

Dr. Eyal Rechter

Curriculum Vita

Email: eyal.rechter@ono.ac.il

Education:

- 2014 **Post Doctorate**, Department of Psychology, Columbia University, Advisor: Prof. E. Tory Higgins
- 2011 **PhD**, Hebrew University of Jerusalem. Dissertation subject: Improving Performance through Feedforward Intervention. Advisor: Prof. Avraham N. Kluger.
- 2004 **MBA**, Hebrew University of Jerusalem, specializing in Organizational Behavior and Information Technology. Thesis subject: Individual Differences in Implicit Learning.
- 1998 **Leiden University**, Holland, one-year student-exchange program.
- 1997 **BA**, Psychology and Business Administration, Hebrew University of Jerusalem.

Current Academic Positions:

- 2010 - Assistant Professor at the Faculty of Business Administration
- 2018 - Vice Student Dean and Dean Representative at Jerusalem Campus, Ono Academic College
- 2016 - Founder and Head of the Motivation and Decision-making Lab, Ono Academic College
- 2016 - Adjunct lecturer at The Hebrew University of Jerusalem (MBA & EMBA)

Former Academic Positions:

- 2014-2016 Adjunct Research Scientist at Columbia University, Psychology Department
- 2013 Visiting Scholar at Columbia University
- 2011 Lecturer at Lander Academic Center, School of Business Administration
- 2010-2013 Adjunct lecturer at the College of Management Academic Studies, School of Behavioral Sciences
- 2009 Adjunct lecturer at Ben Gurion University (EMBA, 2009)
- 2009-2011 Adjunct lecturer at the Interdisciplinary Center (International Business School and International School of Psychology)
- 2006-2011 Adjunct Lecturer at Lander Academic Center (2006-2011)

Teaching Experience (Since 2002):

Emotions in Organizations: Pro-Seminar (BA)
Positive Organizational Behavior: Research Seminar (BA) and elective (BA, MA)
Organizational Behavior, micro and macro (BA, MBA, EMBA)
Positive Leadership in Organizations (MBA)
Behavioral Sciences (BA)
Human Resources Management (BA, MA), International HRM (MA)
Creativity and Innovation in New Product Development (BA, MBA, EMBA)
Creativity in Business and Management (BA)
Creativity and Innovation in Advertising and New Product Development (BA)
Organizational Structure and Design (BA)
Employee Evaluation and Compensation (BA)
Introduction to Micro Computer (BA, MBA)
Psychology in Management (BA, MBA)
Guiding research students and groups in the MBA courses Research Methods in Organizational Behavior and Organizational Behavior Seminar, HUJI

Other courses that able to teach: Emotional Intelligence, Motivation, Leadership, Introduction, Social and Cognitive Psychology, and various RM and Statistics courses for the social sciences.

Academic/Administrative Positions:

2016 - Ad-hoc reviewer, European Journal of Social Psychology
2015 - Ad-hoc reviewer, SpringPlus Publications
2014 - Reviewer, Academy of Management (AOM) annual meeting.
2014 Co-President and member, Morningside Postdoc Council, Columbia University
2015 - 2016 Academic advisor for Ha'Kfar Ha'Yarok School's Distribution Center
2008 - 2011 Head of counseling, School of Business Administration, Hebrew University.
2005 - 2008 MBA counselor, School of Business Administration, HUJI.
2007 - 2008 Teaching Assistant, Organizational Behavior course, HUJI
1998 - 1999 Research assistance, Prof. Avraham N. Kluger and Dr. Efrat Elron, HUJI.

Professional Experience (Non Academic):

2011 Evaluation of Kav Hazinuk Association's program, Rothschild Caesarea Foundation.
2008 - Feedforward training for managers and employees in the private and public sectors; Workshops for managers and employees in creative thinking, positive thinking, motivation.
2004 - 2006 Writing, text and content editing for A.A. Maor Publishing LTD.
2000 - 2002 Budget Coordinator for Local Authorities, Ministry of Interior.
1999 - 2000 Meida'at System building and operating, National Institute for Testing and evaluation.

Academic Memberships:

- 2014 - Academy of Management (AOM)
- 2014 - Society for the Study of Motivation (SSM)
- 2014 - 2016 New York Academy of Sciences
- 2003 - American Psychological Association (APA)
- 2008 - 2012 International Association of Applied Psychology (IAAP)
- 2009 - Society of Personality and Social Psychology (SPSP)
- 2009 - 2013 Society of Industrial/Organizational Psychology (SIOP)

Publications:

(a) Refereed articles:

Gardiner, Lee, Baranski, Funder, & Members of the International Situation Project, Happiness around the World: A Combined Etic-Emic Approach across 63 Countries (accepted, *PLOS ONE*).

Rechter, E., & Avnimelech, G. (accepted; Hebrew). How Startup Accelerators Enhance Women Entrepreneurship in Israel, *Innovations in Management* (7).

Gardiner, Lee, Baranski, Funder, & Members of the International Situation Project (in press). Happiness around the World: A Combined Etic-Emic Approach across 63 Countries. *Journal of Personality*.

Baranski, E., Sweeny, K., Members of the International Situations Project, & Funder, D.C. (in press). International Optimism: Correlates and Consequences of Dispositional Optimism across 61 Countries. *Journal of Personality*.

Sverdlik, N., & Rechter, E. (2020). Religious and secular roads to justify wrongdoing: How values interact with culture in explaining moral disengagement attitudes. *Journal of Research in Personality*

Lee, D.I., Gardiner, G., Baranski, E., et al. (in press). Situational Experience around the World: A Replication and Extension in 62 Countries. *Journal of Personality*

Sverdlik, N., & Rechter, E. (2020). Religiosity and the Associations between Personal Values and Morality. *European Journal of Social Psychology*, 50(2), 406-421.

Avnimelech, G., & Rechter, E. (2019). Evaluation of Mentorship Processes within Start-up Accelerators, *Academy of Management Global Proceedings* (Published online: Jan., 2019)

Avnimelech, G., & Rechter, E. (2018). Theoretical Framework for Evaluation of Mentorship Processes within Startup Accelerators, abstract in *Frontiers of Entrepreneurship Research*.

Rechter, E., & Sverdlik, N. (2016), Adolescents' and Teachers' Outlook on Leisure Activities: Personal Values as a Unifying Framework. *Personality and Individual Differences*, 99, 358-367.

(b) Book chapters:

Gardiner, G., Sauerberger, K., Members of the International Situations Project, & Funder, D.C. (2019). Towards meaningful comparisons of personality in large-scale cross-cultural studies. In A. Realo (Ed.), *In praise of an inquisitive mind: A Festschrift in honor of Jüri Allik on the occasion of his 70th birthday*. Tartu: University of Estonia Press.

Rechter, E., & Bar-Haim, A. (2018), Work Motivation, in Wasserman, V., & Bar-Haim, A. (eds): *Organizational Behavior*. Open University Press: Ra'anana, Israel.

Manuscripts Under Review:

Baranski, E., Gardiner, G., Lee, Daniel, Members of the International Situation Project, Funder, D., Who in the World is Trying to Change Their Personalities?: Volitional Personality Change among College Students across 56 Countries. *Journal of Personality and Social Psychology: Personality Processes and Individual Differences*.

Rechter, E., & Kluger, A.N., Empirical Examination of the Feedforward Interview

Rechter, E., & Avnimelech, G. (2019). A Typology of Startup Accelerators and Guidelines for their Evaluation.

Avnimelech, G., & Rechter, E. (2019). Mentorship Processes within Startup Accelerators.

Lee, D., Gardiner, G., Member of the International Situation Project, & Funder, D. Economic Status and Situational Experience around the World: An Initial Study. *Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes*.

Manuscripts under oreparation:

Milyavski, M., Gvili, Y., & Rechter, E., Status and Advice Taking

Rechter, E., & Higgins, T.E., Regulatory fit in leadership context: Evaluation and affective reactions of leaders and followers

Rechter, E. & Avnimelech, G., Personal Values in Mentoring Relationships

Avnimelech, G., & Rechter, E., Accelerators as a Mean to Enhance Women Entrepreneurship

Avnimelech, G., & Rechter, E., Theoretical Model and Preliminary Results for Startup Accelerator Evaluation

Work in Progress:

Avnimelech, G. and Rechter, E., Mentor-Mentee Fit: Evidence from Startup Accelerators

Rechter, E., & Higgins, T.E., Regulatory Fit in Organizational Context

Rechter, E., & Sverdlik, N., Manager's Motives and Attitude toward Employee Development.

Markovitch, N., Rechter, E., Soto, C., & John, O., Validation of Hebrew Translation of the BFI-2 Personality Scale

Conference Presentations and Invited Talks:

Rechter, E., & Avnimelech, G. (2020, January), *Leading forcefully or kindly*, IOBC, Tel-Aviv, Israel.

Avnimelech, G., & Rechter, E. (2019, June), *Accelerators as a Mean to enhance Female Entrepreneurship*, Diana International Project Conference, Boston, Massachusetts.

Rechter, E., & Avnimelech, G. (2019, May), *Personal Values in Mentoring Relationship*, Understanding Personal Values Workshop, Jerusalem, Israel.

Rechter, E., & Avnimelech, G. (2019, May), *Personal Values in Startup Accelerators*, Personal Values Community Meeting, Tel-Aviv, Israel.

Avnimelech, G., & Rechter, E. (2019, March), *Evaluation of Startup Accelerators*, Faculty Seminar, Ono Academic College, Kiryat Ono, Israel.

Rechter, E., & Avnimelech, G. (2019, February), *Mentorship Processes in Startup Accelerators: Personality Fit between Mentors and Mentees*. SPSP 2019, Portland, Oregon.

Avnimelech, G., & Rechter, E. (2019, January), *Evaluating Startup Accelerators*, From Startup to Scale-up AOM Specialized Conference, Tel-Aviv, Israel.

Rechter, E., & Sverdlik, N. (2018, July), *Religiosity and the Associations between Values and Behavior*, European Congress of Personality, Zadar, Croatia.

Sverdlik, N., & Rechter, E. (2018, July), *Values, Religiosity and the Different Roads to Morality: A Person-Culture Interaction Perspective*. Moral Development workshop, Jerusalem, Israel.

Rechter, E. (2018, June), *Regulatory Fit between Leaders and Followers in Dynamic Environments*, Leadership and Change workshop, Jerusalem, Israel.

Avnimelech, G., & Rechter, E. (2018, June), *Mentorship within Accelerator Programs*, BCERC – WIT Conference, Waterford, Ireland.

Rechter, E. (2018, March), *Regulatory Mode in Organization Context*, SPSP 2018, Atlanta, Georgia.

Rechter, E. (2017, January), *Regulatory Mode and Followers' Reactions to Their Leaders*, Poster presented at SPSP 2017, San Antonio, Texas.

Rechter, E. (2017, January), *Emotional Reaction to Feedforward Interview*, Poster presented at Emotions Preconference, SPSP 2017, San Antonio, Texas.

Rechter, E. (2016, December), *Regulatory Fit in Organizations*, Organizational Behavior Department Seminar, The Hebrew University of Jerusalem.

Rechter, E. (2016, August), *Evaluation in Organizations*, Ono Academic College Faculty of Business Conference, Galil, Israel.

Rechter, E., & Higgins, T.E. (2016, July), *Regulatory Mode Fit and Leaders-Followers Affective Reactions and Evaluation*, International Conference of Emotions in Organizational Life, EMONET-X, Rome, Italy.

Rechter, E. (2016, May), *Motivation at Work*, Shekel Community Services for the Challenged, Jerusalem, Israel.

Rechter, E., & Higgins, T.E. (2016, January), *Regulatory Fit and Leaders-Followers Emotional Reactions*, poster presented at SPSP 2016, San Diego, California.

Sverdlik, N., & Rechter, E. (2016, January), *Different values make you better: Religiosity moderates the effects of values on moral reasoning and behavior*, poster presented at SPSP 2016, San Diego, California.

Rechter, E., & Higgins, T. E. (2016, January), *Regulatory Mode Congruence and Leaders-Followers Affective Reactions*, Israel Organizational Behavior Conference, IOBC, Tel-Aviv, Israel.

Rechter, E., & Higgins, T.E. (2015, July). *Regulatory Mode Fit and Leaders-Followers Affective Reactions*. European Congress of Personality, Milan, Italy.

Sverdlik, N., & Rechter, E. (2015, July). *Different values make you better: Religiosity moderates the effects of values on moral reasoning and behavior*. European Congress of Personality, Milan, Italy.

Rechter, E. (2014, December), *Motivation and Emotions in Leader-Follower Interactions*, Higgins lab, New York City, New York.

Rechter, E., & Sverdlik, N. (2014, September), *Motivational Predictors of Adolescents' Pro-Social Leisure Activities and Risk Behaviors*, Columbia University Postdoc Research and Career Symposium, New York City, New York.

Sverdlik, N., Rechter, E., Rocass, S., & Sagiv, L. (2014, July), *What Can Values Teach us about Perceptions of Morality among Religious and non-Religious Groups?*, 22nd Congress of the International Association for Cross-Cultural Psychology, Reims, France.

Rechter, E. (2014, June), *Positive Psychology at Work*, Shekel Community Services for the Challenged, Jerusalem, Israel.

Rechter, E., & Sverdlik, N. (2014, February), *Predictors and Outcomes of Leaders' Motives to Develop Their Followers: The Why Matters Too*, poster presented at SPSP 2014, Austin, Texas.

Rechter, E. (2014, February), *Regulatory Focus, Regulatory Mode and Employee Evaluation*, Higgins Research Lab, New York City, New York.

Rechter, E. (2013, June), *Creativity at Work*, Shekel Community Services for the Challenged, Jerusalem, Israel.

Rechter, E., & Sverdlik, N. (2013, January), *Attachment Anxiety of Authority Figures and their Emotions in Hierarchical Organizational Contexts*, poster presented at SPSP 2013, New Orleans, Louisiana.

Rechter, E., & Sverdlik, N. (2012, July), *Personal Values and Adolescents' Leisure Activities: Values as Predictors of Leisure Activities Choices and Teachers' Perceptions of them*, 16th European Conference on Personality, Trieste, Italy.

Rechter, E. (2012, June), *Evaluation, Personality and Emotions in Organizations*, Young Scholars Forum, College of Management Academic Studies, Rishon LeZion, Israel.

Rechter, E. (2012, May), *Individual Differences in Emotional Reactions of Manager to their Subordinates*, Personality in Israel: Research workshop on the implications of personality on employee reactions and organizational processes and outcome, Jerusalem, Israel.

Rechter, E., & Sverdlik, N. (2012, January), *Adolescence' Emotional Reactions to Leisure Activities as a Function of Activities' Domain and the Underlying Motivation for Involvement*, poster presented at SPSP 2012, San Diego, California.

Rechter, E. (2011, December), *Feedforward Interview Can Improve Performance Appraisals*, poster presented at IOBC 2011, Tel-Aviv.

Rechter, E., & Sverdlik, N. (2011, January), *Antecedents of Emotional Experiences in Adolescents: The Role of Personal Values, Attachment Styles and Leisure Activities*, poster presented at SPSP 2011, San Antonio, Texas.

Rechter, E., & Sverdlik, N. (2010, July), *Personal Values, Attachment Styles and the Emotional Experience of Adolescents: Direct and Mediated Effects*, poster presented at 15th European Conference on Personality, Brno, Czech Republic.

Rechter, E. (2010, January), *Emotional and Cognitive Reaction to Feedforward Intervention*, poster presented at SPSP 2010, Las Vegas, Nevada.

Rechter, E. (2009, June), *Success: What is it Good for? The Value of Learning from Our Successes*, SIT Conference, Ha'Kfar Ha'Yarok, Israel.

Rechter, E. (2009, March), *Social Emotions in Interpersonal Interactions*, Interdisciplinary Seminar, School of Business Administration, Hebrew University.

Rechter, E. (2008, December), *Feedforward Intervention*, Business Faculty, Ono Academic College.

Rechter, E., & Kluger, A. N. (2008, July), *Feedforward Intervention: Theoretical Model and Empirical Examination*, poster presented at 14th European Conference on Personality, Tartu, Estonia.

Rechter, E. (2008, June), *Feedforward Intervention as Means to Improve Performance*, Organizational Behavior Department Seminar, The Hebrew University of Jerusalem.

Levontin, L., & Rechter, E. (2008, May). *More than PA & NA: The Activation of Social Emotions*. The Israeli Forum for the Research of Emotions, Haifa, Israel.

Rechter, E., & Kluger, A.N. (2006, July), *Not All Employees Are the Same: Organizational Feedback as an Interpersonal Encounter*, 26th International Congress of Applied Psychology, Athens, Greece.

Rechter, E., & Kluger, A.N. (2003, June), *Individual Differences in Implicit Learning*. Dual Processing Conference, Ben Gurion University, Beer-Sheva, Israel.

Grants and Scholarships Received:

Dates	Research Topic	Funding Agency	Total (NIS)
10/2020-09/2012	Evaluation of Accelerator Programs	Ono Academic College' Research Institute	16460
02/2020-07/2020	Evaluation of MaofTech Accelerators (with Gil Avnimelech)	The small and Medium Business Agency (SMBA)	40000
07/2019-06/2020	Accelerators as a Tool for Enhancing women entrepreneurship (with Gil Avnimelech)	Eli Hurvitz Institute for Strategic Management	25000
10/2019-09/2020	Women in Accelerator Programs: Excellence in Research Grant	Ono Academic College Research Authority	8000
10/2019-09/2020	Accelerators as Mean to Enhance Women Entrepreneurship	Ono Academic College' Research Institute	12200
10/2018-09/2019	Accelerators as Mean to Enhance Women Entrepreneurship	Ono Academic College' Research Institute	9750

10/2017-09/2018	Managers' Motivations in Employee Development	Ono Academic College' Research Institute	17170
10/2016-09/2017	International Situation Project; The Feedforward Interview	Ono Academic College' Research Institute	15780
10/2015-09/2016	Personal Values and Leisure Activities	Ono Academic College' Research Institute	15000
10/2015-09/2016	Educational Mission Evaluation Project (with Noga Sverdlik)	HaKfar Ha, Yarok school's Distribution Center	12000
10/2013-10/2014	Research and Post Doc travel grant	Ono Academic College	50000
	Evaluation of Kav Ha'Zinuk Association (with Noga Sverdlik)	Edmond De Rothschild Center	10000
10/2012-09/2013	The Feedforward Interview	Ono Academic College' Research Institute	4500
10/2011-09/2012	The Feedforward Interview	Ono Academic College' Research Institute	10000
01/2012-09/2012	Individual Differences and Managers' Investment in Employee Development	The College of Management Research Authority	15500
10/2010-09/2011	The Feedforward Interview	Ono Academic College' Research Institute	10000
2010	Travel grant	The Authority for Research and Development, Hebrew University	
2003-2008	Travel grants	Recanati foundation, Hebrew University	
2002	Publishing grant	Yehushua Rabinovitz Fund for Culture and Art Support	15000
10/2003-09/2004	Hebrew-Arab poetry class grant	Helicon Society for the Advancement of Poetry in Israel	
10/1998-09/1999	Tuition and traveling grant for student exchange program in Leiden University, Holland	Hebrew University	

Writing (non-scientific):

2005	Creative Writing Instructors course, MATAN Association.
2004	Editorial board, Sha'ar international poetry festival, Helicon Society for the Advancement of Poetry in Israel.
2003 - 2004	Participation in Helicon Society's Hebrew-Arab poetry class.
2002	Publication of <i>Bedtime Story</i> , short stories collection, Gvanim Publishing, Tel Aviv.
2002	Received Yehushua Rabinovitz Fund for Culture and Art Support.
2002 - 2003	Producing 'Tmol Shalosh' literary events, Tmol Shilshom café, Jerusalem.
2001 - 2006	Member and magazine editor and coordinator of Words and Poets group, Jerusalem.
2000 - 2001	Writing and editorial board membership of Psycho magazine (Galileo Publishing).
1999 - 2001	Literary reviewer at Sfarim magazine, Haaretz.
1997 - 1999	Co-founder and co-editor of Golem students' literary magazine.
1997 - 1998	Journalist at Intellect national student magazine.
1996 - 2005	Prose and poetry publications at various magazines, papers and online magazines.