

Curriculum Vitae

Ilanit SimanTov-Nachlieli

Id: 029647245

Address: Akalton 17b, Hod-Hasharon, postcode: 4520717, Israel

Telephone: 054-7600780

Email: ilanit.nachlieli@gmail.com

Academic Experience

(forthcoming): *Senior Lecturer, **Tel-Aviv University**, Coller School of Management*

2018: *Post-doctoral fellowship, **Tel-Aviv University**, Coller School of Management*
Advisor: Prof. Peter Bamberger
Examining employees' reactions to how pay is communicated in the organization.
The effects of pay communication policies (transparency vs. secrecy) on counterproductive workplace behaviors.

Managing team conflicts in organizations.

Collaborator: Prof. Daniel Heller

"We are all one family": The role of the family metaphor in promoting help and viability in newly formed work groups.

2016-2017: *Post-doctoral fellowship, **Kreitman - Ben-Gurion University**, Guilford Glazer Faculty of Business & Management*
Advisor: Dr. Simone Moran
Promoting cooperation and decreasing deception in negotiations.
When negotiators with honest reputations are less (and more) likely to be deceived.

2011-2015: *PhD in Social Psychology, The School of Psychological Sciences, **Tel-Aviv University** (approved on 5/5/2016)*
Advisors: Prof. Arie Nadler and Dr. Nurit Shnabel
Promoting pro-social behavior and cooperation among conflicting groups and individuals through addressing their unique psychological needs
Doctoral dissertation: Feeling both victim and perpetrator: Investigating duality within the needs-based model.

Agency affirmation as a means to promote pro-sociality among conflicting parties.
Recognition of ingroup's victimization as a means to promote reconciliation.

2008-2009: *MSc in Social Psychology, **VU University of Amsterdam**, cum laude*
A unique international master program, including expert courses and workshops by leading social psychologists (e.g., Prof. Paul Van Lange; Prof. Roy Baumeister; Prof. Dianne Tice; Prof. Eliot Smith and Prof. Kipling Williams)
Advisor: Prof. Catrin Finkenauer
Thesis: Cooperating with them: The effects of intensity and direction of motivation on intergroup relations.

2003-2004: *Teaching Diploma in Computer Sciences, **Open University of Israel***

1995-1998: *BA in Computer Science & Management, Tel-Aviv University, cum laude*

Professional Experience

(forthcoming): *Senior Lecturer: Research Methods, Tel-Aviv University, Coller School of Management.*

2016-2018: *Lecturer: Organizational Behavior at Mandel Social Leadership MBA Program, Ben-Gurion University, Guilford Glazer Faculty of Business & Management.*

2006-2007: *Lecturer: Computer Science, Computer Programming, System Analysis.*

1991-2007: *Team leader, Project Manager and Senior Software Analyst. Management, analysis and design of several software and IT applications*

Scholarships and Awards

2016-2017: *Kreitman Post-Doctoral Scholarship, Ben-Gurion University*

2016: *IACM Travel Award, New-York*

2015: *Excellence Scholarship, Tel-Aviv University, The School of Psychological Sciences*

2014: *Excellence Scholarship, Tel-Aviv University, The School of Psychological Sciences*

2013: *Scholarship from the Tami Steinmetz Center for Peace Research, Israel*

2008-2009: *William James Scholarship, VU University, The Netherlands*

2007-2008: *VU FPP grant, VU University, The Netherlands*

Research Grants

2015-2016 The Raya Strauss Center for Family Business Research
"Feeling Part of the Family: Exploring the Moderating Role of Business Type in Team Conflicts",
Heller and SimanTov-Nachlieli, 1 year, Amount: 30,000 NIS.

Professional Activities

(a) Positions in academic administration:

2013-2015: *Lab Manager, The School of Psychological Sciences, Tel-Aviv University*
Training and co-supervising research and dissertation of undergraduate and graduate students.

2016-2017: *Organizing DMEP (The Decision Making and Economic Psychology Center) Seminars, The Guilford Glazer Faculty of Business & Management, Ben-Gurion University.*

(b) Ad hoc Reviewer:

- Journal of Personality and Social Psychology
- European Journal of Social Psychology
- Group Processes and Intergroup Relations
- Basic and Applied Social Psychology

(c) Reviewer for conferences:

- IACM Conference 2016, 2017
- Academy of Management (AOM) 2017 Annual Meeting
- Organizational Behavior Conference (IOBC) 2018

Publications

Journal Articles:

Kahalon, R., Shnabel, N., Halabi, S., & **SimanTov- Nachlieli, I.** (2019). [Power matters: The role of power and morality needs in competitive victimhood among advantaged and disadvantaged groups](#). *British Journal of Social Psychology*, 58, 452-472.

Hässler, T., Shnabel, N., Ullrich, J., Arditti-Vogel, A., & **SimanTov-Nachlieli, I.** (2018). [Individual differences in system justification predict power and morality-related needs in advantaged and disadvantaged groups in response to group disparity](#). *Group Processes & Intergroup Relations*, 1368430218773403.

SimanTov-Nachlieli, I., Shnabel, N., Aydin, A. L., & Ullrich, J. (2018). [Agents of pro-sociality: Affirming conflicting groups' agency promotes mutual pro-social tendencies](#). *Political Psychology*, 39, 445–463.

SimanTov-Nachlieli, I., Shnabel, N., & Mori-Hoffman, A. (2017). [Agents of reconciliation: Agency affirmation promotes constructive tendencies following transgressions in low-commitment relationships](#). *Personality and Social Psychology Bulletin*, 43, 218–232.

SimanTov-Nachlieli, I., Shnabel, N., & Halabi, S. (2016). [The power to be moral: Affirming Israelis' and Palestinians' agency promotes prosocial tendencies across group boundaries](#). *Journal of Social Issues*, 72, 566–583.

Shnabel, N., Halabi, S., & **SimanTov-Nachlieli, I.** (2015). [Group apology under unstable status relations: Perceptions of insincerity hinder reconciliation and forgiveness](#). *Group Processes and Intergroup Relations*, 18, 716–725.

SimanTov-Nachlieli, I., Shnabel, N., & Halabi, S. (2015). [Winning the victim status can open conflicting groups to reconciliation: Evidence from the Israeli-Palestinian conflict](#). *European Journal of Social Psychology*, 45, 139–145.

SimanTov-Nachlieli, I., & Shnabel, N. (2014). [Feeling both victim and perpetrator: Investigating duality within the needs-based model](#). *Personality and Social Psychology Bulletin*, 40, 301–314.

SimanTov-Nachlieli, I., Shnabel, N., & Nadler, A. (2013). [Individuals' and groups' motivation to restore their impaired identity dimensions following conflicts: Evidence and Implications](#). *Social Psychology*, 44, 129–137.

Book Chapters:

SimanTov-Nachlieli, I., & Shnabel, N. (2017). [Promoting helping behaviour across group boundaries through the restoration of conflicting groups' agentic identities](#). In van Leeuwen, E., & Zagefka, H. (Eds.), *Intergroup Helping*. New York: Springer.

SimanTov-Nachlieli, I., & Shnabel, N. (2016). [Addressing Israelis' and Palestinians' basic needs for agency and positive moral identity facilitates mutual prosociality](#). In Sharvit, K. & Halperin, E. (Eds.), *The Israeli-Palestinian conflict: A social psychology perspective - Celebrating the legacy of Daniel Bar-Tal* (Vol. 2). New York: Springer.

Papers in progress:

SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. When negotiators with honest reputations are less (and more) likely to be deceived. *R&R, Organizational Behavior and Human Decision Processes.*

SimanTov-Nachlieli, I., & Bamberger, P. Pay transparency and employee counterproductive workplace behavior: Taking perceived justice, social mindfulness and entitlement into account. *R&R. Journal of Applied Psychology.*

Papers in preparation:

SimanTov-Nachlieli, I., & Bamberger, P. *Pay transparency and perceived (in)stability of status.*

SimanTov-Nachlieli, I., Heller, D., & Moran, S. "We are all one family": The role of the family metaphor in promoting help and viability in newly formed work groups and teams.

Conferences / Seminars Presentations

SimanTov-Nachlieli, I. (2019). Pay transparency and employee counterproductive workplace behavior. *Social-Organizational Psychology Seminar, Bar-Ilan University, Israel.*

SimanTov-Nachlieli, I. (2018). Advanced Qualtrics: How to utilize Qualtrics online-tool for creating experimental studies and interactive content. *OB Seminar, Tel-Aviv University, Israel*

SimanTov-Nachlieli, I. (2019). When negotiators with honest reputations are less (and more) likely to be deceived. *Management Seminar, The Open University, Israel.*

SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2018). The advantage of having an honest rather than a friendly negotiator reputation. *The Federman Center for the Study of Rationality, Jerusalem, Israel.*

SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2018). The Importance of identity-restoration processes in promoting conciliatory behaviors among conflicting groups. *IE&M, Technion, Israel.*

SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2018). The advantage of having an honest rather than a friendly negotiator reputation. *The Department of Public Policy and Administration, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev, Israel.*

SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2018). The advantage of having an honest rather than a friendly negotiator reputation. *Psychology Seminar, The Open University, Israel.*

SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2018). The advantage of having an honest negotiator reputation: The role of agency and communion dimensions in negotiations. *IOBC Conference, Israel.*

SimanTov-Nachlieli, I., Heller, D., & Moran, S. (2018). "We are all one family": The Role of the Family Metaphor in Promoting Help and Viability in Newly Formed Work Groups and Teams. *IOBC Conference. Israel.*

- SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2017).** The advantage of having an honest rather than a friendly negotiator reputation. *Management Seminar, Tel-Aviv University, Israel.*
- SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2017).** The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations. *AOM Annual meeting, Atlanta.*
- SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2017).** How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations. *Spudm Annual meeting.*
- SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2017).** How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations. *IAREP Annual meeting.*
- SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2017).** The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations. *IACM Annual meeting, Berlin.*
- SimanTov-Nachlieli, I. (2017).** Effects of the "Big Two" agency and communion dimensions on people's judgments and decisions in various conflictual contexts. *IDC, Herzlia, Israel.*
- SimanTov-Nachlieli, I. (2017).** Effects of the "Big Two" agency and communion dimensions on people's judgments and decisions in various conflictual contexts. *Ariel University.*
- SimanTov-Nachlieli, I. (2017).** Effects of the "Big Two" agency and communion dimensions on judgement and decision making. *The Business Management Colloquium, Ono Academic College, Kiryat Ono, Israel.*
- SimanTov-Nachlieli, I., Moran, S., & Har-Vardi, L. (2017).** The Moral Negotiator's Advantage: The Role of the "Big Two" Agency and Communion Dimensions in Negotiations. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality. Ben-Gurion University, Beer Sheva, Israel.*
- SimanTov-Nachlieli, I., & Shnabel, N. (2016).** Qualtrics Workshop. *DMEP seminar, Ben-Gurion University, Beer Sheva, Israel.*
- SimanTov-Nachlieli, I. (2016).** Pro-Social Agents: Affirming Conflicting Groups' Agency Promotes ProSociality towards the Outgroup. *IACM Conference. New-York.*
- SimanTov-Nachlieli, I., Heller, D., & Moran, S. (2016).** "We are All One Family": The Role of the Family Metaphor in Team Relationship Conflict. *IACM Conference. New-York.*
- SimanTov-Nachlieli, I., Shnabel, N., & Mori-Hoffman, A. (2016).** Agents of Reconciliation: Agency-Affirmation Promotes Constructive Tendencies in Low-Commitment Relationships. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality. The Hebrew University of Jerusalem, Israel.*
- SimanTov-Nachlieli, I., & Shnabel, N. (2016).** Agents of Morality: Affirming Conflicting Groups' Agency Promotes Pro-sociality towards the conflicting outgroup. *DMEP seminar, Ben-Gurion University, Beer Sheva, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N. (2015). Victimhood overrides perpetration: Investigating conflicts characterized by mutual transgressions. *The Social Psychology Colloquium, Bar-Ilan University, Ramat Gan, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N. (2015). The power to be moral: Affirming conflicting parties' agency promotes prosociality. *Annual Research Conference, The School of Psychological Sciences, Tel-Aviv University, Tel Aviv, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N., & Halabi, S. (2015). Winning the victim status: Effects on groups' conciliatory attitudes and perceived efficacy to change the status quo. *The 5th Annual meeting of the young social psychologists, Bar-Ilan University, Ramat Gan, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N. (2015). The power to be moral: Affirming conflicting parties' agency promotes prosociality. *Management Seminar, Ben-Gurion University, Beer Sheva, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N. (2014). Victimhood overrides perpetration: Affirming conflicting groups' agency promotes positive intergroup relations. *EASP Small Group Meeting on Collective Victimhood, Verona, Italy.*

SimanTov-Nachlieli, I., & Shnabel, N. (2014). Feeling both victim and perpetrator: Investigating duality within the needs-based model. *The Psychology of Intergroup Conflict and Reconciliation lab (PICR), IDC, Herzlia, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N. (2014). Feeling both victim and perpetrator: Investigating duality within the needs-based model. *The Social Psychology Colloquium, Tel-Aviv University, Tel Aviv, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N. (2013). Affirmation of groups' agency promotes prosocial tendencies: Applying the needs-based model to the Israeli-Palestinian conflict. *Annual Scientific Meeting of the International Society of Political Psychology, IDC, Herzlia, Israel.*

SimanTov-Nachlieli, I., Shnabel, N., & Nadler, A. (2012). When the need to maintain power competes with the need for positive moral image. *Doctoral Students Conference in Social Psychology, The Hebrew University of Jerusalem, Jerusalem, Israel.*

SimanTov-Nachlieli, I., & Shnabel, N., & Nadler, A. (2011). When the need to maintain power competes with the need for positive moral image: Applying the needs-based model to the Israeli-Palestinian conflict. *Harvard-IDC Symposium in Political Psychology and Decision Making, IDC, Herzlia, Israel.*

Additional Methodological Training

2019: Multilevel Research, Tel-Aviv University

2019: Mplus and Latent Variable Analysis, Tel-Aviv University

2008: Advanced Data Analysis, VU University of Amsterdam

Skills

Data collection: Qualtrics, Amazon Mechanical Turk (MTurk), Prolific

Data analysis: SPSS, R

Programming skills: Eprime, Javascript