

Name: Orit Shamir Balderman

Date: 08/08/2023

CURRICULUM VITAE

1. Personal Details

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2. Higher Education

Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
1999- 2002	Sociology and Anthropology, The Max Stern Yezreel Valley College. (summa cum laude)	B.A	2000
2000-2003	Sociology and Anthropology, Sociology, University of Haifa, Haifa, Israel.	M.A	2003
2013.-2018	University of Haifa, Haifa, Israel. Faculty of Management.	PhD	2018

3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
10/2000-10/2014	The Max Stern Yezreel Valley College	External Adjunct.
10/2014	The Max Stern Yezreel Valley College	Teacher (Proposed rank)
1/2021	The Max Stern Yezreel Valley College	Lecture

4. Offices in Academic Administration

a. At the YVC

Dates	Name of Institution and Department	Rank/Position
2006-2010	Steering committee and partner in the establishment of "Action Research Center for Social Justice"	
2010-2015	The admission committee for organizational counseling MA program".	
2016-	Head of technology integration in teaching, Center for advancement of teaching.	
2019-	Student Counselor, Department of Sociology & Anthropology.	
2020-	Member of the department's teaching committee. Department of Sociology & Anthropology	

2021-	Member of the department's teaching committee. Department of Behavioral Sciences	
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b. Other Institutions

Dates	Name of Institution and Department	Rank/Position
2011-2013	Academic and research mentor on "Rothschild Ambassadors", Cesarea Fund, Oranim College, Israel	

5. Participation in Scholarly Conferences

a. Active Participation

<u>international Conferences</u>				
Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
7.2013	Annual International Conference on Advances in Management	London, UK	Nurses-Managers' Coping with Organizational Discords: Conflict Engagement Perspective.	Presenter
6.2016	29 th Annual Conference of the International Association for Conflict Management	Columbia University, NYC, NY, USA.	Managers' Voices in Organizational Conflict: Playing Meaningful Roles in Political Gambits.	Presenter
-4.3.2018 8.3.2018	Teaching Enhancement Center	Brunel University, University of Northampton, and University of Greenwich, London, UK	Participated as a representative of the The YVC on behalf of the Center for Teaching Enhancement Center	Presenter
2.7.2018	Annual International Conference ON	Trieste, Italy	Using organizational conflict to promote the	Presenter

	ISSWOV: Organization 4.1: The role of values in the organizations of the 21st century.		“business case” and/or foster social justice: The case of managers' voices	
6-7 July 2021	9th International Conference of Work and Family	Barcelona, Spain	The relationship between work-family conflict, social support, happiness, and state-trait anxiety among single-mothers by choice at time of Corona	Presenter
15.6.2021	The 11th Biennial International Interdisciplinary Virtual Conference of Gender, Work and Organization	Kent, UK.	No Room of Her Own: A Gendered-Spatial Analysis of Home- Working among Dual- Earner Couples during COVID-19	Presenter
6-7 July 2021	9th International Conference of Work and Family	Barcelona, Spain	The relationship between work-family conflict, social support, happiness, and state-trait anxiety among single-mothers by choice at time of Corona	Presenter
31.7.2021	The virtual 81st Annual Meeting of the Academy of Management	USA	No Room of Her Own: Gendered-Spatial Analysis of Work-Family Conflict during COVID- 19	Presenter
23-25.6 2022	Work-Family Justice: Practices, Partnerships & Possibilities	USA	No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19	Co- Presenter
7-9,7 2022	38th EGOS Colloquium- organization- the beauty of imperfection	Vienna	No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19	Co- Presenter

<u>National Conferences</u>				
Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
2.2006	Sociology, Ethics and Politics, 37 th annual conference of the Israeli Sociological Association .	Bar Ilan University, Israel.	Organizational learning relationships between structural characteristics and cultural knowledge-intensive organizations: A hospital case study.	Presenter
20.6.2018	2 th Annual conference of the Center for advancement of teaching	The Max Stern Yezreel Valley College	Frontal learning or online course? Student Attitudes Survey	Presenter
13.5.2018	44 th Annual Conference Israeli Industrial Relations Research	Tel-Aviv, University	The path to happiness: from home to work (with passion) and back	Presenter
17.6.2019	The annual Research Fairs	The Max Stern Yezreel Valley College	Happiness, passion at work and work life balance	Presenter
9.2.2021	52 th Annual Conference of the Israeli Sociological Association.	Sapir College, Isreal	And then they were two -work experiences of spouses who worked from home during the Corona crisis	Presenter
9.2.2021	52 th Annual Conference of the Israeli Sociological Association.	Sapir College, Isreal	The relationship between work-family conflict, social support, happiness, and state-trait among single- anxiety mothers by choice at time of Corona	Presenter

6.2022	The annual Research Fairs	The Max Stern Yezreel Valley College	Being Alone in Isolation: attitudes of mothers in Israel During the Covid-19	poster
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b. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
4.2016	Annual conference of the Center for advancement of teaching	The Max Stern Yezreel Valley College	Advancement of teaching	
2007-2013	Steering committee in the organization of Research Fairs	The Max Stern Yezreel Valley College		
2016-2017	Steering committee in the organization of Research Fairs	The Max Stern Yezreel Valley College		
2016-	Steering Committee Annual Conference of the Center for advancement of teaching	The Max Stern Yezreel Valley College		
2019-	Steering committee in the organization of Research Fairs	The Max Stern Yezreel Valley College		

6. Invited Lectures\ Colloquium Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
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9.12.19	Sarona Space Haifa, Israel	Work Life Balance- Managerial Workshop Lecture	
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7. Scholarships, Awards and Prizes

1999 - Excellence in academic achievement award. 3500 NIS

2000 - B.A with honors and Excellence Scholarship Program award. 3500 NIS

2001 – BA. Outstanding students program, summa cum laude.

2002- "Hammer scholarship" for M.A, students. 40,000 NIS

2003- MA, - Excellence in academic achievement award. 1500 NIS

8. 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
2005- present	Organizational studies	Lecture	M.A candidate B.A	30
2006- present	Research Methods	Lecturer, Introduction Course (Mandatory)	B.A	25
2006- present	Organization management through the political lens	Lecture	B.A	50
2006- present	From the industrial revolution to telecommuting	Lecture	B.A	40

2010-present	Academic Writing	Introduction Course (Mandatory)	B.A	60
2010-present	Qualitative Research Methods	Introduction Course (Mandatory)	M.A candidate /B.A	40
2010-present	Introduction to Organizational Behavior	Introduction Course (Mandatory)	M.A candidate /B.A	50
2018-	Management of human resources - theory and practice	Lecture	B.A	40-50
2022	Empirical seminar	Empirical seminar	B.A	40

9. Miscellaneous

2002-2004 - Research Assistant, The Department of Sociology & Anthropology, Haifa University.

2004 - present - Statistic Advisor to seminars, The Department of Sociology & Anthropology; The Max Stern Yezreel Valley College.

2004-2005- Guiding in "Partnership 2000" project, Department of Sociology and Anthropology, The Max Stern Yezreel Valley College.

2004-2005 - Guided reading and writing workshop for Arab students. The Max Stern Academic College of Emek Yezreel- Group instructor in Organizational Counseling course. The Max Stern Yezreel Valley College.

2008-2009- Editing research project in cooperation with Misgav Regional Council: "Needs Survey to establish a regional library"

2010-2010- Developing and guidance course "Organizational Counseling. Undergraduate in the Department of Sociology and Anthropology, The Max Stern Yezreel Valley College. 2010-2013-Guiding MA student in practical organizational counseling projects. The Max Stern Yezreel Valley College.

2021- Guiding students in the outstanding program for B.A. The Max Stern Yezreel Valley College.

2022- Supervising for thesis - master's degree in the consulting and organizational development program. The Max Stern Yezreel Valley College.

10. Research areas

1. Organizational learning in knowledge-based organization
2. Action Research
3. Remote workers
4. Organizational politics and Conflicts
5. Passion-at-work
6. Happiness

PUBLICATIONS

A. Dissertation

1. Ph.D. Dissertation

1. Shamir Balderman, O. (2018). *Remote Workers and the Relationship between Organizational Management and Work-Related Attitudes and Emotions*. University of Haifa, Faculty of Management, Department of Business Administration. Supervisors: Prof. Shay S. Tzafir Prof. Guy Enosh. Number of pages: 256

2. M.A. Dissertation

Shamir, O. (2003 in Hebrew). *Factors Affecting Organizational Learning in Knowledge-Based Organization: The Case of a Hospital*. Haifa University, Haifa, Israel. Supervisor: Prof. Yitzhak Samuel. Number of pages: 120

3. Articles or Chapters in Scientific Books

Published

1. Abu Elhija, I., Desenillia Syna, H. Fridman V. J., Palgi, M., Shamir, M., Shamir, O, and Sykes, I. (2007). Building partnerships: critical reflections on the Action Research Center (ARC), in A.B. Shani, N. Adler, S. A. Mohrman, W. A. Pasmore & B. Stymne, **Handbook of Collaborative Management Research**, Thousand Oaks, CA: Sage. (Mutual contribution. An alphabetical order)

2. Desivilya Syna, 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.
3. Desivilya Syna, 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.
4. **Shamir-Balderman, O.** (2021). Factors Affecting Organisational Learning: The Case of a Medical Centre. *Journal of Health Management*, 23(3) 425–440, 09720634211035247
5. Waismel-Manor, R., Wasserman, V., and **Shamir-Balderman, O.** (2021). No Room of Her Own A Gendered-Spatial Analysis of Work-Family Conflict during COVID-19. Sex Roles. doi: [10.1007/s11199-021-01246-1](https://doi.org/10.1007/s11199-021-01246-1)
6. **Shamir-Balderman, O** and Shamir, M. (2022). The factors related to state trait anxiety among single-mothers in Israel at time of Corona. *Social Issues in Israel*, 31(1), 38-70 (In Hebrew)
7. **Shamir Balderman, O.** (2022). Organizational learning in a hospital. *The Study of Organizations and Human Resource Management Quarterly*, 7(2), 46-26. (In Hebrew)
8. Shamir M, and **Shamir-Balderman, O.** (2023). Being Alone in Isolation: attitudes of mothers in Israel During the Covid-19. *Social Issues in Israel*, 32(1), 95-128. (In Hebrew)
9. Shamir M. and **Shamir-Balderman, O.** (2023). Attitudes and Feelings among Married Mothers and Single Mothers by Choice during the Covid-19 Crisis. *Journal of Family Issues*, 1-24. <https://doi.org/10.1177/0192513X231155661>
10. **Shamir Balderman, O.**, Tzafrir S., and Enosh, G., (2023). *Happiness and passion-at-work: Finding the common thread in a tangle of definition*. *Journal of Management, Spirituality & Religion*, DOI: <https://doi.org/10.51327/CZUA2616>
11. **Shamir Balderman, O.** and Waismel-Manor, R. (forthcoming). When the organization works from home- work experiences of a couple who worked from home

during the Covid-19. *The Study of Organizations and Human Resource Management Quarterly*. (In Hebrew)

4. Other Scientific Publications **Published**

1. **Shamir- Balderman, O.** (2013). *Integration of a new teacher into the education system*. The research has been conducted through the "Rothschild ambassadors" project with funding from the "Cesarea-Rothchild Foundation".

5. Submitted Publications

1. **Shamir-Balderman, O.** and Shamir M. (2023). The Relationship between Social Support, Happiness, Work–Family Conflict, and State-Trait Anxiety among Single Mothers during the Covid-19 Pandemic. *Humanities & Social Sciences Communications*. Approximate number of pages: 37

5. Proceedings

1. Waismel-Manor, R., Wasserman, V., & Shamir Balderman, O. (2021). No Room of Her Own: Gendered-Spatial Analysis of Work-Family Conflict during COVID-19. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 13575). Briarcliff

6. Article Review

1. Trust, Social Belongingness and Online Hate Production A Four Country Survey, *Journal of Trust Research*.
2. Chapter 7: Humanistic Values and the Diverse Cultures of the Academy. A. Lewis and N. Stanusch (eds.) *Humanistic Values from Academic Community Perspective* (pp. 167-188). Information Age Publishing.
3. *Humanities and Social Sciences Communications* (2023-06-13)
4. *Conflict Resolution Quarterly* (2023-06-29)

E. Summary of my Activities and Future Plans

In the recent years, research cooperation has been established between Prof. Helena de Sevilla, Dr. Michal Shamir and myself. This collaboration resulted two chapters in Scientific Books (Refereed) (one chapter was published and the other is in press). In addition, the results of this cooperation resulted in the presentation of articles at international conferences. The subject of the research is conflict management in organizations. I intend to continue to collaborate with these partners in future studies and projects on this subject.

Additionally, I'm currently endeavoring on another papers based on my doctoral thesis. one is based on qualitative research while the other will focus on its quantitative part (longitudinal research). The article is been written in collaboration with Prof. Enosh, Guy and Prof. Tzafrir Shay, with me as lead author of the article.

In addition, I am in contact with three researchers:

- A. One from Israel and one from abroad to create research collaborations on the subject of emotions in organizations (passion at work and perception of happiness among employees).
- B. Collaborations with researcher from the Open University for planning and conducting studies on the subject of work life balance: One article has already been accepted and published in a prestigious journal (Sex Roles) and was presented at a several international conferences, one of them is considered at the most important conferences in the field (Academy of Management). Another article is in the final stages of writing (me as lead author of the article)

In the course of my research work, I intend first to focus on writing articles based on my doctoral dissertation. I also intend to continue to develop studies on the subject of positive psychology in general and happiness in particular, passion at work, flexible and innovative work forms and a work-home conflict.

Finally, as a member of the Center for the Advancement of Teaching at the College, I intend to continue to take part in this role and to conduct research on the integration of online and digital technologies in teaching.

Article in writing process:

Shamir Balderman, O., Tzafrir S., Enosh, G., and Altman, Y. (xxx). *When happiness is the quietness of working from home :Some serendipitous findings.*,
Approximate number of pages: 40. Fine tunings before submission.