

**Name: Valerie Isaak**  
**ID: 012374591**

**Date: 28.12.20**

## **CURRICULUM VITAE**

### **1. Personal Details**

Permanent Home Address: Etrog 7 Padres Hana.

Home Telephone Number: 077- 5345057

Office Telephone Number: 04- 8288243

Cellular Phone: 052-6095117

Email Address: visaak@poli.haifa.ac.il

Marital Status: Married +3.

### **2. Higher Education**

#### **a. Undergraduate and Graduate Studies**

<b>Period of Study</b>	<b>Name of Institution and Department</b>	<b>Degree</b>	<b>Year of Approval of Degree</b>
October 1992- September 1994	University of Haifa – Faculty of Social Sciences, School of Political Sciences & Department of Sociology and Anthropology.	BA	1994
October 1994- September 1996	University of Haifa – Faculty of Social Sciences, School of Political Sciences	MA	1996
October 2008- October 2009	University of Haifa – Faculty of Social Sciences, School of Political Sciences	Leading to Ph.D. studies	2009
November 2009- November 2012	University of Haifa – Faculty of Social Sciences, School of Political Sciences	Ph.D.	2012

## b. Post-Doctoral Studies

Period of Study	Name of Institution and Department/Lab	Name of Host
1/2014- 1/2016	University of Haifa – Faculty of Social Sciences, School of Political Sciences.	Prof. Vigoda-Gadot Eran

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

Years	Name of Institution and Department	Rank/Position
2012-2018	Management Faculty, The College for Academic Studies.	Lecturer
*2012- Current	University of Haifa- Faculty of Education Department of Leadership & Policy in Education.	Teaching Fellow
*2016- Current	The Center for Public Management and Policy – University of Haifa.	Research Fellow
*2012- Current	University of Haifa- Faculty of Social Sciences, School of Political Sciences.	Teaching Fellow
*2018- Current	University of Haifa- Faculty of Social Sciences, School of Political Sciences.	Teacher (50% position)

**Note:** \* represents activities and publications since appointment.

## 4. Offices in University Academic Administration

Years	Name of Institution and Department	Role
*2014- Current	University of Haifa- Faculty of Education, Department of Leadership & Policy in Education.	Head of Program – MA in Leadership & Policy in Education.
*2017- Current	University of Haifa- Faculty of Social Sciences, School of Political Sciences, The Division of Public Administration and Policy.	Development and Leading a Study Tour in Berlin.
*2018- 10/2020	University of Haifa- Faculty of Social Sciences, School of Political Sciences, The Division of Public	Head of Program – MPA Program in Public and Internal

	Administration and Policy.	Auditing.
*2019 – Current	University of Haifa- Faculty of Social Sciences.	Manager Program – Idit Ph.D Studies. The Idit program is a four-year multidisciplinary program aimed at advancing the next generation of social science researchers in Israel.
*2019 – Current	University of Haifa- Faculty of Social Sciences.	Manager Program – "Bet-Hasita", Haifa Social Sciences of Research Methods, School Writing and Teaching.
*10/2020-current	University of Haifa- Faculty of Social Sciences, School of Political Sciences, The Division of Public Administration and Policy.	Head of Program – Executive MPA for Managers in Administration and Policy.

## 5. Scholarly Positions and Activities outside the University

<b>Years</b>	<b>Reviewing for Academic Journals</b>
2018	<i>Academy of Management</i> 78 Annual Meeting
*2019 – Current	<i>International Journal of Depression and Anxiety</i>
*2019 – Current	<i>Clinical Medicine Insights: Psychiatry</i>

<b>Years</b>	<b>Management and Developing programs</b>
2006	Developing program in HRM. Management Faculty, The College for Academic Studies.
2008	Developing program in HRM & Psychology. Management Faculty, The College for Academic Studies.
2014	Developing program in HRM & Entrepreneurship. Management Faculty, The College for Academic Studies.
2017-2018	Chairman of the Teachers & Students Committee, Management Faculty, The College for Academic Studies.
*10/2020 in process	International MPA Public Administration, Public Management and Policy Studies

## 6. a. Active Participation in Scholarly Conferences

Note: When coauthor presented a joint paper, the name of presenter is underlined.

### **International Conferences - Held Abroad**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/ Discussion</b>	<b>Role</b>
October 2008	The First Euro Mediterranean Public Management Dialogue.	University of AIX-EN-PROVENCE (FRANCE).	"Culture for quality– an empirical examination in Israel".	<b>Invited Lecture</b>
June 2011	11 <sup>th</sup> Annual Public Management Research Conference	Maxwell School of Syracuse University, USA.	"Culture for quality in public administration – an empirical examination in Israel".	<b>Invited Lecture</b>
May 2016	The 2016 New York City, International Academic Conference, Global Academic Institute	NYC University, USA	"Enhancing Staff Safety Climate - Reducing Violence in Closed Hospital Wards?"	<b>Invited Lecture / Chairman of the panel</b>
February 2017	1st International Conference on Development, Policies, and Management ICDPM 2017	Bangkok, Thailand	Climate of Personal Initiative, Climate of Openness to Change and Quality of Employee Performance: Does effective implementation of Accreditation in Israel's hospital contribute to the patient?	<b>Invited Lecture</b>
May 2017	8 <sup>TH</sup> annual conference of the European decision sciences institution.	Granada, Spain.	Climate of Personal Initiative, Climate of Openness to Change and Quality of Employee Performance: Does effective implementation of Accreditation in Israel's hospital contribute to the patient? Results from	<b>Invited Lecture</b>

			stage 1-2.	
April 2019*	4 <sup>TH</sup> International Conference on General Practice and Primary Care.	Berlin, Germany	"The Long – Term Effects of a Prevention Program on the Number of a Critical Incidents and Sick Leave Days".	<b>Invited Lecture</b>
July 2019*	SIBR 2019 Conference on Interdisciplinary Business and Economics Research, 4 <sup>th</sup> .	Osaka, Japan.	" Refresher Safety Training and Workplace Wellbeing"	<b>Invited Lecture</b> / Chairman of the panel
July 2021* Forthcoming	37 <sup>th</sup> EGOS Colloquium 2021	Amsterdam Netherlands	"School as a Key Factor in Youths' Continued Participation in Sports"	<b>Invited Lecture</b>

### **Local Conferences**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
October 2009	The Israel Society for Quality 10 <sup>th</sup> conference	Tel Aviv	"Culture for quality in public administration in Israel".	<b>Invited Lecture</b>
May 2012	Israel Political Science Association Conference	IDC Herzliya	"Culture for quality in public administration – an empirical examination in Israel".	Ph.D. student
April 2019	Annual Conference – Municipal Auditors Association ISRAEL.	Eilat	"Decision-making in the environment varies with the work of internal auditors in the local Government".	<b>Invited Lecture</b>

### **Organization of Conferences or Sessions**

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Discussion</b>	<b>Role</b>
-------------	---------------------------	----------------------------	------------------------------	-------------

*June 2019	Friedberg and Shani 25th Annual Conference - "The Little Citizen in the Big Data Era"	University of Haifa -	"Big Data - What does the future hold for us?"	Member of the organizing committee and Chairman of a panel.
*July 2020	The 2nd Haifa International Social Science Workshops for Graduate Students - Virtual	University of Haifa		Member of the Organizing Committee
*June 2021 Forthcoming	The 3rd Haifa International Social Science Workshops for Graduate Students	University of Haifa		Member of the Organizing Committee

#### 7. Invited Scholarly & Lectures (Others than in Scholarly Conferences)

None

#### 8. Colloquium or Seminar Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
May 2012	<b>University of Haifa-</b> Faculty of Social Sciences, School of Political Sciences, The Division of Public Administration and Policy.	Department seminar	"Culture for quality in public administration – an empirical examination in Israel".
*December 2020	<b>University of Haifa-</b> Faculty of Social Sciences, School of Political Sciences, The Division of Public Administration and Policy.	Excellent B.A student's seminar	"The Long – Term Effects of a Prevention Program on the Number of a Critical Incidents and Sick Leave Days".
*April 2021 Forthcoming	University of Haifa- Faculty of Social Sciences, School of Political Sciences, The	Department seminar	"School as a Key Factor in Youths' Continued Participation in Sports"

	Division of Public Administration and Policy.		
--	---	--	--

## 9. Research Grants

### a. Grants / Awarded

Role in Research	Other Researchers (Name & Role)	Title	Funded by	Amount	Years	Relevant Publication
*PI	Prof. Alexander Grinshpoon – Co-PI Bar-Noy Dor – CI Grapel Hoter – CI Kostizky Hava - CI	Climate of Personal Initiative, Climate of Openness to Change and Quality of Employee Performance: Does effective implementation of Accreditation in Israel's hospital contribute to the patient?	The Israel National Institute for Health Policy Research (NIHP)	300,000 NIS	2016-2019	

### b. Submission of Research Proposals – Pending

Role in Research	Other Researchers (Name & Role)	Title	Funded by	Amount	Years	Relevant Publication

### c. Submission of Research Proposals – Not Funded

Role in Research	Other Researchers	Title	Funded by	Years	Relevant publication
------------------	-------------------	-------	-----------	-------	----------------------

	(Name & Role)				
CI	Prof. Vigoda-Gadot Eran - PI Zimmerman Patricia – Co-PI Sade Tzipi – CI Nimni Kobi – CI Younis – Zeidan Nuha - CI	National interest in reducing the gaps in the health system. Impact of climate of innovation and PHB on reducing gaps among ethnic groups in Israel and its impact on performance (medical, perceptual). A case study in the Arab sector.	278,337 NIS	2017	

## 10. Scholarships, Awards and Prizes

- 1998 Outstanding Lecturer Management Faculty, MLA The College for Academic Studies.
- 2000 Outstanding Lecturer Management Faculty, MLA The College for Academic Studies.
- 2014 Outstanding Lecturer Management Faculty, MLA The College for Academic Studies.
- 2017 1st International Conference on Development, Policies and Management ICDPM 2017 – Best Paper Award (F1)

## 11. Teaching



a. **Courses Taught in Recent Years**

<b>Years</b>	<b>Name of Course</b>	<b>Type of Course</b> Lecture/Seminar/ Workshop/ Online Course/ Introduction Course (Mandatory)	<b>Level</b>
1998-2018	Management Ethics	Lecture	BA in Management, Management Faculty, The College for Academic Studies.
1998-2018	Organizational Behavior macro & micro	Introduction course	BA in Management, Management Faculty, The College for Academic Studies.
1998-2018	Working Relationship	Lecture	BA in Management, Management Faculty, The College for Academic Studies.
1998-2018	Cooperate Responsibility	Lecture	MA in Management, Management Faculty, The College for Academic Studies.
1998-2018	Managing Performance to excellency	Lecture	MA in Management, Management Faculty, The College for Academic Studies.
2011- Current	Selected Issues in the Management of Human Resources in the Education System	Seminar	MA in Educational Administration for Officers and Security Forces, Faculty of Education, University of Haifa
2013- Current	Managing HRM	Lecture	Executive MPA, School of Political Sciences, University of Haifa

2015- Current	Managing Team-work	Workshop	BA in Management, Management Faculty, The College for Academic Studies.
2016-2018	Globalization and the global market opportunity	Lecture	BA in Management, Management Faculty, The College for Academic Studies.
2018 – Current*	"Government Cooperation's in Public Administration between Israel and Europe - A Comparative View."	Lecture	Executive MPA, School of Political Sciences, University of Haifa
*2018 – Current	Organizational theory	Introduction Course	MPA in Local Government, School of Political Sciences, University of Haifa
*2018- Current	Managing Teamwork	Workshop	Graduate Program in the School of Political Sciences, University of Haifa
*2020	Research Workshop	Seminar	MPA in Public and Internal Auditing, School of Political Sciences, University of Haifa
*2020	Management Ethics	Lecture	MPA in Public and Internal Auditing, School of Political Sciences, University of Haifa
*2020	Academic writing	Workshop	Ph.D Studies Faculty of Education, University of Haifa

b. **Supervision of Graduate Students**

None

## 12. Miscellaneous

### Additional Education:

2009 - European Foundation for Quality Management- Excellence Assessor, EFQM Training, Brussels.

2015 – Clinical Research Training, NIH Office of Clinical Research Training and Medical Education Certifiers.

2019 – Learning program "Directors", External Studies Unit, University of Haifa.

## Publications

**The impact factors presented for each paper are based on Journal Citation Reports for the year in which the article was accepted for publication**

**Total number of times cited based on Journal Citation Reports (JCR)**

**Google scholar citation: 11, since 2014.**

### Ph.D. Dissertation

**Title:** "Climate and the successful implementation of quality and excellence programs: a comparative examination of the Israeli public and private sectors".

**Date of submission:** 2012

**Number of pages:** 114

**Language:** Hebrew

**Name of supervisor:** Dana R. Vashdi Ph.D. & Eran Vigoda-Gadot.

**University:** University of Haifa

### Articles in Refereed Journals

\*Order of Authors is by Relative contribution, Unless otherwise mention.

#### Published

1. **Isaak, V., Vashdi, D., Kostisky, H., Bar-Noy, D., Hirschmann, s., & Grinshpoon, A. (2017). Enhancing Staff safety Climate - Reducing Violence in Closed hospital Wards?, *Workplace Health & Safety*, 65(9):409-416. IF=0.831; 87/118, Nursing (Q3).**

2. **Isaak, V.**, Steiner - Lavi, O, Kostisky, H., Bar-Noy, D, & Makori, S. (2017). Nursing Succession Planning – Mental Health Center Case Study, *Ageing Science & Mental Health Studies*, 1(2): 1-3.
3. **Isaak, V.**, & Steiner -Lavi. (2018). " Does an Intervention Program on the Violence Against Employees Preserve the Nursing Traditional Role?", *Biomedical Journal of Scientific & Technical Research*, 12(1): 1-4.
4. **Isaak, V.**, & Steiner –Lavi. (2018). Accreditation in Hospitals: should we implement the same standards in different types of hospitals? the case of mental health hospital, *Science & Mental Health Studies*, 2(3): 1-3.
5. **Isaak, V.**, Vashdi, D., & Steiner -Lavi. (2018). "The long-term effects of a prevention program on the number of critical incidents and sick leave days", *International Journal of Mental Health Systems*, 12:71, 5 pages  
<https://doi.org/10.1186/s13033-018-0250-y>  
 IF=1.986; 69/142, Psychiatry (Q2).

### **Articles in Conference Proceedings**

1. Climate of Personal initiative, climate of opening to change and quality of employee's performances: Does effective implementation of accreditation in Israel's hospital contribute to the patient?

### **Other Works and Publications**

1. Vigoda – Gadot, E., Grinshpoon, A., & **Isaak, V.** (2016). "Ethical climate, employee engagement, and the quality of treatment and service in healthcare organizations: An evolving effect of systematic disorder?", *Report - The Israel National Institute for Health Policy Research (NIHP)*.
2. **Isaak, V.**, Grinshpoon, A., Bar-Noy, D., Grapel, H., & Kostizky, H. (2019). "Climate of Personal initiative, climate of opening to change and

quality of employee's performances: Does effective implementation of Accreditation in Israel's hospital contribute to the patient?", *Report - The Israel National Institute for Health Policy Research (NIHP)*.

### **Submitted Publications**

1. Steiner – Lavi, O., **Isaak, V.**, Mastboim, E., & Ezra-Hen, S. (2019). School as a Key Factor in Youths' Continued Participation in Sports, *Youth & Society* – **under review**. 30 pages. (equal contribution)

IF= 1.794; 18/44, Social Sciences, Interdisciplinary (Q2).