environmental problems in Arab communities."	Abraham Fund Initiatives; 42,000 NIS	2006-2008
PI Leading all of the research phases: planning, execution and write-up of reports and research papers	Alla Bronstein	The Contribution of Coordinator's role to the Anti-Drug Struggle on the Local-Community Level	Anti-Drug and Alcohol Authority (Israel); 106,000 NIS	2009-2010
PI Leading all of the research phases: planning, execution and write-up of reports and research papers	Amit Rottman and Michal Raz	Formative and Summative Evaluation of a Special project: "Center for Vocational Counseling for College Graduates with Learning Disabilities."	The Department for Special Projects, National Insurance Fund; 115,000 NIS	2009-2011
PI Leading all of the research phases: planning, execution and write-up of reports and research papers	Galit Yanay-Ventura	Evaluation of a social enterprise.	DUALIS Foundation; 51,000 NIS	2014-2015

CO-PI Leading with the partners all of the research phases: planning, execution and write-up of reports and research papers	Sharon Teitler Regev and Shosh Sharabany	Image of Israel as a Tourist Destination	The Ministry of Tourism; 36,000 NIS	2014-2015
PI Leading all of the research phases: planning, execution and write-up of reports and research papers	In cooperation with the Students' Dean Office – Dr. Javier Simonovich and Nizar Bitar	Training the Academic Staff in Managing Social Kaleidoscope	The Planning and Budgeting Committee of the Council of Higher Education 105,000 NIS	2016-2018
CO-PI, Project Coordinator Leading all of the research phases: planning, execution and write-up of reports and research papers	Michal Palgi CO-I and Maha Karkabi Sabbah CO-I	Promoting Eve's Emancipation at Top Decision Making Forums: The Case of Women in Municipal Councils	Israel Ministry of Science and Technology 342,000 NIS	12/2017 - 12/2020
CO-PI Leading all of the research phases: planning and writing the proposal	Aviad Tur-Sinai	Optimal Preparation for Retirement Tailored to Women Needs among Diverse Populations in View of Changes in Women Formal Retirement Age - Developing Strategy and Tools for the Social Security	National Insurance Fund 99,000 NIS	12/23-12/25

B. Submission of Research Proposals – Not Funded

Role in Research	Co-researchers	Topic	Submitted to	Year
PI	Michal Palgi and Nissim Ben-David, The Max Stern Yezreel Valley College	Patterns of involvement in decision-making and its effects on top management	Israel Science Foundation (ISF) Score – very good	2011

		teams (TMT) performance: gender perspective		
PI	Renata Sieminska, CO-PI, University of Warsaw Yaakov Weber, CO-PI, EMRBI	Gender Perspective on Corporate Boards Dynamics, its Antecedents and Effects on Performance – an International Comparison	ERC/SYNERGY	2013
CO-PI	CO-PIs Galit Yanay-Ventura and Keren Michael	Evaluation Research of a Program designed to encourage volunteering among youth with disabilities	JDC Israel Score - very good	2016
PI	The Max Stern Yezreel Valley College – Ariela Harel, Project Manager and Praxis (Jerusalem) CO-Is – Yehuda Mor, Shlomo Fox and Shlomo Eliashar	Long-Term Follow-up and Evaluation of Foundations for Development of Social Enterprises	Foundations of the National Insurance Fund	2016
December 2016	COST-European Commission	Women in Top Management Positions: Cross National Trends and Future Challenges	Consortium composed of international teams: Croatia, Cyprus, Germany, Greece (the coordinator), Israel, Italy, Romania, Spain and UK.	Partner
February, 2017	Erasmus	WoMax: Enhancement of training for Female-students in STEM studies to advance	Consortium of Israeli Academic Institutions: Bar-Ilan University, Sami Shamoon College of Engineering, Sakhnin College, Machba-	Partner

		innovation and entrepreneurship	Interuniversity Computation Center,, Holon Institute of Technology and European Academic Institutions: Hochschule der Wirtschaft für Management, Mannheim Germany, Vilniaus Universitetas, Lithuania, Universidade do Porto, Portugal and Brunel University, London, UK.	
Partner/Coordinator at YVC	Partners in the Consortium: The Academic College of Tel-Aviv Jaffa Tel-Aviv University Ben Gurion University at the Negev Tel-Hai Academic College Israeli Students' Union Poznan Management College, Poznan, Poland University of Barcelona, Spain Universita Cattolica, Milan, Italy Joint Israel	Polaris: Promoting Organizational Support and Learning to Advance Readiness of Israeli Students to the Global Workplace	Erasmus+ Capacity Building in Higher Education	

	EFMD AISBL, Brussels, Belgium			
--	-------------------------------------	--	--	--

9. Scholarships, Awards and Prizes

Conference Highly Commended Paper Award, 6th Annual EuroMed Conference, Estoril, Portugal. Paper Title: The challenge of engaging organizational diversity in divided societies: the case of ethnically mixed nurses' teams. September, 2013.

10. Teaching

A. Courses Taught in Recent Years

Year	Name of Course	Type of Course Lecture/Seminar/ Workshop/High Learn Course/ Introduction Course (Mandatory)	Degree	Number of Students
2008-2022	Organizational Development and Consulting Practicum and Final Project	Mandatory: Group and Individual Supervision	MA in Organizational Development and Consulting	7-15
2008-2022	Conflict Management in Organizations	Mandatory Seminar	MA in Organizational Development and Consulting	20-36
2008-2018	Constructive Conflict Engagement	Mandatory Workshop	MA in Organizational Development and Consulting	20-36
2008-2017	Program Evaluation: Principles and Methods	Mandatory Course	MA in Organizational Development and Consulting	20-36
2014-2017	Conflict Resolution in Organizations, Family and Community: Gender Perspective	Elective Course: Enrichment Section	BA	60

2018-present	Thesis Preparation Workshop	Mandatory course for the thesis track of the Organizational and Consulting MA program	MA	6-13
2019-present	Diversity Management in Organizations and Community Workshop	Elective course in the Sociology and Anthropology Department	BA	25
2020-2022	Negotiation and Mediation in Organizations and Communities	Mandatory Workshop for 2 nd year Sociology and Anthropology students	BA	2 groups of 22 students

B. Supervision of Graduate Students

Doctoral Students

Name of Student	Title of Thesis	Degree	Date of Completion /In Progress	Students' Achievements
Shiri Hyman Co-supervisor with Professor M. Mautner, Faculty of Law, Tel-Aviv University	An Alternative Model for Decision Making and Managing Conflicts in Community Settlements Organized in Cooperative Associations	Ph.D.	September 2015	
Michal Raz Co-supervisor with professor Ifat Maoz, The Swiss Center for Conflict Studies, The Hebrew University in Jerusalem	Intergroup interaction patterns in divided society: the test case of work relations in diverse nurses' teams	Ph.D.	October 2019	
*Michal Perry University of Twente, the Netherlands Co-supervisor with Prof. Dr.	Critical Mission: The interface between the business and family spheres	Ph.D.	In Progress	

Celeste Wilderom				
Deborah Nathan University of Twente, the Netherlands Co-supervisor with Prof. Dr. Celeste Wilderom	Developing Relational Resilience in Youth Living in Areas of Protracted Conflict	Ph.D.	April 2023	
Shirley Rosen The program for the study of conflict management and negotiation Bar-Ilan University Israel Main Supervisor, Dr. Mayan Katzir, co-supervisor	The influence of using technology driven information and communication tools, on conflict management dynamics and team wellness in hybrid virtual teams	PhD	In progress	

Master Students (partial list)

Name of Student	Title of Thesis	Degree	Date Completion /in Progress	Students' Achievement
Dafna Eizen Department of Psychology, The University of Haifa	Conflicts in Work Teams: The relationships between self-efficacy, group-identification and coping with conflicts	MA.	6/2003	
Helena Lidogoster Co-Supervisor with Prof. Anit Somech,	The Role of Work Values, Group Identification' Conflict Types and Conflict Management Patterns in	MA.	3/2006	

Faculty of Education, The University of Haifa	Performance Quality of Work Teams			
Gil Aloni Department of Psychology, The University of Haifa	The impact of gender equality in intimate relationship on dyadic negotiation patterns and outcomes as a function of contextual ambiguity and gender stereotype priming	MA	5/2010	
Meytal Masuri Department of MA Studies in Organizational Development and Consulting The Max Stern Yezreel Valley College	An enterprise Lifecycle – The Path of Israeli Women Entrepreneurs from Feminist Perspective	MA	January 2021	
Dina Gilad Department of MA Studies in Organizational Development and Consulting The Max Stern Yezreel Valley College	Interdisciplinary research partnerships in academia: Factors fostering or hindering their formation, the characteristics of the partnership building processes and their contribution to partnership success	MA	May 2020	
Chen Gershoni Department of MA Studies in Organizational Development and Consulting The Max Stern Yezreel Valley College	The role of gender and leadership styles in fostering innovation in Israeli high-tech organizations	MA	December 2020	
Naama Pele-Segev Department of MA Studies in	The contribution of the organizational	MA	September 2020	

Organizational Development and Consulting The Max Stern Yezreel Valley College	communication to the success of mergers and acquisitions of Israeli start-ups from the perspective of the acquired companies			
Fairuz Abu-Sheha Department of MA Studies in Organizational Development and Consulting The Max Stern Yezreel Valley College	The role of social media and the digital space in promoting gender equality and the business status of Arab women entrepreneurs' in Israel	MA	July 2022	
Muna Kasem Rabbah Department of MA Studies in Organizational Development and Consulting The Max Stern Yezreel Valley College	Why does a Druze woman wish to be a manager?	MA	July 2022	
Gat Baranov The program for the study of conflict management and negotiation Bar-Ilan University Israel Main Supervisor, Dr. Amira Shiff, co-supervisor	Sibling Rivalry in the Family Business – Narratives of Intergenerational Succession Conflict	In progress		

--	--	--	--	--

11. Miscellaneous

Research activities and projects

- a. 10/2012-11-2015
Coordinator of YVC team – Tempus/IRIS Project on Internationalization of Higher Education
- b. 07-2013- 08- 2016
Principal External Evaluator in the EU funded project Innovative Educational Incubator
- c. 2013-present
On-going research on diversity management in organizations and communities
- d. 10/2016- 7/2018
Training the academic staff in management of social kaleidoscope at the YVC campus
- e. 12/2017 – 12/2020

Promoting Eve's Emancipation at Top Decision Making Forums: The Case of Women in Municipal Councils. Research funded by the Ministry of Science and Technology.

Academic Staff Mobility

I. Warsaw University International Studies in Psychology (WISP), Warsaw Poland (1 and 2 - 5/4/18-16/5/18; 3 - 13/3/19-5/4/19)

1. Diversity Management in Organizations and Communities (30 hrs.) (2018)
2. Third Party Intervention in Interpersonal, Intra-group and Inter-group Conflicts (30 hrs.) (2018)
3. Diversity Management in Organizations and Communities (30 hrs.) (2019).

II. Faculty of Behavioral Management and Social Sciences, University of Twente, Enschede, the Netherlands

(March 24-28, 2018)

Lectures to BA and MA Honors Students on the Role of Negotiation in Building Intragroup, Intergroup and Inter-organizational Collaboration.

PUBLICATIONS

The order of authors reflects their relative contributions unless specified otherwise.

A. Ph.D. Dissertation

Couples in Conflict: Conflict Resolution Strategies, Perceptions about Sources of Conflict and Relationship Adjustment, 195 pages, May 1984. State University of New York at Buffalo, Supervisor: Professor Dean G. Pruitt.

B. Books

Desivilya Syna, H. (2020). *Diversity Management in Places and Times of Tensions: Engaging Inter-group Relations in a Conflict-Ridden Society*. Palgrave Macmillan/Springer Nature.
<https://doi.org/10.1007/978-3-030-37723-6>

C. Edited Books and Special Journal Issues – Published

Published after promotion to the rank of Associate Professor

1. **Desivilya-Syna, H.** and Palgi, M. (eds.) (2011). *The paradox in partnership: The role of conflict in partnership building*. Bentham Science e-Books.
<http://www.benthamdirect.org/pages/content.php?9781608052110>
2. Rosenstein, B. and **Desivilya Syna, H.** (Eds.) (2015). Special Issue. Evaluation and Social Justice in Complex Sociopolitical contexts. *New Directions for Evaluation*, 146, 1-123.
DOI: [10.1002/ev.20115](https://doi.org/10.1002/ev.20115)
3. **Desivilya Syna, H.** and Costea, C. (eds.) (2015). *Women's Voices in Management: Identifying Innovative and Responsible Solutions*. Palgrave Macmillan.
<https://www.palgrave.com/gp/book/9781137432131>
4. Desivilya Syna, H. Approved Contract with De Gruyter as editor-in-chief of a three-volume book project on *Emerging Trends in Conflict Management*. Contract signed February 2020.

First volume: Jameson, J. and Hannah M. (eds.) (2022). *Contemporary Trends in Conflict and Communication: Technology & Social Media*. Berlin, Boston: De Gruyter.
<https://doi.org/10.1515/9783110687262>

Second volume: Desivilya Syna, H. and Corry, G. (eds.) (2023). *Track III Actions: Transforming Protracted Political Conflicts from the Bottom-up*, Berlin, Boston: De Gruyter., <https://doi.org/10.1515/9783110698374>

C. Articles in Refereed Journals

The order of authors reflects their relative contributions unless specified otherwise. In the articles where Helena Desivilya Syna is the first author, she was involved throughout all the research phases: theory building,

methodology planning and implementation and write-up and leading the write-up of the article.

Published

1. McGuillicuddy, N.B., Pruitt, D.G. and **Syna, H.** (1984). Perceptions of Firmness and Strength in Negotiation, *Personality and Social Psychology Bulletin*, 10, 402-407. (impact factor =2.217; Q1 Social Psychology).
<https://doi.org/10.1177/0146167284103008>
HDS a co-supervisor with DGP of Honors project of NBM.
2. Pruitt, D.G. and **Syna, H.** (1985). Mismatching the Opponent's Offers in Negotiation. *Journal of Experimental Social Psychology*, 21, 103-113. (impact factor =2.219; Q1 Social Psychology, Sociology and Political Science).
[https://doi.org/10.1016/0022-1031\(85\)90009-5](https://doi.org/10.1016/0022-1031(85)90009-5)
HDS involved in all the research phases.
3. Syna, H. (1985). Impact of the Total Equality Norm on Social Conflict, *Journal of Social Behavior and Personality*, 1, 143-148. (impact factor = 0.31; Q2 Psychology)
4. Zubek, J.M., Pruitt, D.G., Pierce,R.S., McGuillicuddy, N.B., and **Syna, H.** (1992). Disputant and Mediator Behaviors Affecting Short-Term Success in Mediation. *Journal of Conflict Resolution*, 36, 546-573. (impact factor = 1.6; Q1 Sociology and Political Sciences).
<https://www.jstor.org/stable/174346>
HDS involved in the planning stages of the research and partially in the write-up of the article.
5. **Desivilya, S.H.**, Gal, R. & Ayalon, O. (1996). Long Term Effects of Trauma in Adolescence: Comparison Between Survivors of a Terrorists' Attack and Control Counterparts. *Anxiety, Stress and Coping*, 9, 135-150. (impact factor = 1.69; Q1 Arts and Humanities)

<https://doi.org/10.1080/10615809608249397>
6. **Desivilya, S.H.**, Gal, R. & Ayalon, O. (1996). Extent of Victimization, Post-Traumatic Stress Symptoms and Adjustment of A Terrorist Assault Survivors: A Long-Term Follow-up. *Journal of Traumatic Stress*, 9, 895-903. (impact factor = 2.72; Q1 Clinical Psychology).

DOI: [10.1007/BF02104110](https://doi.org/10.1007/BF02104110)
7. **Desivilya, S.H.** and Gal, R. (1996). Coping with Stress by Military Families: Searching for "Win-Win" Solutions to a Conflict between Two Institutions. *Family Process*, 35, 211-225. (impact factor = 1.727; Q1 Social Psychology).
DOI: [10.1111/j.1545-5300.1996.00211.x](https://doi.org/10.1111/j.1545-5300.1996.00211.x)
8. **Desivilya.H.** and Gal, R. (1998). Cumulative Effects of War experiences: The Salutogenic Dimension. (Hebrew) *Megamot: Quarterly in Behavioral Sciences. Special Issue on Salutogenic Aspects and Self-Enhancement*. 39 (1-2), 56-79. (Hebrew).
9. Syna Desivilya, H. (1998). Jewish-Arab Coexistence in Israel: The Role of Joint Professional Teams. *Journal of Peace Research*, 35 (4), 429-452. (impact factor =

3.387; Q1 Political Science and International Relations).
<https://doi.org/10.1177/0022343398035004002>

10. Desivilya-Syna, H. (1998). Alternative Dispute Resolution as a Tool for Mitigating Violence at the School System. (July) *Educational Counseling* (Hebrew).
11. Gidron, Y., Gal, R., & **Syna Desivilya, H.** (2003). Internal locus of control moderates the effects of road-hostility on recalled driving behavior. *Transportation Research*, Part F, 6, 109-116. (impact factor = 2.9; Q1 Management Science and Operation Research).
[https://doi.org/10.1016/S1369-8478\(03\)00009-3](https://doi.org/10.1016/S1369-8478(03)00009-3)
HDS was involved in planning and preparation of the research and partially involved in the write-up of the article.
12. **Syna-Desivilya, H.** & Gal, R. (2003). Theory-Based Training in Constructive Conflict for Trauma Relief Personnel: The Case of Croatia and Bosnia. *Conflict Resolution Quarterly*, 21, 155-169. (impact factor – not reported; Q2 Law).
<https://doi.org/10.1002/crq.56>
13. Syna Desivilya, H. (2004). Promoting Coexistence by Means of Conflict Education: The MACBE Model. *Journal of Social Issues*, 60, 339-357. (impact factor = 2.419; Q1 Social Sciences).
DOI: [10.1111/j.0022-4537.2004.00115.x](https://doi.org/10.1111/j.0022-4537.2004.00115.x)
14. **Desivilya-Syna, H.** and Eizen, D. (2005). Conflict Management in Work Teams: The Role of Social Self-Efficacy and Group Identification. *International Journal of Conflict Management*, 16, 185-211. (impact factor = 1.209; Q2 Communication, Strategy and Management).
DOI: [10.2139/ssrn.399541](https://doi.org/10.2139/ssrn.399541)
15. **Desivilya-Syna, H.** and Yagil, D. (2005). The Role of Emotions in Conflict Management: The Case of Work Teams. *International Journal of Conflict Management*, 16, 55-69. (impact factor = 1.209; Q2 Communication, Strategy and Management)
<https://doi.org/10.1108/eb022923>
16. **Desivilya-Syna, H.**, Sabag, Y., and Ashton, E. (2006). Prosocial tendencies in organizations: The role of attachment styles and organizational justice in shaping organizational citizenship behavior. *International Journal of Organizational Analysis*, 14, 22-43. (impact factor not reported; Q2 Strategy and Management)
DOI: [10.1108/10553180610739731](https://doi.org/10.1108/10553180610739731)

Published after promotion to the rank of Associate Professor

17. Yassour-Borochowitz, D. and **Desivilya-Syna H.** (2007). Locking and Unlocking Gender: The Case of "Machsomwatch" - a Human Rights Women Organization. *Social Issues in Israel*, 3, 136-166 (Hebrew).
HDS was involved in all the phases of the research including the write-up of the article.
18. **Desivilya-Syna, H.** and Yassour-Borochowitz, D. (2008). The Case of CheckpointWatch: A Study of Organizational Practices in a Women's Human Rights

Organization. *Organization Studies*, 29, 887-908 (impact factor = 2.886, Q1 Organizational Behavior and Human Resource Management).

<https://doi.org/10.1177/0170840608088708>

19. Somech, A., **Desivilya Syna, H.**, and Lidogoster, H. (2008). Conflict Management and Team Effectiveness: The Effects of Task Interdependence and Team Identification. *Journal of Organizational Behavior*, 30 (3), 359-378. (Impact factor = 3.038, Q1 Management Studies).
<https://doi.org/10.1002/job.537>
HDS co-supervised with AS the MA thesis of HL. HDS was involved in all the research phases including the write-up of the article.
20. Eizenberg M.M. , **Desivilya, H.S.**, Hirschfeld, M.J. (2009) Moral distress questionnaire for clinical nurses: instrument development. *Journal of Advanced Nursing*, 65(4), 885–892. (Impact factor = 1.74, Q1 Nursing/Social Sciences).
<https://doi.org/10.1111/j.1365-2648.2008.04945.x>
HDS was fully involved in all the phases of the research including the write-up of the article.
21. **Desivilya Syna, H.**,Somech, A., and Lidogoster, H. (2009). The role of team identification task and relationship conflict and conflict management patterns in team innovation: The case of advanced technology work teams. *Negotiation and Conflict Management Research*, 3 (1), 28-48. (Impact factor = 1.189; Q2 Communication, Strategy and Management).
<https://doi.org/10.1111/j.1750-4716.2009.00048.x>
22. Friedman, V. and **Desivilya, H.** (2010). Integrating social entrepreneurship and conflict engagement for regional development in divided societies. *Entrepreneurship & Regional Development*, 22 (6), 495 - 514. (Impact factor = 1.51; Q1 Business and International Management).
<https://doi.org/10.1080/08985626.2010.488400>
HDS was fully involved in all the phases of the research including the write-up of the article.
23. Yassour-Borochowitz, D., **Desivilya, H.**, and Palgi, M. (2010). Women in Executive Positions in the Academia: The Stories of Women Serving as Department Heads in Public Colleges. *Social Issues in Israel*, 9 (1), 200-226. (Hebrew).
HDS was fully involved in all the phases of the research including the write-up of the article.
24. **Desivilya Syna, H.** and Yassour-Borochowitz, D. (2010). Israelis' Moral Judgments of Government Aggression and Violations of Human Rights: Is Democracy under Siege of Protracted Conflict? *Beliefs and Values*, 2 (1), 38-48. (Impact factor = 0.4; Q3 Religious Studies).
DOI: [10.1891/1942-0617.2.1.38](https://doi.org/10.1891/1942-0617.2.1.38)
25. Desivilya Syna, H. (2010). Gender, globalization and ethics in public healthcare system: the challenges of nurses-managers in engaging moral dilemmas. *Global Management Journal*, 2 (2), 34-41. (Impact factor - not reported: Q not available).
<http://yadda.icm.edu.pl/yadda/element/bwmeta1.element.ekon-element-000171229331>
26. **Desivilya-Syna, H.** and Rottman, A. (2012).The Role of Power Asymmetry Sensitivity in Jewish-Arab Partnerships. *Conflict Resolution Quarterly*, 30 (2), 219-241. (Impact factor – not reported; Q2 Law).

<https://doi.org/10.1002/crq.21058>

27. Aloni, G. and **Desivilya Syna, H.** (2013). "Eve's Emancipation or Lingering Subordination to Adam?" The Effects of Egalitarianism, Asymmetrical Contextual Ambiguity and Priming of Gender Stereotypes on Couples' Negotiation. *International Journal for Conflict Management*, 24 (3).284-307. (Impact factor = 1.02; Q2 Communication, Strategy and Management).
<https://www.emerald.com/insight/content/doi/10.1108/IJCMA-10-2011-0070/full/html>
HDS was MA thesis supervisor of GA and was fully involved in all the phases of the research including the write-up of the article.
28. **Desivilya Syna, H.** and Palgi, M. (2014). Gender Outlook on Top Management: The Israeli Case of Decision-making Dynamics at Upper Echelons in Organizations. *International Business and Entrepreneurship Development*, 7 (3), 199-215.
(Impact factor and Q not available)
<https://www.inderscience.com/info/inarticle.php?artid=63089>
29. Teitler-Regev, S., **Desivilya Syna, H.** and Shahrabani, S. (2015). Decision – making patterns of young tourists regarding risky destinations. *African Journal of Hospitality, Tourism and Leisure*, 4(1). (Impact factor = 0.785; Q4 Tourism and Leisure).
Open Access- Online @ <http://www.ajhtl.com>
HDS was fully involved in all the phases of the research including the write-up of the article.
30. **Desivilya Syna, H.**, Teitler Regev , S., and Sharabani, S.. (2015). The effects of conflict on risk perception and travelling intention of young tourists. *EuroMed Journal of Business*, 10 (1), 118-130. (Impact factor - not reported; Q2 Management, Business and Accounting).
<https://www.emerald.com/insight/content/doi/10.1108/EMJB-08-2014-0025/full/html>
31. **Desivilya Syna, H.** and Raz, M. (2015). Managing diversity and social divisions in nurses' work teams. *EuroMed Journal of Business*, 10 (2), 264-278. (Impact factor - not reported; Q2 Management, Business and Accounting).
<https://www.emerald.com/insight/content/doi/10.1108/EMJB-08-2014-0024/full/html>
32. **Desivilya Syna, H.**, Rottman, A., & Raz, M. (2015). Social justice in action: the contribution of evaluation to employment integration of a vulnerable population —the case of college graduates with learning disabilities. *New Directions for Evaluation*, 146, 45-55. (Impact factor - not reported; Q3 Strategy and Management).
<https://doi.org/10.1002/ev.20119>
33. Yassour-Borochowitz, D. and **Desivilya, H.** (2016). Incivility between Students and Faculty in an Israeli College – A Description of the Phenomenon. *International Journal of Teaching and Learning in Higher Education*, 28 (3). (Impact factor = 0.76; Q not available).
<https://files.eric.ed.gov/fulltext/EJ1125101.pdf>
HDS was fully involved in all the phases of the research including the write-up of the article.
34. **Desivilya Syna H.**, Yassour-Borochowitz, D., Bouknik, S., Kalovsky, G., Lavy, I., & Ore, L.(2017). Engaging Diversity at Academia: Manifold Voices of Faculty. *Equality, Diversity and Inclusion: An International Journal*, 36 (1), 90-104. (Impact factor not reported; Q1 Cultural Studies).
<https://www.emerald.com/insight/publication/issn/2040-7149/vol/36/iss/1>

35. Raz-Rotem, M., **Desivilya Syna, H.**, & Maoz, I. (2020). Working together in the context of protracted asymmetric conflict: Israeli Jews and Palestinians in joint medical work teams. *Peace and Conflict: Journal of Peace Psychology*. 26(4), 427–436. <https://doi.org/10.1037/pac0000423> (Impact factor not reported; Q1 Political Science and International Relations).

(HDS was a co-supervisor of MRR doctoral dissertation and fully involved in all the phases of the research including the write-up of the article)
36. Shahrabani, S., Teitler Regev, S., **Desivilya Syna, H.**, Voulgaris, F., Tsoukatos, E., Ambrosio, V., and Correia Loureiro, S. M. (2019). The Effects of Socio-political Context on Tourism. *EuroMed Journal of Business*. (impact factor not reported; Q2 Management, Business and Accounting).
<https://doi.org/10.1108/EMJB-08-2018-0050>
HDS was fully involved in all the phases of the research including the write-up of the article.
37. **Desivilya Syna, H.**, Palgi, M., and Sabbah Karkaby, M. (2020). Unpacking the politics of equality, diversity and inclusion: the case of Israeli Jewish and Palestinian women in municipal councils. *Research on Social Change Journal*, 12(1), 1-19. (Impact factor and Q not available).

https://arhiv.fuds.si/sites/default/files/priloge-aktualnosti/helena_desivilya_syna_michal_palgi_and_maha_sabbah_karkaby_4-22.pdf
38. Shachat, M., Hong, F., Lin, Y., **Desivilya Syna, H.**, Yassour-Borochowitz, D., Akhurst, J., Leach, M.M., Dass-Brailsford, P., & Malley-Morrison, K. (2020). Do Head of State have the Right to Kill Innocent Civilians in Efforts to Defeat International Terrorism? Views from the U.S, Israel, and South Africa. *Journal of Aggression, Conflict and Peace Research*. (impact factor not reported; Q2 Law).
<https://doi.org/10.1108/JACPR-11-2019-0454>
HDS was involved in the international research and partially in the write-up of the article.
39. Friedman, V.J., Simonovich, J., Bitar, N., Sykes, I., Abboud-Armali, O., Arieli, D., Tannous-Haddad, L., Rothman, J., Shdema, I., Dar, M., & **Desivilya Syna, H.** (2020). Self-in-Field Action Research in Natural Spaces of Encounter: Inclusion, Learning and Organizational Change. *International Review of Qualitative Research*. (Impact Factor and Q information not available)
<https://doi.org/10.1177/1940844720934369>.
HDS was involved in planning and carrying out the research and partially in the write-up of the article.
40. Desivilya Syna, H. (2021). Encounters between Jewish and Arab citizens in Israeli Health Organizations: The Music of Diversity in the Shadow of Protracted Political Conflict. *Organizational Analysis*, 27, 43-62 (in Hebrew).

41. Raz Rotem, M., Arieli, D., & **Desivilya Syna, H.** (2021). Engaging complex diversity in academic institution: the case of "triple periphery" in a context of a divided society. *Conflict Resolution Quarterly*. 38(4), 303-321. (Impact factor – not reported; Q1 Law). <https://doi.org/10.1002/crq.21305>

The study was a part of MRR doctoral dissertation. HDS was her supervisor, hence fully involved in all the phases of the research, including the write-up of the article.

42. Desivilya Syna, H. (2023). A Commentary to the Feature Article on Hyperpolarization Crisis. The paradox of tolerance? 'In situ' alerts from Israel on hyper-polarization and threatened democracy. *Conflict Resolution Quarterly*, 40 (3), 373-376
<https://doi.org/10.1002/crq.21375>

43. Desivilya Syna, H. (2023). Editorial: Conflict resolution vis-à-vis horrific events. *Conflict Resolution Quarterly*, 41 (2), 113-115.
<https://doi.org/10.1002/crq.21416>

E. Articles or Chapters in Scientific Books

Published

1. Pruitt, D.G. and **Syna, H.** (1983). Successful Problem Solving. In: D.W. Johnson and D. Tjosvold (Eds.) *Productive Conflict Management: Perspectives for Organizations*, New York: Irvington Publishers.
2. Desivilya-Syna, H. (1998). Advancing Jewish-Arab Co-Existence through Mixed Professional Teams. In E. Weiner (Ed.) *The International Handbook of Interethnic Coexistence*, New York: Continuum Publishing.

Published after promotion to the rank of Associate Professor

3. Abu-Elhaija, I., **Desivilya-Syna, H.**, Palgi, M., Friedman, V., Shamir, M., and Shamir, O. (2008). Building Partnership: Critical Reflections on the Action Research Center (ARC). In A.B. Shani, S. Albers Mohrman, W.A. Pasmore, B. Stymne, and N. Adler (Eds.), *Handbook of Collaborative Management Research*, (461-487). Los Angeles, CA: Sage Publications.
4. Desivilya, H. (2008). Conflict in Work Teams. In C. Wankel (Ed.) *Handbook of 21st Century Management*. Vol. 2 (44-56). Los Angeles, CA: Sage Publications.
5. **Desivilya-Syna, H.**, and Yassour-Borochowitz, D. (2009). Israel. In K. Malley-Morrison (ed.) *State Violence and the Right to Peace: An International Survey of the Views of Ordinary People*. (vol.2) (115-127). Santa Barbara, CA: Praeger Security International.
6. Desivilya-Syna, H. (2011). The Role of Negotiation in Building Intra-Team and Inter-Team Cooperation. In M. Benoliel (ed.) *Negotiation Excellence: Successful Deal Making*. (pp. 361-381). Tuck Link, Singapore: World Scientific Publishing (WSP).
7. **Desivilya, H.** and Palgi, M. (2011). Introduction. The nature of partnerships and the processes of their formation: Juxtaposing conflict and cooperation. In H. Desivilya

- Syna and M. Palgi (eds.). *The paradox in partnership: The role of conflict in partnership building*. (pp. 1-18). Bentham Science e-Books.
<http://www.benthamdirect.org/pages/content.php?9781608052110>
8. **Desivilya, H.** and Palgi, M. (2011). Building Academics-Practitioners Partnership as Means for Generating Usable Knowledge. In H. Desivilya Syna and M. Palgi (eds.). *The paradox in partnership: The role of conflict in partnership building*. (pp.128-159). Bentham Science e-Books.
<http://www.benthamdirect.org/pages/content.php?9781608052110>
 9. **Desivilya, H.** and Palgi, M. (2011). Engaging the paradox in partnership: balancing conflict and cooperation. In H. Desivilya Syna and M. Palgi (eds.). *The paradox in partnership: The role of conflict in partnership building*. (pp. 197-211). Bentham Science e-Books. <http://www.benthamdirect.org/pages/content.php?9781608052110>
 10. **Desivilya, H.**, Rottman, A., and Raz, M. (2012). Improving organizational integrity through humanistic diversity management: the case of minority-majority relations in healthcare organizations and academic institutions. In A. Stachowicz-Stanusch and W. Amann (Eds.), *Business Integrity in Practice – Insights from International Case Studies* (pp. 205-235). New York, NY: Business Expert Press.
 11. Glyn Secker, Patrick Hanlin, Gabriella Gricius, Majed Ashy, Abdul Kareem Al-Obaidi, Heyam Mohammed, Rajah Tayeh, Irene Colthurst, Lane Smith, Dalit Yassour-Boroschowitz, **Helena Syna Desivilya**, Kamala Smith, Linda Jeffrey, William Tastle, Feryal Turan, Alev Yalcinkaya, and Rouba Youssef (2013) . Definition of Peace and Reconciliation in the Middle East. In K. Malley-Morrison, A. Mercurio & G. Twose (Eds.). *International Handbook of Peace and Reconciliation (Peace Psychology Book Series)*(pp. 63 – 81). New York: Springer.
 12. Majed Ashy, Elizabeth Planje, Abdul Kareem Al-Obaidi, Lane Smith, Dalit Yassour-Boroschowitz, **Helena Syna Desivilya**, Kamala Smith, Linda Jeffrey, William Tastle, Feryal Turan, Alev Yalcinkaya, and Rouba Youssef. (2013). Definitions of War, Torture, and Terrorism in the Middle East. In K. Malley-Morrison, S. McCarthy & D. Hines (Eds.). *International Handbook on War, Torture, and Terrorism*.(pp. 63-79). New York: Springer.
 13. Majed Ashy, Elizabeth Planje, Abdul Kareem Al-Obaidi, Lane Smith, Dalit Yassour-Boroschowitz, **Helena Syna Desivilya**, Kamala Smith, Linda Jeffrey, William Tastle, Feryal Turan, Alev Yalcinkaya, and Rouba Youssef. (2013). Views on National Security in the Middle East. In K. Malley-Morrison, S. McCarthy & D. Hines (Eds.). *International Handbook on War, Torture, and Terrorism*.(pp. 239-256). New York: Springer.
 14. Desivilya-Syna, H. (2014). The Role of Negotiation in Building Intra-Team and Inter-Team Cooperation. In M. Benoliel (ed.) *Negotiation Excellence: Successful Deal Making*, 2nd edition. (pp. 371-391). Tuck Link, Singapore: World Scientific Publishing (WSP).
 15. **Desivilya Syna, H.**, Rottman, A. and Raz, M. (2014). Partnership among stakeholders as a vehicle for promoting good practices in diversity management: the case of job market integration of college graduates with learning disabilities. In M. Karatas-Ozkan, K. Nicolopoulou and M. F. Ozbilgin (Eds.) *Corporate Social responsibility and Human Resource Management: A Diversity Perspective*, (pp.130-148). Edward Elgar Publishing.

- *16. Desivilya Sina, H. (2015). Social Divisions, Intergroup Conflict and Diversity - Reflections about Social Conflict and Diversity: the Case of Israeli Organizations. In Braedel-Kühner, Cordula and Müller, Andreas P. (eds.): *Re-thinking Diversity - Multiple Approaches in Theory, Media, Communities, and Managerial Practice*, (pp. 55-83). Wiesbaden: Springer VS.
- *17. **Desivilya Sina, H.**, Shamir, M, and Shamir Balderman, O. (2015). Nurses-Managers' Acts in Organizational Conflict Spectacles: The Challenges of Public Sector Management in the Era of Globalization. In D. Vrontis, E. Tsoukatos and A. Maizza (eds.) *Innovative Management Perspectives on Confronting Contemporary Challenges*. (pp. 129-149). Newcastle upon Tyne, UK: Cambridge Scholars Publishing.
- *18. **Desivilya Sina, H.** and Costea, C.E. (2015). Gender Effects in Top Management. In H. Desivilya Sina and C.E. Costea. (eds.) *Women's Voices in Management: Identifying Innovative and Responsible Solutions* (pp.3-15). London, UK; New York, US: Palgrave Macmillan.
- *19. Yassour-Borochowitz, D., **Desivilya Sina, H.**, and Palgi, M. (2015). In a Different Voice? The Stories of Women Heads of Departments. In H. Desivilya Sina and C.E. Costea. (eds.) *Women's Voices in Management: Identifying Innovative and Responsible Solutions* (pp.65-85). London, UK; New York, US: Palgrave Macmillan.
- *20. Desivilya Sina H. (2016). Hidden Aspects of Conditional Citizenship: Social-Psychological Perspective Integrated with A Social Constructivistic Approach. In S. Osacky Lazarowitz and J. Gabrin (eds.) *Conditional Citizenship: On Citizenship, Equality and Offensive Legislation*. Jerusalem, Van Leer Institute (Hebrew).
- *21. **Desivilya Sina, H.** and Yanay-Ventura, G. (2018). Social business as a novel mechanism for leveraging corporate social performance? Israeli perspective. In A. Stachowicz-Stanusch and W. Amann (eds.) *Contemporary Perspectives in Corporate Social Performance and Policy - Middle Eastern Perspective*. Information Age Publishing (IAP).
- *22. **Desivilya Sina, H.**, Palgi, M., and Sabbah Karkaby, M. (2018). Women's Experiences in Top Management Teams (TMTs): The case of Israeli National Majority and National Minority Women. In M. Aluchna and G. Aras (eds.) *Women on corporate boards. An international perspective*. (pp. 131-149). London: Routledge, Taylor & Francis Group.
- *23. **Desivilya Sina, H.**, Balderman-Shamir, O., and Shamir, M. (2020). Using organizational conflict to promote, ignore or hinder humanistic values? The case of managers' voices. In A. Lewis and N. Stanusch (eds.) *Humanistic Values from Academic Community Perspective*.(167-188). Information Age Publishing.
- *24. Desivilya Sina, H. Women's perplexing encounters in top management teams at the crossroads of globalisation and declining democracy (forthcoming). In Anna Domaradzka, Ilona Matysiak, & Dominika Walczak (eds.) Jubilee book prepared for the 80th anniversary of Professor Renata Siemieńska-Żochowska *Faces of crisis in the era of globalization: an interdisciplinary perspective*. Wydawnictwo Naukowe „Scholar” (Scientific Publishing House “Scholar”, Warsaw, Poland).
- 25. Raz-Rotem, M., De Desivilya, H., Arieli, D., Simonovich, J. & Bitar, N. (2021). Social Kleidoscope in an academic institution. In: Friedman, V., Sykes, I., Arieli, D., Simonovich, J. & Bitar, N (Eds.), *Academic Puzzle: Towards an*

Arab-Jewish encounter in the campus (pp. 61-72). Tel Aviv, Israel: Resling Publishers. (Hebrew).

26. Desivilya Syna, H. (2023). Third parties' involvement in contexts of political conflict and power imbalances. In D. Busch (Ed.). *Handbook of Intercultural Mediation*. (pp. 119-128). New York, NY: Routledge.

F. Articles in Conference Proceedings

Published after promotion to the rank of Associate Professor

1. **Desivilya, H.**, Yassour-Borochowitz, D., and Palgi, M. (2009) In a Different Voice? Women-Managers in Academia: The Managerial Challenges of Department Chairs. *International Conference on Innovation in Management: Cooperating Globally*. (9-33). Poznan, Poland: University College of Business and Foreign Languages.
2. **Desivilya Syna, H.** and Palgi, M. (2012). Gender Perspective in Management: The Israeli Case of Top Management Team. In D. Vrontis, Y. Weber, R. Kaufmann and S. Tarba (eds.) *The 5th Annual EuroMed Conference of the EuroMed Academy of Business Reading Book Proceedings: Building New Business Models For Success Through Competitiveness and Responsibility*. Montreux, Switzerland, October, 2012 (pp.427-442)., EuroMed Press, ISBN: 978-9963-711-07-9.

H. Other Scientific Publications

Published

1. Syna, H., McGuillicuddy, N.B., Nochajsky, T., and Welton, G. (1985). Community Mediation Program of the Dispute Resolution Center in Buffalo, NY: Evaluation of Service Implementation. *Rockefeller Institute Special Reports*, 8.
2. Syna-Desivilya, H. and Gal, R. (1990). Coping with Family-Military Organization Conflict. *In the Family*, March. (In Hebrew).
3. Desivilya, S.H. and Gal, R.(1997). Conflict Resolution and Reconciliation Workshop in Croatia. *Psychology International*, 8 (3).
4. Desivilya, S.H. (1998). Book Review of *Using Conflict in Organizations* edited by C. De Dreu & E.Van De Vliert. *International Journal of Conflict Management*, 9 (4).
5. Desivilya, H. (2000). Book Review of *Resolving Identity Based Conflict* by Jay Rothman. *International Journal of Conflict Management*, 11 (4).
6. Desivilya, H. (2001). Third Party Intervention in Organizational Conflict: Conservation and Change in the Era of Transformations. *Human Resources*, April, 32-38. (In Hebrew).
7. Desivilya, H., Hatab, H., & Raskin, N. (2001). Project Club-Library for Children and Youth. *Special Projects (National Insurance Fund)*, 75, July (In Hebrew).

8. Desivilya, H. (2001). Overcoming Barriers at the Research-Practice Interface: Some Lessons from the Israeli Experience in Community Mediation. *Mediation UK Magazine*, September, 67, 6.
9. Desivilya, H.(2002). Warm Home for Young Adults. *Special Projects (National Insurance Fund)*, 81, February (In Hebrew).
10. Desivilya, H.(2002). Warm Home for Young Adults. *Special Projects (National Insurance Fund)*, 81, February (In Hebrew).
11. Desivilya, H. (2004). Academia-Community Relationships in the Area of Community Mediation. *In Consensus – A Newsletter of the National Center for Mediation and Dispute Resolution, the Ministry of Justice*, 4, 15-17. (In Hebrew).
12. Desivilya Syna, H. (2006). Jewish and Arab Citizens' Motivation for Rapprochement: the role of mutual images, perceived threats and social identity complexity. *Researchers in the Emek*, Max Stern Academic College of Emek Yezreel, 1, 95-117.

Published after promotion to the rank of Associate Professor

13. Desivilya Syna, H. Bronstein-Adler A., and Rotem-Elbaz, M. (2007). An Evaluation of the City-wide Format of the Project: Coping and Prevention of Violence against Elderly in Haifa. Final Report. The Department of Special Projects, National Insurance Fund, Jerusalem, Israel (in Hebrew).
14. Desivilya Syna, H. and Rotem, M. (2008). Do Mediators Walk the Talk? A Study of Israeli Mediators, *Dispute Resolution Journal*, February. 63-72.

J. Other Works Connected with my Scholarly Field

1. **Desivilya-Syna**, Bendet-Roser, R., and Zino, M. (2001). "Students' and faculty's perceptions concerning relationships patterns at school: Final Results of a Survey." Amakim-Tavor Regional School, Emek Yezreel Regional Council, Israel.
2. Palgi, M. and **Desivilya-Syna, H.**, and Bar-Nahor, R. (2001). "Emek Yezreel College Graduates' Attitude Survey I". Final Report. Max Stern Emek Yezreel College. Emek Yezreel.
3. **Desivilya-Syna, H.** (2002). "Dispute Resolution Center in Afula: Need Assessment of the Community". Final Report. The National Center for Mediation and Dispute Resolution, the Ministry of Justice, Tel-Aviv, Israel.
4. Palgi, M. and **Desivilya-Syna, H.** (2003). "Emek Yezreel College Graduates' Attitude Survey II". Final Report. Max Stern Emek Yezreel College. Emek Yezreel.
5. Palgi, M. and **Desivilya-Syna, H.** (2004). "Emek Yezreel College Graduates' Attitude Survey III". Final Report. Max Stern Emek Yezreel College. Emek Yezreel.
6. **Desivilya-Syna, H.** and Adler-Bronstein, A. (2004). "Formative and Summative Evaluation of the Pilot Phase of the Project: Coping and Prevention of Violence against

Elderly in Haifa". Interim Report #1. The Department of Special Projects, National Insurance Fund, Jerusalem, Israel.

7. **Desivilya-Syna, H.** and Adler-Bronstein, A. (2005). "Formative Evaluation of the City-wide Format of the Project: Coping and Prevention of Violence against Elderly in Haifa". Interim Report #2. The Department of Special Projects, National Insurance Fund, Jerusalem, Israel.
8. **Desivilya-Syna, H.**, Bronstein-Adler A., and Rotem-Elbaz, M. (2007). An Evaluation of the City-wide Format of the Project: Coping and Prevention of Violence against Elderly in Haifa. Final Report. The Department of Special Projects, National Insurance Fund, Jerusalem, Israel (in Hebrew).

Published after promotion to the rank of Associate Professor

9. **Desivilya Syna, H.**, Rottman, A., and Kanan, D. (2008). Long-Term Impact of Involvement in Peace Child Israel: An exploratory evaluation study. Final Report. Peace Child Israel. Tel-Aviv. Israel.
10. **Desivilya Syna, H.**, and Rottman, A. (2008). Program Evaluation of a Joint Project of ADAM TEVA VEDIN and the Arab Center for Alternative Planning: Cooperative Efforts to Legal and Planning Solutions to Environmental Problems in Arab Communities. Final Report. Abraham Fund Initiatives. Neve Ilan. Israel. (In Hebrew).
11. **Desivilya Syna, H.** and Bronstein, A. (2010). The Contribution of a Coordinator's Role to the Anti-Drug Struggle on the Local-Community Level- Mapping of Strengths and Limitations. Final Report. Israel Anti-Drug Authority, Jerusalem, Israel (In Hebrew).
12. Desivilya Syna, H. (2010). A review of an E-book for Bentham Science Publishers: *The Primitive Mind and Common Man* by John Alan Cohan.
13. Desivilya, H. (2010). Book Review of *Living with the Conflict: Socio-Psychological Analysis of the Jewish Society in Israel* by Dan Bar-Tal. *Megamot*, 47 (2), 368-372 (Hebrew).
14. Desivilya Syna, H. (2012). A review of *Dirty Rotten Strategies: How We Trick Ourselves and Others into Solving the Wrong Problems Precisely* by Mitroff, I.I. and Silvers, A. (2010). Stanford, CA: Stanford University Press. *Current Topics in Management*, 16, 193-197.
15. Desivilya Syna, (2016). Final External Evaluation Report on The Educational Incubator, a EU founded Project. The Center for Action research and Social Justice. The Max Stern Yezreel Valley College. To be submitted to the European Commission along with the overall project report in September 2016.

L. Under Review

Masuri, M, and Desivilya Syna, H. Why should I be an entrepreneur?
A feminist perspective on the drivers and motivations of Israeli Women Entrepreneurs
Feminist Perspective on Israeli Women Entrepreneurs. *International Journal of Gender and Entrepreneurship*. Revision submitted, November 2023.

M. Articles in Preparation

Raz Rotem, R., Desivilya Syna, H. and Maoz, I. Working together "under fire": Israeli Jews and Palestinians in mixed medical teams. To be submitted to *Political Psychology*.

N. Summary of my Activities and Future Plans

My research, scholarly and academic activities have originated from an interest in social conflict, initially investigated through experimental studies of interpersonal negotiation. Gradually, I have expanded this area of research to broader conceptual and methodological approaches: integrating a micro-level social psychological perspective with a macro-level, critical theories and social-constructivism perspective and using a mixed-method approach – quantitative and qualitative methodologies and research tools. Moreover, I have leveraged my expertise and experience in program evaluation to deeper and more comprehensive study of the research-practice interface. In order to deeply grasp the complex phenomenon of human relations, especially interpersonal and intergroup tensions, I apply a multi-focal lens, namely intertwine in my work domains outside of behavioral and social sciences fields, such as the clinical discipline (psychoanalysis), philosophy, cinematography, visual arts and music. Content-wise my research, scholarly and academic activities revolve around search for new approaches of engaging the complex intergroup relations in contemporary societies, characterized by mounting social divisions and growing diversities. Such novel perspectives and methods need to deal with intergroup conflicts in a constructive manner: allowing meaningful existence for all the groups, both autonomously and in tandem while avoiding ostracism, exclusion and promoting expression of genuine voices. These themes reflect issues and queries both at the national as well as an international agenda. Hence, I am continuously developing networks of international scholars and building partnerships in order to study the complex social issues in collaboration with partners at YVC, in Israel and abroad, embracing an interdisciplinary and an international perspective. In addition, The foci specified above are manifested in my research program, applied projects, teaching and academic development.

Research

Two main interrelated areas:

1. **Gendering in Organizations** – focus on women's voices in top management teams
 - Antecedents and processes of relationship building in mixed-gender teams, including conflict management and construction of power-relations.

I edited and published by Palgrave Macmillan a book on *Women's Voices in Management: Identifying Innovative and Responsible Solutions*, representing an international collection of research and policy-related articles.

I also published an article, reflecting one phase of Israeli-based research on women in top management teams and presented related work in international conferences, including organizing in collaboration with French, German and Cypriot colleges two international conferences on women's leadership, held in summer 2015 at La Sorbonne, Paris, France and at the University of Nicosia in Fall 2016. Another chapter of mine with two colleagues on national minority and national majority women in TMTs was recently published:

Desivilya Syna, H., Palgi, M., and Sabbah Karkaby, M. (2018). Women's Experiences in Top Management Teams (TMTs): The case of Israeli National Majority and National Minority

Women. In M. Aluchna and G. Aras (eds.) *Women on corporate boards. An international perspective*. Routledge.

I also submitted 7 research proposals: a) ISF, which was rated as "very good", however was not funded, b) an international consortium - ERC/SYNERGY, which was not funded, c) an international consortium -HORIZON 2020, receiving a score of "very good", but not funded. The fourth proposal submitted to UfM has not received any response.

Three additional proposals were recently submitted: 1) a networking proposal on women in top management positions submitted by an international consortium to COST; 2) a proposal entitled, "Promoting Eve's Emancipation at Top Decision Making Forums: The Case of Women in Municipal Councils" was submitted to the Ministry of Science (Israel) and 3) an Israeli and European consortium proposal submitted to ERASMUS+ on Capacity Building of Women in STEM disciplines. The first and third were not approved. **The proposal submitted to the Ministry of Science and Technology has been accepted in December 2017 and is funded for three years (2017-2020) – 342,000 NIS.**

2. Diversity management in work organizations mixed communities, employment integration, academic campuses and tourism industry.

- The impact of diversity on intra-team and inter-team organizational dynamics with special emphasis on hidden negotiation and latent power dynamics.
 - Diversity sensitive teaching and learning practices at the academia in complex sociopolitical contexts.
 - Intergroup relations in work and community (neighborhoods) contexts in divided societies.
 - Building inter-organizational and inter-sector partnerships (private, public, third and fourth sector) with an emphasis on social enterprises.
 - Decision-making in the context of tourism: an international perspective – focus on cultural and social biases.

My research activities are reflected in papers published in peer reviewed academic journals, including editing a special issue of *New Directions for Evaluation* on Evaluation and Social Justice in Complex Sociopolitical Contexts, chapters published in edited volumes, and editing and publishing an E-book on *The Paradox in Partnerships: The Role of Conflict in Partnership Building*, edited and published by Palgrave Macmillan a book on *Women's Voices in Management: Identifying Innovative and Responsible Solutions*, representing an international collection of research and policy-related articles, and presentations at national and international conferences.

I have recently published (Palgrave Macmillan/Springer) a book entitled: *Diversity Management in Places and Times of Tensions: Engaging Inter-group Relations in a Conflict-Ridden Society*, which pools together my work in the last two decades on diversity management at the interface of protracted political tensions.

I am the head of a Center for the Study of Diversity and Intergroup Conflicts at the Yezreel Valley College.

I have recently been appointed as the Editor-in-Chief of *Conflict Resolution Quarterly*. Have also served as a member in editorial boards of four peer reviewed scholarly journals related to my research areas and an ad-hoc reviewer for other peer-reviewed journals related to my academic work domains.

For the last four years I have also been serving as an expert evaluator and rapporteur for the EU HORIZON 2020, specifically the MSCA fellowships in areas related to my two main research domains (gender and social conflict-diversity interface).

I have been supervising MA students' Masters theses, and doctoral students' dissertations on the topics subsumed in my research interests.

Teaching and Academic Development

My research interests and experiences are reflected in all the courses I have been teaching since my arrival to YVC and in particular in the course of the last decade.

Jointly with the academic staff at the MA studies department in Organizational Development and Consulting, we are constantly developing the program to fit the contemporary social, cultural and economic challenges of the surrounding communities by means of seminars, study days, guest lecturers and improvement of the practicum.

Faculty Mobility and International Cooperation

I have been a guest scholar, teaching graduate seminars at the International program of the department of Psychology at the University of Warsaw (2018 and 2019).

In September 2019, jointly with the faculty of the Psychology Department and the Center for the Study of Prejudice at the University of Warsaw, I organized and held at the Max Stern Yezreel Valley College a ten days intensive summer school on *Understanding Conflicts and Diversity Management*. Seventeen graduate students and 4 faculty members from the University of Warsaw participated in this venture.

Future Plans

Research on Gendering in Organizations and Diversity Management

1. Future submission of a Research Proposal on Employment Integration of Marginalized Groups through Business and Social Entrepreneurship, in collaboration with researchers in Europe, North America and other locations .
2. Future submission of a research proposal on Managing Diversity and Intergroup relations in Complex Social Contexts: The Impact of Factors Transgressing Conflict Boundaries on Intergroup Relations, in collaboration with researchers in Europe and other locations.