

CURRICULUM VITAE**A. Personal Details****Full Name:** Yariv Itzkovich**Permanent Home Address:** 14 Hagalil St., Bat-Hefer, Israel**Home Telephone Number:** +972-9-8783920**Cellular Phone:** +972-52-3975027**Electronic address:** itzkovichyariv@mx.kinneret.ac.il**B. Higher Education****Undergraduate and Graduate Studies**

Period of Study	Name of Institution and Department	Degree	Name of Advisor	Title of Thesis
2005-2010	Ben Gurion University, Faculty of Management	PhD	Prof. Amos Drori	Job insecurity, the psychological contract, organizational misbehavior and organizational citizenship behavior: Ties and trends in an era of organizational change
2001-2004	Tel-Aviv University, Labor Studies	MA Award of Excellence	Prof. Yoav Vardi	Incivility- victims, antecedents, consequences and more
1995-1998	College of Management, Department of Behavioural Science	BA		

C. Academic Ranks and Tenure in Institutions of Higher Education

Dates	Name of Institution and Department	Rank/ Position
2025-present	Ariel University	Senior Lecturer/Head Human Resource Management Division Interdisciplinary Studies
2016-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities, Human Resource Management Department	Senior Lecturer/Head, Human Resource Management Dept.
2010-2016	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities, Human Resource Management Department	Lecturer
2010-2016	Ashkelon Academic College	Lecturer

D. Professional Activities

Dates	Name of institution and Department	Rank/position
2024-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Led strategic initiatives as a steering committee member, developing and implementing a comprehensive proposal for Academy 360
2023-2024	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee, developing an MA program in management of entrepreneurship and innovation in organizations
2022-2023	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Chair of the Conferences Committee
2022-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Academic Lead, Hi-Tech Courses
2020-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Head, Kinneret Institute for Applied Ethics in Organizations
2020-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Founding Member of a Steering Committee to Promote 21 st -Century Skills at the College
2019-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of the College Teaching Committee
2017-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Head, Human Resource Management Department
2018-2019	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee to promote faculty engagement
2018-2019	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee to promote student attendance
2018-2019	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Founding member of a steering committee to construct an integrative model for industry-academia relations

Dates	Name of institution and Department	Rank/position
2018-2019	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Chair of a steering committee to review the structure of the Discipline Committee structure
2018-2020	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee to build and implement an honours program in the Department of Interdisciplinary Studies
2018-2019	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee to develop and run a student involvement program within the Interdisciplinary Studies
2017-present	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of the Ethics Committee
2016-2019	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Academic coordinator, combined practical-academic courses
2016-2019	Kinneret College on the Sea of Galilee, Department of Multidisciplinary Studies	Head of the Human Resource Management Division
2016-2020	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Managing Director, Kinneret Institute for Applied Ethics in Organizations
2016	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee to establish the Kinneret Institute for Applied Ethics in Organizations
2016	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Member of a steering committee to establish a research authority

D1. Membership in Editorial Boards of Scientific or Professional Journals

2023- present	Associate Editor, Journal of Managerial Psychology
2023	Member of the Best Paper Award Committee, Journal of Managerial Psychology
2022 – 2023	Member of Editorial Board, Journal of Managerial Psychology

D2. Scholarly Positions and Activities outside the Institution

D3. Academic Functions

2025-2025	Member, Academic Promotion Committee for the advancement of Dr. Orit Shamir to the rank of Senior Lecturer, Emek Yezreel College.
2023-2024	Visiting Scholar at the University of Central Florida, U.S.A

D4. Professional Functions and Consulting

2022-2024	International Association on Workplace Bullying and Harassment (IAWBH) board reserve.
2019-2024	Leading collaboration between academic institutions (Bar-Ilan University and Tel-Hai College) and a national task force to mitigate bullying.
2019-2024	Member of a national task force to mitigate bullying and promote anti-bullying legislation
2018-2024	Comanager of the Bystanders and Organizational Influences SIG as part of the International Association on Workplace Bullying and Harassment (IAWBH)
2017-2019	Member of the “ <i>Netzivut Hamedina</i> ” bullying prevention task force
2016-2020	Member of a steering committee to implement organizational change in Baruch Padeh Medical Center, Poriya
2015-2017	Member of the “ <i>Histadrut Leumit</i> ” Bullying Prevention Committee

D5. Membership in Professional /Scientific Societies

2024	Associate member of the institute for studying antisemitism in business and economy (SABE)
2021	Member of an Israeli research group to promote research in the fields of strategy and management
2021	Member of the International Behavior in Organizations Research Group (BORG)
2018-present	Member of the Academy of Management (AOM)
2018-present	Member of the International Association on Workplace Bullying and Harassment (IAWBH)

D6. Reviewing for refereed journals (including no. of papers reviewed per year)

2024	Current Psychology (1)
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2023	Guest Associate Editor, Frontiers in Psychology (1)
2022	Journal of Managerial Psychology (3)
2022	Baltic Journal of Management (1)
2021	Journal of Entrepreneurship (1)
2021	International Journal of Environmental Research and Public Health (1)
2021	Frontiers in Psychology (2)
2021	Journal of Managerial Psychology (1)
2020	Wirtschaftspsychologie (Business Psychology) (2)
2020	Journal of Managerial Psychology (1)
2020	Sage Open (1)
2020	British Journal of Management (1)
2020	Creativity and Innovation Management (1)
2019	European Journal of Work and Organizational Psychology (1)
2019	Current Psychology (1)
2018	Eurasian Business Review (1)
2018	Current Psychology (1)
2018	International Journal of Workplace Health Management (1)
2018	Journal of Managerial Psychology (3)
2018	International Journal of Human Resource Management (1)
2017	Studies in Higher Education (1)
2017	Baltic Journal of Management (1)

- As of 2022, I am working as an associate editor at JMP and thus invest most of my review time resources within the Journal.

E. Educational Activities

Courses Taught in Recent Years

Year	Name of Course	Type of Course	Degree
2025	Skills for Organizational Consulting	Workshop	MA
2025	Practicum for B.A in HRM	Workshop	BA
2025	Practicum for M.A	Workshop	MA
2024	Human Resource Management	Lecture	MA
2023	Team Management	Lecture (English)	BA

Year	Name of Course	Type of Course	Degree
2019-2022	Strategic HRM in Tourism and Hospitality	Lecture (English)	MA
2017-2019	Pro seminar – Public Policy	Lecture	BA
2017-present	Ethics in Education	Lecture	BA
2017-present	Organizational Theory (Part A + Part B)	Lecture	BA
2017-present	Human Resource Management	Lecture	BA
2017-present	Business Ethics	Lecture	BA
2017-present	The Human Factor	Seminar	BA
2015-present	Research Methods	Lecture	BA
2015-2016	Statistics	Lecture	BA
2010-present	Labor Relations	Lecture	BA
2010-present	Management Seminars	Seminar	BA
2010-2016	Organizational Misbehaviour	Lecture	BA
2010-present	Organizational Psychology	Lecture	BA
2005-present	Team Management	Lecture	BA
2005-present	Organizational Behaviour	Lecture	BA

E1. Supervision of Graduate Students

Name of Student	Title of Thesis	Degree	Date of Completion / in Progress	Students' Achievements
Shir Izenberg	AI intervention in Organizational Bullying	PhD	Started 2025	
Liron Asraf	Incivilities in Organizations and its consequences: aggressors, victims, colleagues and their interconnections	PhD	Completed	Completed December 2024
Ela Barhon	Constructing and validating a new model for bystanders facing mistreatment	PhD	In Progress	Two published articles: F3,F8

Maayan Mendelson	Similarities and differences in male and female victimization	MA	Completed	Completed with Honor April 2023
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E2.Participation in Graduate/Advanced Degree Review/Advisory Committees

Name of Student	Title of Thesis	Degree	Date of Completion / in Progress
Hila Shpizer	The Impact of the Gefen Model on Student Behavior. The Role of Teacher Self-Efficacy, Teacher-Student Relationships, and the Effect of Place Identity.	PhD	Research proposal evaluation committee/Completed 2025
Lea Peretz	Navigating Occupational Evolution: Examining the Impact of Artificial Intelligence on Occupation Design, Mediating the Intention to Adopt AI, and Moderating Challenges-Hindrance Mode.	PhD	Research proposal evaluation committee/Completed 2024
Ranya Unalla	Team citizenship pressure as a mediator between charismatic leadership and team outcomes: a moderated mediation model	PhD	Research proposal evaluation committee/Completed 2020

F. Scientific Publications

F1. Articles in Refereed Journals – Published

1. Hodgins M, Kane R, **Itzkovich Y**, Fahie D. (2024). ‘Workplace Bullying and Harassment in Higher Education Institutions: A Scoping Review.’ *International Journal of Environmental Research and Public Health*, 21(9),1173; <https://doi.org/10.3390/ijerph21091173> [SSCI 2021, IF: 4.614; JR:45/182; Q1, citations:2].
2. Gafni, R., Aviv, I., Kantsepolsky, B., Sherman, S., Rika, H., **Itzkovich, Y.**, & Barger, A. (2024). ‘Objectivity by design: The impact of AI-driven approach on employees' soft skills evaluation.’ *Information and Software Technology*, 170, 107430; <https://doi.org/10.1016/j.infsof.2024.107430> [SCIE, IF: 3.8; JR:26/132; Q1; citations:22].
3. Lev-Wiesel, R., Barhon, E., **Itzkovich, Y.**, Eliraz, C., Shimony, D., Goldenberg, H., Dori-Egozy, N., & Orly, T. (2023). ‘Experiences of social workers who witness mistreatment as captured in drawing and narrative.’ *Journal of Social Work*, 23(4), 779–792; <https://doi.org/10.1177/14680173231164350> [SSCI, IF:1.5, JR:30/92; Q2; citation:0].
4. Alt, D., **Itzkovich Y.**, and Naamati-Schnieder, L. (2022). ‘Students' emotional well-being and perceived faculty incivility and just behavior'. *Frontiers in Psychology*, 13:849489; doi: [10.3389/fpsyg.2022.84948](https://doi.org/10.3389/fpsyg.2022.84948) [SSCI, IF: 2.6, JR: 56/219; Q2; citations:8].
5. Shnapper-Cohen, M., Dolev, N., & **Itzkovich, Y.** (2023). ‘Social Identity in a public hospital: sources, outcomes, and possible resolutions.’ *Current Psychology*, 42(16), 13975-13986; <https://doi.org/10.1007/s12144-022-02729-4> [SSCI, IF: 2.5, JR:58/219; Q2; citations:6].
6. Dolev, N., **Itzkovich Y.**, and Katzman, B. (2021). ‘A gender-focused prism on the long-term impact of teachers’ emotional mistreatment on resilience: Do men and women differ in their quest for social-emotional resources in a masculine society?’ *Sustainability*, 13(17), 9832; doi.org/10.3390/su13179832 [SSCI, IF: 3.3; JR: 58/91; Q3; citations:6].
7. **Itzkovich, Y.** (2021). ‘Constructing and validating students’ psychological contract violation scale.’ *Frontiers in Psychology* 12, 2757; <https://doi.org/10.3389/fpsyg.2021.685468> 84948 [SSCI, IF: 2.6, JR: 56/219; Q2; citations:10].
8. **Itzkovich, Y.**, Barhon, E., and Lev-Weisel, R. (2021). ‘Health and risk behaviors of bystanders: an integrative theoretical model of bystanders’ reactions to mistreatment’. *International Journal of Environmental Research and Public Health* 8(11), 5552; <https://doi.org/10.3390/ijerph18115552> [SSCI 2021, IF: 4.614; JR:45/182; Q1, citations:2].
9. **Itzkovich, Y.** and Dolev, N. (2021). ‘Cultivating a safer climate: mistreatment intervention using the four pillars of education’. *Societies* 11(2), pp. 1-14; <https://doi.org/10.3390/soc11020048> [ESCI, IF:1.7; JR:90/217; Q2; citations:2].

10. **Itzkovich, Y.**, Heilbrunn, S., and Dolev, N. (2021). ‘Drivers of intrapreneurship: an affective events theory viewpoint’. *Personnel Review*, forthcoming; <https://doi.org/10.1108/PR-09-2019-0483> [SSCI, IF: 3.3; JR:9/51, Q1; citations:13].
11. Dolev, N., **Itzkovich, Y.**, and Fisher-Shalem, O. (2021). ‘A call for transformation – EVLN in response to workplace incivility’. *Work* 69(4), pp. 764-789; DOI: [10.3233/WOR-213548](https://doi.org/10.3233/WOR-213548) [SSCI, IF:1.7; JR:263/408, Q3; citations:8].
12. **Itzkovich, Y.**, Heilbrunn, S., and Aleksic, A. (2020). ‘Full range indeed? The forgotten dark side of leadership’. *Journal of Management Development* 39(7), pp. 851-868; <https://doi.org/10.1108/JMD-09-2019-0401> [ESCI, IF: 2.5; JR: 211/407; Q3; citations:73].
13. **Itzkovich, Y.**, Dolev, N., and Shnapper-Cohen, M. (2020). ‘Does incivility impact the quality of work-life and ethical climate of nurses?’ *International Journal of Workplace Health Management*, 13(3), pp. 301-319; <https://doi.org/10.1108/IJWHM-01-2019-0003> [ESCI, IF: 2.4; JR: 165/408; Q2; citations: 21].
14. **Itzkovich, Y.** and Dolev, N. (2019). ‘Rudeness is not only a kids’ problem: Incivility against preschool teachers and its impacts’. *Current Psychology* 40, pp. 2002-2016; <https://doi.org/10.1007/s12144-018-0117-z> [SSCI, IF: 2.5; JR: 58/219; Q2; citations:10].
15. Alt, D. and **Itzkovich, Y.** (2019). ‘The connection between perceived constructivist learning environments and faculty uncivil authoritarian behaviors. *Higher Education* 77(3), pp. 437-454; <https://doi.org/10.1007/s10734-018-0281-y> [SSCI,IF:3.6; JR:48/760, Q1; citations:50].
16. Heilbrunn, S., **Itzkovich, Y.**, and Weinberg, C. (2017). ‘Perceived feasibility and desirability of entrepreneurship in institutional contexts in transition’. *Entrepreneurship Research Journal* 7(4), pp. 2016-2046; <https://doi.org/10.1515/erj-2016-0046> [SSCI, IF:2.0; JR:186/304; Q3; citations:15].
17. Alt, D. and **Itzkovich, Y.** (2017). ‘Cross-validation of the reactions to faculty incivility measurement through a multidimensional scaling approach’. *Journal of Academic Ethics* 15(3), 215-228; <https://doi.org/10.1007/s10805-017-9288-8> [ESCI, IF:2.2; JR:19/77; Q1; citations:8].
18. **Itzkovich, Y.** and Klein, G. (2017). ‘Can incivility inhibit intrapreneurship?’ *Journal of Entrepreneurship* 26(1), pp. 27-50. <https://doi.org/10.1177/1052266816677386> [ESCI, IF:2.1; JR:177/304; Q3; citations:48].
19. **Itzkovich, Y.** and Dolev, N. (2017). ‘The relationships between emotional intelligence and perceptions of faculty incivility in higher education – Do men and women differ?’ *Current Psychology*, pp. 1-14; <https://doi.org/10.1007/s12144-016-9479-2> [SSCI, IF: 2.5; JR: 58/219; Q2; citations:41].
20. **Itzkovich, Y.** and Heilbrunn, S. (2016). ‘The role of co-workers’ solidarity as an antecedent of incivility and deviant behavior in organizations’. *Deviant Behavior* 37(8), pp. 861-876; <https://doi.org/10.1080/01639625.2016.1152865> [SSCI, IF: 1.7; JR:56/76; Q3; citations:88].

21. **Itzkovich, Y.** (2016). 'The impact of employees' status on incivility, deviant behavior, and job insecurity'. *EuroMed Journal of Business* 11(2), pp. 304-318; <https://doi.org/10.1108/EMJB-09-2015-0045> [ESCI, IF: 3.8; JR:104/304, Q2; citations:28].
22. Alt, D. and **Itzkovich, Y.** (2016). 'Adjustment to college and perceptions of faculty incivility'. *Current Psychology* 35(4), pp. 657-666; [10.1007/s12144-015-9334-x](https://doi.org/10.1007/s12144-015-9334-x) [SSCI, IF: 2.5; JR: 58/219; Q2; citations:35].
23. **Itzkovich, Y.** and Alt, D. (2016). 'Development and validation of a measurement to assess college students' reactions to faculty incivility'. *Ethics & Behavior* 26(8), pp. 621-637; <https://www.tandfonline.com/action/showCitFormats?doi=10.1080/10508422.2015.1108196> [SSCI, IF:1.8; JR:25/77 Q2; citations:16].
24. Alt, D. and **Itzkovich, Y.** (2015). 'Assessing the connection between students' justice experience and perceptions of faculty incivility in higher education'. *Journal of Academic Ethics* 13, pp. 121-134; <https://doi.org/10.1007/s10805-015-9232-8> [ESCI, IF:2.2; JR:19/77; Q1; citations:43].

F2. Accepted for Publication

25. **Itzkovich, Y.**, Hodgins, M., & McNamara, P. M. (in press). "Bystanders' roles in workplace bullying: Impacts and interventions" [Editorial]. *Frontiers in Psychology*. [SSCI, IF: 2.6, JR: 56/219; Q2]
26. Notelaers, G., **Itzkovich, Y.**, De Witte, H., Vander Elst, T., & Baillieand, E.(2026). "Will they Strike Back? Shedding Light on the Tit-for-Tat Mechanism in Incivility and Bullying Research from a Latent Class Perspective". *Journal of Aggression, Maltreatment & Trauma*. [SSCI, IF: 1.4; JR:53/111 Q2].
27. Hodgins, M., **Itzkovich, Y.**, Rayner, C., Pursell, L., and MacCurtain, S.(2025). 'Adult to Adult Bullying in Voluntary Organizations: a scoping review'. *Nonprofit Management & Leadership*, 35(4), pp. 813-835; <https://doi.org/10.1002/nml.21646> [SSCI, IF: 3.2;JR:167/407 Q2; citations:1].
28. **Itzkovich, I.** (2024). 'Delving into Preschool Teachers' Revenge – A Mediated-Moderated Model that Explores the Deeper Nuances of Hot and Cold Revenge among Preschool Teachers'. *Current Psychology*, 43, 33323–33337 (2024). <https://doi.org/10.1007/s12144-024-06792-x> [SSCI, IF: 2.5; JR: 58/219; Q2; citations:1].

F2.1 Submitted

1. **Itzkovich, Y.**, Aviv, Y., Barzilai, O. “The Ultimate Bystander: A Theoretical Framework for Trust-Based AI Intervention in Workplace Incivility” *Human-Computer Interaction*.
2. Asraf, L., Katz, H., & **Itzkovich, Y.** “When Incivility Doesn’t Trickle Down: A Multilevel Examination of Compensatory Processes in Teams.” *Journal of Managerial Psychology*.
3. Dolev, N., Livne, Y., **Itzkovich, Y.** “Employability Efficacy in ADHD Young Adults: Supportive Psychological Resources.” *Disability and Rehabilitation*
4. Cao-xuan, T, Lemanski, M., **Itzkovich, Y.** “Beyond the Investment Thesis: When Educational Spending Fails to Predict Student Sustainability Behaviors”. *Journal of Cleaner Production*.

Citation Index

H-index 16

I10-index 23

Total number of citations of all articles: 869

Total number of citations without self-citations: 731

F3. Authored Books – Published

1. **Itzkovich, Y.**, Alt, D., and Dolev, N. (2020). *The challenges of academic incivility: social-emotional competencies and redesign of learning environments as remedies*. New York: Springer, 127pp.
2. **Itzkovich, Y.** (2015). *Uneconomic relationships: The dark side of organizational interpersonal interactions* (Hebrew). Tel Aviv: Resling Press, 231pp.

F4. Book Chapters in Scientific Books

1. Dolev, N. and **Itzkovich, Y.** (2021). 'Development of social-emotional skills as part of the ethos of teachers'. In F. Oser et al. (eds.), *The international handbook of teacher ethos: strengthening teachers, supporting learners*. Switzerland: Springer, pp. 261-278.

2. Dolev, N. and **Itzkovich, Y.** (2020). 'In the AI era, soft skills are the new hard skills'. In A. Stachowicz-Stanusch (ed.), *Management and business education in the time of artificial intelligence*. Charlotte, NC, USA: Age Publishing, pp. 55-73.
3. **Itzkovich, Y.** and Dolev, N. (2019). 'Tit for tat: horizontal solidarity as a buffer for micro-level corruption in the framework of the social exchange theory'. In A. Stachowicz-Stanusch (ed.), *Anti-corruption in research, in practice, and in the classroom*. Charlotte, NC, USA: Age Publishing, 181-206.
4. **Itzkovich, Y.** and Alt, D. (2018). 'The dark side of teachers' behavior and its impact on students' reactions: a comprehensive framework to assess college students' reactions to faculty incivility'. In A. Weinberger (ed.), *Professionals' ethos and education for responsibility*. Rotterdam: Sense, pp. 127-136.
5. **Itzkovich Y.** and Dolev N. (2017). 'Incivility, empathy, and ethical work climate among hospital staff in Israel: a study within the framework of moral disengagement theory'. In A. Stachowicz-Stanusch (ed.), *Contemporary perspectives in corporate social performance and policy - the Middle Eastern perspective*. Charlotte, NC, USA: Age Publishing, pp. 223-248.

F5. Articles in Conference Proceedings

1. **Itzkovich, Y.** and Aleksic, A. (2021). 'Perpetrated incivility: individual vs contextual antecedents - a reflective viewpoint'. *Academy of Management Proceedings 2021(1)*, Briarcliff Manor, NY, August 2021: Academy of Management.
2. **Itzkovich, Y.**, Heilbrunn, S., and Dolev, N. (2019). 'An affective events theory viewpoint of the relationship between incivility and potential outcomes'. *Academy of Management Proceedings 2019(1)*, pp. 14571. Briarcliff Manor, NY, July 2019: Academy of Management.
3. Heilbrunn, S. and **Itzkovich, Y.** (2015). 'Impact of workplace incivility on horizontal solidarity and perceptions of job-insecurity'. *8th Annual Conference of the EuroMed Academy of Business Proceedings*, Verona, Italy, September 2015.

F6. Published scientific reports and technical papers

1. **Itzkovich, Y.** and Heilbrunn, S. (2016). *Incivility: antecedents, consequences, and remedies. A national survey*. Israeli Ministry of Economics. (In Hebrew).

F7. Publications in Non-Refereed Outlets

1. Dolev, N., Livne, Y., & **Itzkovich, Y.**(2025). Social, Emotional, and Employability Skills Development Among ADHD Adults. Submitted to the Israeli Association for Adults with ADHD.

2. **Itzkovich, Y.** and Dolev, N. (2020). *Incivility prevention in the public sector: pilot report*. Submitted to the Israeli Civil Service Commission. (In Hebrew).
3. **Itzkovich, Y.** and Dolev, N. (2017). *The prevalence and impact of incivility among preschool teachers*. Report submitted to the Preschool Educators' Union. (In Hebrew).
4. **Itzkovich Y.** et al. (2017). *The prevalence and implications of incivility among healthcare providers*. Report introduced to the Padeh-Poria Hospital management team.(In Hebrew).

F8. Publications in Hebrew - Refereed Outlets

1. **Itzkovich, Y.,** Dolev, N., and Heilbrunn, S. (2018). 'Taking advantage of organizational power. Theory, reality, and coping strategies'. *Law and Business* 21, pp. 365-391.
2. Heilbrunn, S. and **Itzkovich, Y.** (2018). 'The impact of incivility and horizontal solidarity on job insecurity'. *The Study of the Organization and Human Resource Quarterly* 2(2), pp. 28-39.
3. Dolev, N. and **Itzkovich, Y.** (2016). 'EI in the service of selection practices of applicants for education studies'. *Dapim* 58, pp. 38-44.

F8. Other Refereed Publications

1. **Itzkovich, Y.** (2021). 'Why do leaders behave uncivilly: A new perspective on workplace mistreatment and power'. *Wirtschaftspsychologie* 3, pp. 32-39.
2. **Itzkovich, Y.** (2016). 'The victim perspective of incivility: the role of negative affectivity, hierarchical status, and their interaction in explaining victimization'. *International Journal of Work Organization and Emotion* 7(2), pp. 126-142; <https://doi.org/10.1504/IJWOE.2016.078086>.
3. **Itzkovich, Y.** (2014). 'Incivility: the moderating effect of hierarchical status: does a manager inflict more damage?' *Journal of Management Research* 6(3), pp. 87-98; <http://dx.doi.org/10.5296/jmr.v6i3.5691>.

G. Grants

G1. Research Grants Awarded

Year	Funded by/ Amount	Topic	Co-Researchers	Role in Research
2023	Tel-Hai College/10,000	Incivility among faculty	Ester Sarusi, Tal -Sela	PI with Ester Sarusi and Tal Sela.

Year	Funded by/ Amount	Topic	Co-Researchers	Role in Research
				Ester Sarusi led the project.
2016-2019	Paruch Padeh Poriya Medical Center/10,000 NIS	Research Project at the Baruch Padeh Porya Medical Center	Niva Dolev; Moran Shnapper-Cohen	PI with Niva Dolev; Moran Shnapper-Cohen Yariv Itzkovich led the project
2015-2016	Ministry of Economics; 40,000 NIS	Incivility: antecedents, consequences, and remedies. A national survey. Israeli Ministry of Economics	S. Heilbrunn	PI with Sibylle Heilbrunn Yariv Itzkovich led the project

G2. Grants Awarded

Year	Funded by/ Amount	Topic	Co-Contributors	Lead
2026	Ariel 25, 000	CBT-Based Chatbot Intervention for Cannabis Use Reduction among University Students: A Pilot Study	Boni- Noach Hagit Ophir Yaakov Milshtein Yulia	Equal contribution
2023	Rothschild Foundation/1,200,000 NIS	Bridge between Academia and Industry	Niva Dolev, Efrat Daskal, Haim Hagai	Niva Dolev Led the project
2022	Council of Higher Education/86,900 NIS	Promotion of constructivist learning environments through gamification	Oz Gore	Yariv Itzkovich and Oz Gore led the project.

2022	Rothschild Foundation/45,000 NIS	Establishment of Career Development Center	Niva Dolev	Niva Dolev led the project
2017-2020	Erasmus+/1,000,000 Euro	Assessment Tools for HE Learning Environments (ASSET)	Dorit Alt, Nirit Riechel, Niva Dolev	Dorit Alt led the project

G3. Submission of Research Proposals - Not Funded

Year	Funded by/Amount requested	Topic	Co-Researchers	Role in Research
2026	Joint Research Proposal AU-Czech Republic/ 40,000 Shekels	The Burden of Allyship with Targeted Groups: Vicarious Discrimination, Workplace Silencing, and the "Anti-Zionist Litmus Test" Among Supporters of Israel and the Jews in Czechia	Abira Reizer, Maor Shani, Tarant Zbyněk	PI
2022	Horizon Europe/ 2,993,491 EURO	2021-2022 Culture, creativity, and inclusive society -Toward mitigation of cyber-bullying and reduction of unhealthy nutrition habits	Oz Gore, Niva Dolev	PI with Oz Gore, Niva Dolev Yariv Itzkovich led the Kinneret branch

Year	Funded by/Amount requested	Topic	Co-Researchers	Role in Research
2021	ISF/950,175 NIS	Social workers' emotional and behavioural response to workplace mistreatment: towards validation of a theoretical model of bystanders	Rachel Lev-Wiesel	PI with Rachel Lev-Wiesel Yariv Itzkovich led the project.
2020	ISF/1,183,272 NIS	Violence mitigation in emergency rooms using real-time sensors, load, and heuristics-based actuators	Yael Dubinsky, Eran Talor	PI with Yael Dubinsky, Eran Talor Yariv Itzkovich led the project.

G4. Submission of Grant Proposals - Not Funded

Year	Funded by/Amount requested	Topic	Co-Contributors	Role
2020	Erasmus+/1,000,000 Euro	SHIFT (Sustainability and Humanity, an Impact Framework for Tomorrow)	Niva Dolev, Noa Shapira	Niva Dolev led the project
2018	Rothschild Foundation/100,000 NIS	Academia and its relation to the labour market – research grant (declined in the second phase)	Niva Dolev	Yariv Itzkovich led the project.
2017	Erasmus+/1,000,000 Euro	Social-Emotional Competencies	Niva Dolev	Niva Dolev led the project.

Year	Funded by/Amount requested	Topic	Co-Contributors	Role
		Development - SecompD		

G5. Scholarships, Awards, and Prizes

Year	Name/Awarding Institution	Amount
2025	Kinneret College on the Sea of Galilee Institution Award for Excellence	15% of the annual salary
2023	Kinneret College on the Sea of Galilee Institution Award for Excellence	15% of the annual salary
2022	Kinneret College on the Sea of Galilee Institution Award for Excellence	15% of the annual salary
2021	Kinneret College on the Sea of Galilee Institution Award for Excellence	15% of the annual salary
2018	Kibbutz Grant – Best Research Paper Award, 2017 (Heilbrunn, S., Itzkovich, Y. and Weinberg, C. [2017], Perceived feasibility and desirability of entrepreneurship in institutional contexts in transition, <i>Entrepreneurship Research Journal</i> , 7[4])	\$2,000
2018	Kinneret College on the Sea of Galilee Institution Award for Excellence	7.5% of the annual salary
2017	Kinneret College on the Sea of Galilee Institution Award for Excellence	7.5% of the annual salary
2015	Best Conference Paper Award – 8 th Annual Conference of the EUROMED Academy of Business – Verona, Italy, September 16-18, 2015 (Itzkovich, Y. and Heilbrunn, S. [2015], The impact of workplace incivility on horizontal solidarity and perceptions of job insecurity)	Not Applicable
2015	Emerald/EMRBI Business Research Award for Emerging Researchers, Verona - Highly Commended Paper Award – 8th Annual Conference of the EUROMED Academy of Business – Verona, Italy, September 16-18, 2015	Not Applicable

Year	Name/Awarding Institution	Amount
	(Heilbrunn, S and Itzkovich, Y. [2015], The impact of employees' status on incivility, deviant behaviour, and job insecurity)	

G6. Lectures and Presentations at Meetings and Invited Seminars

Date	Place of Lecture	Name of Forum	Presentation/Comments
7.6.2025	Vienna- The University of Economics and Business	MA Human Resources Students	The automated Bystander
20.3.2025	Touro University, Germany, via Zoom	Business Students	Violence in Organization- A Moral Viewpoint
22.9.2023	Florida	Faculty of Management Seminar	The Future of Incivility Measurement.

Date	Place of Lecture	Name of Forum	Presentation/Comments
20.6.2023	Vilnius	International week at VIKO	Team- leading development. A presentation of a newly developed game for team development.
March 31, 2023	Croatia	11th International OFEL Conference on Governance, Management and Entrepreneurship	Keynote speaker The Dark Side of Management and Governance: Power, ideology, tensions, and destructive traits
17.01.2023	Netanya, Israel	Law Students at Netanya College	Bullying at work: Research, Practice and Labour Laws
September 22, 2022	San Diego	13th International Association on Workplace Bullying and Harassment Conference	Global Round a Panel of experts, invited by the IAWBH conference organizers
April 7, 2022	Moravian Business College Olomouc Czech Republic	6th International Scientific Conference 'Innovation for Sustainable Development'	Keynote Speaker Innovativeness at Work – Toward a New Borderless World for Employees and Organizations
October 19, 2021	Online – Slovak republic, University of Ss. Cyril and Methodius in Trnava	Annual meeting: metamorphosis of quality	Interpersonal relations and their impact on the quality of life
June 25, 2021	Online – UK and Ireland	Behaviour in Organizations Research Group	The measurement of mistreatment – a call for rethinking
April 20, 2021	Online – Moravian Business College, Czech Republic	Faculty and Students – International Week	Mistreatment in organizations

Date	Place of Lecture	Name of Forum	Presentation/Comments
March 2021	Online- Tel Aviv, Israel	Arlozorov Forum – Academia-industry relations section	Mistreatment intervention
October 2020	Online – Bar-Ilan University	Students and Faculty	Bullying through the lens of research
October 2020	Online – Tel-Hai College	Students and Faculty	Bullying through the lens of research
June 2020	Online – Ariel University	Faculty, Department of Economics and Management	The dark side of organizations
Oct 2019	Bern, Switzerland	The Future of Education	Gamification in higher education
May 2019	Sapir Academic College	Human Resources Faculty and Students	Organizational misbehaviour, causes, and consequences
Dec 2018	Ruppin Academic Center	Economics Faculty	The dark side of organizations
April 2017	Vilniaus Kolegija/University of Applied Sciences, Lithuania	International Week – International Students and Faculty	Morality and organizations
May 2016	IDC Herzliya	Students and Faculty from the Department of Law	Deviant interpersonal behaviours: definition, prevalence, manifestations, and coping strategies

G7. Participation in Scholarly Conferences

H3.1 International Conferences

Date	Name of Conference	Place of Conference	Subject of lecture/discussion	Role
June 28th- July 1st ,2026	ISSWOV-The Future of Work Values: Wellbeing, Diversity, and Meaning in the Age of AI and Transformation	Palacký University Olomouc, Czech Republic	Exploring Emotional Adaptation to Autonomous Technologies: A Longitudinal Mixed-Methods Study of Older Women's Experience in Autonomous Vehicles	Co-Presenter with Reizer, Abira; Galperin, Bella; Lavi, Roe; Musicant, Oren; Botzer, Assaf; Hirsh, Tehila; Shoval, Shraga
July 25-28, 2025	Academy of Management	Denmark	Toxic Ties: An International Perspective on Workplace Bullying, Harassment and Incivility	Panelist
July 25-28, 2025	Academy of Management	Denmark	Incivility in Family Firms: Role of Family Influence and Justice for the Next Generation	Poster Presentation with With Michele Caravan and Murphy, Dianne
June 23-26, 2024	ISSWOV conference 2024 Values, Attitudes and Behaviors in the Aftermath of the Pandemic	Tel Hai College/Tiberius, Israel	Victims or Savors? Toward Validation of Value-Triggered Bystanders' Response Model to Mistreatment	Co-Presenter with Ella Baron and Rachel Lev-Weisel.
June 26-28, 2024	14 th International Association on Workplace Bullying & Harassment Conference,	Huddersfield, England	Investigating incivility within the family firm: A social exchange theory perspective on family structure and justice perceptions	Co- Presenter With Michele Caravan and Murphy, Dianne

Date	Name of Conference	Place of Conference	Subject of lecture/discussion	Role
June 26-28, 2024	14 th International Association on Workplace Bullying & Harassment Conference,	Huddersfield, England	Mistreatment in higher education: A scoping review.	Co-Presenter with Hodgins Margaret, Kane Rhona, Fahie Declan
June 15-17, 2023	Family Enterprise Research Conference (FERC)	Florida	Incivility within the Family Firm: The Role of Structural Factors, Family Influence, and Justice Perceptions	Co-Presenter with Michele Caravan and Murphy, Dianne
January 3-5, 2023	IOBC	Tel -Aviv University	Darker facets of organizational resources	Speaker/Chair
September 20, 2022	13th International Association on Workplace Bullying and Harassment Conference	San Diego	Adult to Adult Bullying in Voluntary Organisations	Co-Speaker with Hodgins, Margaret, Rayner Charlotte, Pursell Lisa, and MacCurtain Sara.
September 20, 2022	13th International Association on Workplace Bullying and Harassment Conference	San Diego	The hidden victims of mistreatment among social workers: Toward validation of a theoretical model of bystanders' emotional and behavioural responses	With Ella Barhon and Rachel Lev-Wisel

Date	Name of Conference	Place of Conference	Subject of lecture/discussion	Role
September 20, 2022	13th International Association on Workplace Bullying and Harassment Conference	San Diego	Beyond stress: Adverse interpersonal relations and outcomes in the framework of conservation of resources theory—a mediated-moderated model of organizational revenge	Speaker
September 20, 2022	13th International Association on Workplace Bullying and Harassment Conference	San Diego	The Impact of Incivility and Solidarity in the Framework of Conservation of Resources Theory	Speaker
June 14, 2022	European Association for Research on Learning and Instruction (EARLI), SIG 13 "Moral and Democratic Education"	Kristiansand, Norway	Promoting care and concern for students' emotions through incorporating the Development of Social-Emotional Skills into Teachers' Ethos	Co-speaker With Niva Dolev
November 6, 2021	4 th Annual Conference, Association for Moral Studies: Moral Education for Social Justice	Online	Integrating Social-emotional skills as part of teachers' ethos	Co-speaker with Niva Dolev

Date	Name of Conference	Place of Conference	Subject of lecture/discussion	Role
July 29, 2021	81 st Annual Meeting of the Academy of Management	Online	Perpetrated incivility: Individual vs contextual antecedents – a reflective viewpoint	Co-Speaker with Ana Aleksic.
April 12, 2021	IAWBH 2021	Online	In the eyes of the bystander: constructing and validating measurement scales to assess the uncivil experiences of teachers witnessing incivilities	Speaker

G8. National Conferences

Date	Name of Conference	Place of Conference	Subject of lecture/discussion	Role
March 16, 2021	6 th Education, Society, and Periphery Conference: Communities in Time Perspective	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	21 st -century skills in academic settings	Co-speaker with Niva Dolev

G9. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference	Role
July 2023	Employee Retention- Focusing on Middle Management	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Employee Retention	General chair
March 2022	Organizational bullying: A journey towards a better workplace	Kinneret College on the Sea of Galilee, School	Organizational bullying Mitigation	General chair and member of

Date	Name of Conference	Place of Conference	Subject of Conference	Role
		of Social Sciences and Humanities		organizing committee
June 2019	The dark side of organizations: causes, consequences, and mitigation – an organizational perspective	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Bullying in organizations/ IAWBH masterclass	General chair and member of organizing committee
March 2018	Incivility at work – research, legal, organizational, and psychological responses: local and international aspects	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Incivility in organizations	General chair and member of organizing committee
May 2018	International Scientific-Practical Conference – Cooperation between Higher Education and the World of Work: Sustainable, Innovative and Creative Perspective	Vilnius Kolegija/University of Applied Sciences, Lithuania	Cooperation between higher education and organizations	Member of the scientific committee
June 2017	From Victimization to Protectiveness – 1 st Conference of the Institute for Applied Ethics in Organizations	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Bullying in organizations	General chair and member of organizing committee
May 2017	The 4 th Conference of Child Bullying and Protection	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	The role of adults in bullying prevention	Member of organizing committee
July 2014	International Conference on Business and Information	Osaka, Japan	The 10 th International Conference on Business and	Member of Organizing Academic Committee

Date	Name of Conference	Place of Conference	Subject of Conference	Role
			Information (BAI)	
July 2014	International Conference on Business and Information	Osaka, Japan	The 10 th International Conference on Business and Information (BAI)	Session chair
April 2013	Organizational Culture Management in a Postmodern Era	Kinneret College on the Sea of Galilee, School of Social Sciences and Humanities	Organizational culture management	Member of organizing committee

G10. Edited Special Journal Issues

1. **Itzkovich, Y.**, Hodgins, M., & McNamara, M.P. (Eds.) (2024). Bystanders' Catch-22: Complexities, Challenges, and Realities in Observers' Reaction to Bullying and Harassment [Special issue]. *Frontiers in Psychology*.

H. Work in Progress

1. **Itzkovich, Y.**, Aviv, Y., Barzilai, O. "The future of incivility mitigation: when the elephant in the room is AI".
2. **Itzkovich Y.**, and Abira Reizer. AI as an Automated bystander in a gamified setting.
3. Ghada, B., **Itzkovich, Y.** "Hitting the road: The spillover effect of incivility to commuting behavior".
4. Gish, J., **Itzkovich, Y.**, and Silva, B. "When incivility changes the game: The impact of resource availability on entrepreneurial behavior in an uncivil environment".
5. Medina, C.M., **Itzkovich, Y.**, and Murphy, D. "Intrafamily Incivility: The Impact of Structural Factors, Family Influence, and Perceptions of Justice".

6. Boni Noach Hagit, Milen, Yula, **Itzkovich Yariv**. “AI-based chatbots and EEG utilization in enhancing self-regulation of Cannabis Users. Which treatment is better?”

I. Synopsis of research

My research career is dedicated to the study of deviant interpersonal behavior, with a particular focus on incivility and bullying in organizational and educational contexts. Over the past several years, I have established a strong reputation in both academic and industry circles through extensive research, policy development, and practical applications in this field. My work has contributed significantly to the theoretical understanding of these phenomena and has played a crucial role in shaping national policies addressing workplace incivility and bullying, demonstrating my research's real-world impact and relevance.

My approach to studying incivility is rooted in management and organizational behavior theories, reflecting my educational background from the School of Management at Ben-Gurion University of the Negev and the Department of Labor Studies at Tel Aviv University. During my time at Tel Aviv University, I had the privilege of working under the guidance of Prof. Yoav Vardi, a pioneer in organizational misbehavior research. His mentorship was instrumental in developing my keen interest in interpersonal mistreatment, an interest that continues to drive my work to this day. This solid theoretical grounding has enabled me to approach the complex issues of incivility and bullying from a multifaceted perspective, considering both individual and organizational factors.

Broadly, my research follows two parallel routes: organizational and educational. In the organizational realm, I have conducted studies across a wide range of public and private entities, including hospitals, production organizations, and governmental bodies [F1:11,13,14,20]. This diverse sample has allowed me to identify both common patterns and context-specific manifestations of interpersonal mistreatment, contributing to a more nuanced understanding of how organizational cultures and structures influence these behaviors.

In the educational sphere, my research focuses on mistreatment within higher education systems, with a particular emphasis on faculty incivility toward students [F1:4,7,22,23]. This work has revealed the profound impact that faculty behavior can have on student well-being, academic performance, and overall educational experiences. By highlighting these issues, my research has contributed to a growing awareness of the importance of fostering respectful and supportive academic environments. My work in this area has led to involvement in significant international projects, such as the 'Assessment Tools for Higher Education Learning Environments (ASSET)' [G:2] and 'Social-Emotional Competencies

Development (SecompD)' [G:4] Erasmus+ projects. These initiatives reflect my commitment to developing practical solutions to mitigate incivility in academic settings. Through these projects, I have collaborated with international teams to develop and implement innovative assessment tools and intervention strategies aimed at improving the quality of higher education environments.

Methodologically, my research incorporates a diverse array of approaches to comprehensively examine incivility and bullying. I employ both quantitative and qualitative techniques [F1:3, 11, 14], which allow for the triangulation of data and a more nuanced understanding of these complex phenomena. The use of longitudinal studies [H:2] enables the tracking of patterns and changes over time, providing insights into the development and persistence of interpersonal mistreatment. Additionally, I utilize experimental designs [H:3-5] to establish causal relationships and test interventions. I have also made significant contributions to measurement in the field of deviant interpersonal behavior. This includes developing new scales [F5:1, F1:7,23] designed to capture the subtle nuances of incivility and psychological contract violation.

My publications have also introduced several new theoretical models [F1:8, 12] that have significantly advanced our understanding of interpersonal mistreatment. My work has opened up new avenues for research and intervention strategies by pushing the boundaries of existing knowledge in this area.

A unique and cutting-edge aspect of my research is the exploration of advanced technologies to address incivility and bullying. My ISF application, titled "Violence mitigation in emergency rooms using real-time sensors, load, and heuristics-based actuators," although not funded, pioneered the idea of using artificial intelligence to mitigate bullying in real-time. This innovative approach has garnered significant interest and has led to ongoing collaboration [F1:2, H:3]. These collaborations explore the potential of AI and machine learning algorithms to detect early signs of bullying behavior, predict escalation, and suggest timely interventions [H:3]. This work positions me at the forefront of integrating AI into bullying prevention and intervention strategies, a field that has enormous potential for future development and impact.

The international recognition of my research has led to active involvement in the International Association on Workplace Bullying and Harassment (IAWBH), where I co-led the Bystanders and Organizational Influences Special Interest Group. This role has provided a platform for global collaboration and knowledge exchange, allowing me to contribute to and learn from the latest developments in the field worldwide. My international engagement has resulted in numerous collaborations, including joint research papers and conference presentations with scholars from diverse cultural and academic backgrounds. A highlight of this international work was organizing the first

international masterclass on workplace bullying and harassment in Israel. This event brought together 26 delegates from various countries. These international activities have also set the foundation for my long-term visit to the University of Central Florida and have triggered collaborations with senior scholars in the field, as reflected in the work-in-progress section of my CV.

In conclusion, my research career reflects a deep commitment to understanding and mitigating interpersonal mistreatment across various contexts, from organizational settings to educational institutions. By combining rigorous academic research with practical applications and policy contributions, I strive to make a meaningful impact in addressing these critical societal issues. My work not only advances theoretical understanding but also provides concrete strategies for creating more positive, respectful, and productive environments in both workplaces and educational institutions. As I continue to push the boundaries of research in this field, I remain dedicated to fostering collaborations, mentoring future scholars, and translating research findings into real-world solutions that can improve organizational cultures and individual well-being.