

Miriam Erez

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Recipient of 2005 Israel Prize in Management Science.

EDUCATION

B.A. - Psychology and Sociology, The Hebrew University,
Jerusalem, 1966.

M.Sc. -Behavioral and Management Sciences,
(Specialization in Industrial Psychology),
Technion, Haifa, 1969.

D.Sc. - Behavioral and Management Sciences,
(Specialization in Industrial Psychology),
Technion, Haifa, 1972).

Post Doc: Department of Psychology, University of Maryland, USA (1975-6).

ACADEMIC APPOINTMENTS

Professor Emeritus, October, 2012.

Full Professor:

06-2007 - Present: Associate Dean for the MBA programs

2014: Member of the committee of the National council of Education for the Recruitment, Retainment and Promotion of Women Faculty.

2013-Present: Member of the Committee of the National Council of Education on Professor Nilveh and Professor Mishneh.

2009- Present: member of the Committee of The National Council of Education for the Promotion to the rank of Associate- and Full Professor in Colleges.

2008 - Present : Head, Knowledge Center for Innovation, Technion

2007 - Present: Coordinator of the Status of Women at the Technion.

June 2010 - 2014: Chair of the National Council for the Promotion of Women in Science and Technology

2005-2006: Technion Tenure and Promotion Committee
Head of the Area of Behavioral Sciences and Management.

1999 - 2011: The Mendes France Academic Chair in Management and Economics

1993-2001: Full Professor

1996-1999: Dean, Faculty of Industrial Engineering & Management, Technion.

INTERNATIONAL ACADEMIC APPOINTMENT

July-August, 2014: Visiting Professor, Sun Yat-Sen University, Guangzhou, China.

February-March, 2012: Visiting Professor, Hong Kong Polytechnic, Hong Kong

February –July, 2011: Visiting Professor, McComb School of Management, U. of Texas, Austin, TX., USA.

February, 2007: Shaw Professor, Nanyang Business School, Nanyang Technological University, Singapore.

May-July, 2006: Visiting Professor, Smith School of Business, University of Maryland, College-Park, MD, 20742

March – April, 2006: Visiting Professor, Guanghua School of Management, Peking University, Beijing, China

February-March, 2006: Shaw Professor, Nanyang Business School, Nanyang Technological University, Singapore.

Spring 2000: Visiting Professor, Department of Psychology, University of California, Berkeley.

Spring 1999: Visiting Professor, Stern School of Business, New-York University.

February, 1997: Visiting Scholar, Hong-Kong University of Science & Technology, Hong Kong.

Summer, 1996: Visiting Professor, Dept. of Organization and Leadership, Teachers College, Columbia University, New York.

1994 – 1995: Kermit O. Hanson Endowed Professorship, School of Business Adm., Dept. of Management and Organization, University of Washington, Seattle, U.S.A.

May, 1994 : Visiting Scholar, Department of Psychology, The Chinese University of Hong Kong, Hong Kong.

FUNDED RESEARCH

- 2007-2010: "The Chronicle of an Idea: The Hidden Journey of Innovations – From Ideas to Products (with Sabine Sonnentag, Konstanz University, Germany; Jacob Goldenberg, The Hebrew University, Jerusalem. Volkswagen Stiftung "Innovationsprozesse in Wirtschaft und Gesellschaft" (320,900 Euro).
- 2007-2008: "Going Global - the transition from local to global operations: Key success factors. Ministry of Science" (NIS 175,000)
- 2007-2010: "Knowledge Center on Innovation in Work Organizations". Ministry of Science (NIS 400,000 & 400,000 Technion Matching fund).
- 2008-2010: " Can Entrepreneurship Be Taught? The Impact of Entrepreneurship Training on Entrepreneurial Competences of High-school Students" Israel Science Foundation (ISF). (68,000NIS, with Zehava Rozenblatt, Haifa U.)
- 2009-2010 "Managing multi-cultural teams: From a cross-cultural to a global perspective (\$75,000, SHRM Foundation).
- 2010-2011 " Composing teams of analytic and holistic thinkers to enhance team innovation in system engineering" (\$25,000).
- 2011-2012 "The use of an electronic board to compare the progress of multiple teams on a virtual multicultural team project. (10,000NIS, Mital)
- 2011-2014 "Scientific and technological knowledge assimilation in traditional industries in the North Periphery of Israel as the engine for innovation, economic success and closing the gap". Ministry of Science (399,000NIS).
- 2013-2015 "Role of global leadership capital in advancing multicultural's team innovation and Effectiveness (W. Cynthia Lee, NorthEastern U. and Alon Lisal, Ben-Gurion U.) SHRM, U.S. (\$128,743 divided by 3 = 42,914).
- 2013-2015 Developing a model for motivation female students to choose a major in science and technology. Ministry of Science (391.942NIS, shared with prof. Anit Somech, Haifa University).

KEYNOTE ADDRESS

Erez, M. (2008). Educating for Innovation. 2008 International Creative Education Exposition Workshops, Kaoshiung, Taiwan, March 6-9, 2008.

Erez, M. (2009). Coping with the Paradox of Innovation. Conference on Innovation, The Marker, Airport City, Israel, 13-09-2009

Erez, M. (2012). The Cultural Factor and its effect on Creativity and Innovation. Hong Kong University of Science and Technology, March 2nd, 2012.

Erez M. (2012). Factors facilitating or inhibiting the process of innovation. Hong Kong University of Science and Technology, March 20, 2012

Erez, M. (2012). The duality of global and local identity. Yin and Yang conference, June 7-11, 2012, Stockholm.

Erez, M. (2012). Fostering the Innovation Culture, National and Organizational level. Invention, Innovation and Intellectual Property Forum, San-Jose, Costa-Rica, 05-09-12

Erez, M. (2013). Can Paradoxes be solved by mind- switching from Either-Or to Co-Existence. Co-Create Conference, Aalto University, Helsinki, Finland, 19-06-2013.

Erez, M. (2013). Taking the Bite Out of Culture: The Impact of Task Structure and Task Type on Overcoming Impediments to Cross-Cultural Team Performance. Lingnan College Sun Yat-Sen University, Guangzhou, China.

Erez, M. (2013). Can Companies cooperate with their competitors? Hong Kong Polytechnic

EDITORIAL BOARD

2009- Present: *Journal of Managerial Psychology*

2013 - Present: Academy of Management Annals.

2013- Present: Guest Editor, *Journal of Organizational Behavior*

2013-Present: Guest Editor, *Journal of Organization Studies*. Special Issue on: "Paradox, Tensions and Dualities of Innovation and Change".

2008- 2011 Editorial Board: *Journal of Management*

2007 - 2010 Editorial Board: *Organization Science*

2002-2004 : Member of the Editorial Board of: *Journal of International Business Strategy*

2001-2008: Member of the Editorial Board: *Journal of Applied Psychology*

1988 - 1994 : Member of the editorial board of the *Journal of Applied Psychology*.

1997 – 2003 : **Editor**, *Applied Psychology: An International Review*.

1997-1999: Editorial Board: *Academy of Management Journal*.

1988 - 1998: Member of the editorial board of *Organizational Behavior and Human Decision Processes*.

AWARDS

- 1988: Winner of the 'Outstanding Publication in Organizational Behavior' award of the Academy of Management. (The awarded paper is: Latham, G.P., Erez, M. & Locke, E.A., "Resolving scientific disputes by the joint design of crucial experiments by the antagonists: Application to the Erez-Latham disputes regarding participation in goal setting", *Journal of Applied Psychology*, monograph, 73, 4, 1988, 753-772.
- 1998: Award for Women with Distinguished Contributions. Haifa Municipality, and The Soroptimist International Organization.
- 2002 - : Awarded the Distinguished Scientific Contributions to the International Advancement of Applied Psychology. The International Association of Applied Psychology**
- 2002- : Academy of Management Best paper – Finalist (1 of 3): Mitchel, T.R., Holtom, B.C., Lee, T.W., Sablinski, C.J. and Erez, M., "Why People Stay: Using Job Embeddedness to Predict Voluntary Turnover". *Academy of Management Journal*, 44, 2001, 1102-1122
- 2003 : The research on: "Innovation, Quality and Efficiency: A person by Situation Interaction Approach (with Ella Mirone and Eitan Naveh), won the Mitchner Award in Quality Sciences and Quality Management.
- 2003 : A symposium organized by M. Erez., and C. Lee titled: Innovation in Organizations - Individual, Team, Organizational, and National Factors won The Most Innovative Session Award, Division, Academy of Management Meeting, Seattle, August, 2003
- 2004 : Finalist of the Carolyn Dexter Best International Paper Award. Berson, Y. Erez, M., Adler, S. "Global values in MNC culture, and their manifestation in managerial roles. Annual meeting of the Academy of Management", New Orleans, August 2004.
- 2005 : Israel Prize for Management Sciences.** "Prof. Miriam Erez of the Technion's Faculty of Industrial Engineering and Management has been named this year's Israel Prize winner for management science. She will

receive the prize for her research in management and organizational behavior and for her contribution towards integrating psychology and management.

My doctoral student – Dana Vashdi (co-advisor Prof. Peter Bamberger) received the HR Division of the Academy of Management - SHRM Foundation Dissertation Grant Award

- 2006** : My doctoral student – Ella Miron-Spector received the Fulbright Post-Doc Fellowship and was invited by Prof. Linda Argote, Tepper School of Management, Carnegie-Mellon University.

My Doctoral student – Efrat Gati-Shokef, received the Fulbright Post-Doc Fellowship and was invited by Prof. Sigal Barsade, Wharton School of Management, University of Pennsylvania.

My doctoral student Danna Vashdi (jointly with Professor Bamberger) received the best dissertation paper of the Academy of Management.

- 2007 : Miron-Spector, E., Erez, M., & Naveh, E. (2007). Balancing Innovation, Attention-to-Detail, and Outcome Orientation to enhance Innovative Performance. Academy of Management Best Paper Proceedings, August, 2007 Philadelphia, USA.

My doctoral student – Ella Miron-Spector awarded of the 2007 Academy of Management Conference, Technology and Innovation Management (TIM), Division Best Student Paper Award Finalist.

- 2007 Affiliate: Sloan Industry Studies Program

- 2008: 2nd Best Paper Award: Begman*, N. Erez, M. Rosenblatt, Z. DeHaan U. "The Impact of Entrepreneurship Training on Entrepreneurial Competences of High-school Students". IntEnt 2008 - 18th Annual Global Conference, Internationalizing Entrepreneurship Education, Miami University Ohio, USA.

Erez appears among the most cited authors in the field of management, 1983-2004 (Podsakoff, N.P., et al., *J. of Management*, 34, 2008, 641-720, Table 9)

Lisak, A* . and Erez, M. (2009) Leaders and followers in multi-cultural teams: their effects on global team communication, team identity and team effectiveness. International Workshop of Intercultural Communication Best Paper Finalist, Proceedings, Stanford, February 20-21, 2009

- 2011 Best Paper Award Innovation Management, First Prize, EBS Business School, Germany Europe, for the paper: Miron-Spector, E., Erez, M., & Naveh, E. (2011). Team composition and innovation: The importance of conformists and attentive-to-detail members. *Academy of Management Journal*, 54, 4, 740-760.

2012 Lisak Alon*, won the best dissertation award of GLAC (Global leadership Advanced Center), San Jose University, CA. USA.
The Best symposium Award by the Division of Management Education and Development, Academy of Management, for a symposium which presented our paper: Erez, M., *Lisak, A., *Harush, R., *Glikson, E., *Nouri, R. and *Shokef, E. "Going Global: Developing Management Students' Global Characteristics through a Multicultural Team Project", as part of the symposium: "Developing Intercultural Competences through Cross-Cultural Management Education", Academy of Management Conference, 2013, Orlando, FL, USA.
Same symposium was also Finalist for the 2013 Emerald Best International Symposium Award.

Symposium on "The contributions of context-related global characteristics to global leadership effectiveness", has been nominated for the 2013 Emerald Best International Symposium Award

2014 Finalist, Best Paper Award, Academy of Management for the paper:
*Vashdi, Bamberger, & Erez (2013). Can Surgical Teams Ever Learn? The Role of Coordination, Complexity, and Transitivity in Action Team Learning. Academy of Management Journal, 56(4): 945-971

*My student

MEMBERSHIP IN SCIENTIFIC AND PROFESSIONAL ORGANIZATIONS

Fellow - The American Psychological Association (APA)

Fellow - Society for Industrial and Organizational Psychology (SIOP)

Fellow - Academy of Management (U.S.A.)
Member of the Board of governors 2005-2008

Fellow – The International Association of Applied Psychology.

Society for Organizational Behavior, U.S.A. (SOB)

President - Division of Organizational Psychology, International Association of Applied Psychology
Israel Psychological Association

GRADUATE STUDENTS

Altogether 93 graduate students completed their studies, of whom 79 M.Sc and 14 Ph.D. Six additional students have not yet completed their studies, of whom 3 towards PhD. In addition, I advised 4 post-doc fellows.

SELECTED PUBLICATIONS

BOOKS

1. Erez, M. and Earley, C.P. (1993): *Culture, Self-identity, and Work*. N.Y.: Oxford University Press.
2. Bamberger, P.A., Erez, M. and Bacharach, S.B. (Eds.) (1996): *Cross-Cultural Analysis of Organizations*. A volume in the series: Research in The Sociology of Organization (Series Editor, Samuel B. Bacharach), JAI Press Inc.
3. Earley, C.P. and Erez, M. (1997): *The Transplanted Executive: Why you need to understand how workers in other countries see the world differently*. New York: Oxford University Press.
4. Earley, C.P. and Erez, M. (Eds.) (1997): *New Perspectives on International Industrial/Organizational Psychology*. A Volume in the series: Frontiers of Industrial and Organizational Psychology (Series Editor, Sheldon Zedeck), Jossey-Bass Publishers.
5. Erez, M., Thierry, H., Kleinbeck, U. (Eds.) (2001): *Work Motivation in the Context of a Globalizing Economy*. NY:Lawrence Erlbaum

ORIGINAL PAPERS IN REFEREED JOURNALS

- Erez, M., "Feedback: A necessary condition for the goal setting - performance relationships", *Journal of Applied Psychology*, 62, 1977, 624-627.
- Erez, M. and Kanfer, F., "The role of goal acceptance in goal setting and task performance", *The Academy of Management Review*, 8, 1983, 454-463.
- Erez, M. and Zidon, I., "The effect of goal acceptance on the relationship between goal difficulty and task performance", *Journal of Applied Psychology*, 69, 1984, 69-78.
- Erez, M., Earley, C.P., and Hulin, C., "The impact of participation upon goal acceptance and performance: A two-step model", *Academy of Management Journal*, 28, 1985, 50-66.
- Erez, M. and Arad, R., "Participative Goal-Setting: Social, Motivational and Cognitive Factors", *Journal of Applied Psychology*, 71, 1986, 591-597.
- Erez, M., "The Congruence of Goal-Setting Strategies with Socio-Cultural Values, and its Effect on Performance", *Journal of Management*, 12, 1986, 83-90.
- Erez, M. and Earley, P.C., "Comparative analysis of goal-setting strategies across cultures". *Journal of Applied Psychology*, 72, 1987, 658-665.
- Locke, E., Latham, G. and Erez, M., "Determinants of Goal Commitment", *Academy of Management Review*, 13, 1988, 23-39.

- Also in: Steers, R.M. & Porter, L.W. (Eds.), *Motivation and Work Behavior*, N.Y.: McGraw-Hill, 1991, 370-389.
- Latham, G. Erez., and Locke, E., "Resolving scientific disputes by the Antagonists: Application of the Erez-Latham dispute regarding participation", *Monograph, Journal of Applied Psychology*, 73, 1988, 753-772.
- Erez, M., Gopher, D. & Arzy, N., "Effects of self-set goals and monetary rewards on dual task performance. *Organizational Behavior & Human Decision Processes*, 47, 1990, 247-269.
- Earley, P.C. and Erez, M., "Performance standards and norms: A cognitive anchoring interpretation". *Journal of Applied Psychology*, 76, 1991, 717-724.
- Baum, R.J., Olian, J., Erez, M., Schnell, E., Smith, K.G., Sims, H.P. and Scully, J., "Nationality and work role interactions: A cultural contrast of entrepreneurs' and managers' needs". *The Journal of Business Venturing*, 8, 1993, 499-512.
- Locke, E.A., Smith, K.G., Erez, M., Chah, D.O. and Schaffer, A., "The effects of intra – individual goal conflict on performance". *Journal of Management*, 20, 1994, 67-92.
- Erez, M. and Somech, A., "Group productivity loss - the rule or the exception"? Effects of culture and group-based motivation. *Academy of Management Journal*, 39, 1996, 1513-1537.
- Mitchell, T.R., Holtom, B.C., Lee, T.W., Sablinski, C.J. and Erez, M. (2001). "Why People Stay: Using Job Embeddedness to Predict Voluntary Turnover". *Academy of Management Journal*, 44, 1102-1122
- Drach-Zahavy, A. and Erez, M. (2002), "Challenge versus Threat Effects on the Goal-Performance Relationship". *Organizational Behavior and Human Decision Processes*, 88, 667-682.
- Erez, M., and Gati, E., (2004). A dynamic multi-level model of culture: From the micro-level of the individual to the macro level of a global culture. *Applied Psychology: An International Review*, 53, 583-598.
- Berson, Y., Erez, M., Adler, S., (2004). Reflections of organizational identity and national culture on managerial roles in a multinational corporation. *Academy of Management Best Papers Proceedings*. (IM: Q1-Q6).
- Miron, E., Erez, M., & Naveh, E., (2004). Do Personal Characteristics and Cultural Values that Promote Innovation, Quality, and Efficiency Compete or Complement Each Other? *Journal of Organizational Behavior – Special issue on innovation*. 25, 175-199.
- Naveh E. & Erez, M. (2004) "The Duality of Innovation and Attention to Detail in Quality Improvement Initiatives". *Management Science*, 50, 1576-1586.
- Gelfand, M., Erez, M., and Aycan, Z. (2007). Cross-Cultural Organizational Behavior,

Annual Review of Psychology, 58, 479-514.

Vashdi, D.R., Bamberger, P. and Erez, M. (2007). Briefing – Debriefing: Using a Reflexive Organizational Learning Model from the Military to Enhance the Performance of Surgical Teams. *Human Resource Management*, 46, 115-142.

Miron-Spektor, E., Erez, M., & Naveh, E. (2007). Balancing Innovation, Attention-to Detail, and Outcome Orientation to enhance Innovative Performance. Academy of Management Best Paper Proceedings, August, 2007 Philadelphia, USA.

Erez, M. (2010) . Culture and Job design. In: “Putting job design in context: Cross-disciplinary, cross-level, and cross-cultural perspectives”, a special issue, *Journal of Organizational Behavior*, 31, 389-400.

Erez, M. & Nouri, R. (2010). Creativity in a context: Cultural and Work Context. *Management & Organization Review*, 6, 351-370.

Sivan, T., Fiegenbaum, A., Erez M., and De-Haan U. (2010). The fundamental role of absorptive capacity in the opportunity exploitation stage, its antecedence and the effect on new ventures performance. *Frontiers of Entrepreneurship Research*, 30, 10, 1-16.

Leung, K., Bhagat, R., Buchan, N. R., Erez, M., Gibson, C. (2011) Beyond national culture and culture-centricism: A reply to Gould and Grein, 2009. *Journal of International Business Studies*, 42, 177-181.

This paper was also selected for inclusion in the *International and Global Strategy* edited by Torben Pedersen.

Miron-Spektor, E., Erez, M., & Naveh, E. (2011). Team composition and innovation: The importance of conformists and attentive-to-detail members. *Academy of Management Journal*, 54, 4, 740-760.

Bergman, N., Erez, M. Rosenblatt, Z., and DeHaan U. (2011). Gender and the effects of an entrepreneurship training program on entrepreneurial self-efficacy and entrepreneurial knowledge gain. *International Journal of Entrepreneurship and Small Business*, 13, 1, 38-54.

Miron-Spektor, E., Erez, M. and Naveh, E. (2012). To drive creativity add some conformity. *Harvard Business Review*, March, 2012

Glikson, E. & Erez, M. (2013). Emotion display norms in virtual teams. *Journal of Personnel Psychology*, 12, 22-33.

Vashdi, D., Erez, M., Bamberger, P. (2013). Can Surgical Teams Ever Learn? Towards a Theory of Transitive Team Learning in Action Teams. *Academy of Management Journal*, 56, 945-971. Finalist, Best Paper Award, AOM 2014.

Erez, M. Lisak, A., Harush, R. Glikson, E., Nouri R. & Shokef E. (2013). Going Global:

Developing Management Students' Global Characteristics through a Multicultural Team Project. *Academy of Management Learning & Education*, 12, 330-355.

Nouri, R. Erez, M. Rockstuhl, T. Ang, S., Rafaeli, A. & Leshem, L. (2013). Taking the Bite Out of Culture: The Impact of Task Structure and Task Type on Overcoming Impediments to Cross-Cultural Team Performance. *Journal of Organizational Behavior*, 39, 739-763.

Lisak, A. & Erez, M. (in press). Leadership Emergence in Multicultural Teams: The Power of Global Characteristics. *Journal of World Business*.

Nouri, R., Erez, M., Lee, C., Liang, J., Banister, B.D. & Chiu, W. (in press). Keeping the supervisor and peers out of sight: the effect of culture and the social work context on creativity. *Journal of Organizational Behavior*.

Published in Book Chapters

Erez, M. & Drori, G. (2009). World Culture and its impact on global organizational values and on the self: A Macro – Micro perspective In: Rabi S. Bhagat and Richard M. Steers (eds.), *Handbook of Culture, Organizations, and Work*, pp. 148-173. Cambridge: Cambridge University Press.

Erez, M. (2010). Cross cultural and global issues in organizational psychology. In S. Zedeck. (Editor). Handbook of Industrial and Organizational Psychology, V13, 1138-54. Washington D.C.: The American Psychological Association

Erez, M. (2013). Cross-cultural issues in goal-setting. In Locke, E.A & Latham, G. (Eds). Ch. 30. New Developments in Goal Setting and Task Performance. Routledge: NY.

RESEARCH INTERESTS:

Erez' research has evolved around three major topics: A. Work motivation, and specifically the effects of goal-setting on task performance, goal commitment and participation in goal-setting as a motivator to goal commitment and goal accomplishment. B. Cross Cultural Organizational Behavior, and specifically about cross-cultural differences in work motivation and in Creative task performance and the effects of globalization on the effectiveness of multicultural virtual teams, on the emergence of global leaders and on the development of global identity. C. Creativity and Innovation, and specifically on contextual factors that either enhance or inhibit individual and team creative behavior and innovation.