BAR-ILAN UNIVERSITY   **FACULTY OF SOCIAL SCIENCE**

DEPARTMENT OF EDUCATIONAL ADMINISTRATION AND LEADERSHIP

CURRICULUM VITAE

Orly Shapira-Lishchinsky, Ph.D.

PERSONAL DATA

E-mail:	shapiro4@ biu.ac.il
Place of Birth:	Israel
Marital Status:	Married with three children

EDUCATION

Year	Degree	Institution
1990-1994	B.Sc. Science in Education (Chemistry)	Technion, Israel
1996-2000	M.A Educational administration, curriculum, and mentoring	University of Haifa, Israel
2002-2006	Ph.D. Educational administration and leadership	University of Haifa, Israel
THESIS (M.A)**:**	The effect of mentoring style and team culture on mentoring effectiveness of science and technology teachers in ORT junior high schools	
DISSERTATION (Ph.D.):	Organizational ethics as predictors of teachers' withdrawal behaviors: Absence, lateness, and tendency to leave	
SUPERVISOR (M.A, Ph.D.):	Professor Zehava Rosenblatt, University of Haifa, Israel	

ACADEMIC AFFILATIONS/APPOINTMENTS

Year	Appointment	(Work Percentage)
2007	Instructor, Department of Educational Leadership, Administration & Policy, School of Education, Bar-Ilan University	100%
2009	Lecturer, Department of Educational Leadership, Administration & Policy, School of Education, Bar-Ilan University	100%
August 2010	Visiting Scholar, Fordham University, N.Y, at the Graduate Program, Applied Developmental Psychology Department	
2011-2015	Senior Lecturer – Tenure, Department of Educational Leadership, Administration & Policy, School of Education, Bar-Ilan University	100%
August-September 2012	Visiting Scholar, University at Albany, State University of New York, Albany, NY, Department of Educational Administration and Policy Studies.	
July 2015	Visiting Scholar, University of Missouri-Columbia, Department of Educational Leadership and Policy Analysis.	
Oct 2015-present	Associate professor– Tenure, Department of Educational Leadership, Administration & Policy, School of Education, Bar-Ilan University	100%
September 2016-August 2017	Research Scholar, University at Albany, State University of New York, Albany, NY, Department of Educational Administration and Policy Studies.	

SUPERVISION OF GRADUATE STUDENTS
M.A. Students:

Year	Name of Student	Subject	Student's achievements
In the past:			
2007-2010	Viki Eliaz	The relationship between teachers' perceptions of organizational team culture and organizational effectiveness: A comparative study	Publication in: '*Educational Practice and Theory*'
2009-2012	Sigalit Semach	Principals' authentic leadership and psychological empowerment as antecedents of teachers' citizenship and withdrawal behaviors	Publications in: ' *Educational Administration Quarterly* ' and *'Megamot'*. Excellence award for best M.A thesis by the *'Local Chapter of Transparency*

Year	Name of Student	Subject	Student's achievements
			International', Tel-Aviv University (NIS 5000).
2010-2012	Gamal Eisan	Towards development and validation of a measure of teachers' absenteeism attitude	Publication in: ' *Journal of Educational Administration*'
2011-2013	Anat Shaar	Towards developing a code of ethics among Israeli teachers based on team simulations	Publication in: *Religious Education* Excellence award for M.A thesis by the *'Local Chapter of Transparency International',* Tel-Aviv University
2012-2014	Tehila Rapter	Teachers' perceptions and attitudes as predictors of teachers' absenteeism and organizational behaviors: Comparing mainstream and special education schools	Publication in: *Educational Management Administration & Leadership.*
2012-2014	Zipi Zveda	Teachers' psychological empowerment through experiencing ethical dilemmas in Team- based Simulations.	
2014-2016	Erez Zazovsky	Testing the relationship between perceptions of parental involvement and academic achievements in Israel through international assessment tests (TIMSS)	Accepting to PhD President excellence award, Bar-Ilan University (NIS 48,000 per year). Presentation in international conference (ECER).
2012-2015	Adi Naaman	School counselor's psychological empowerment as a mediator between principal's and counselor's perceptions and organizational behaviors among counselors	Excellence award for M.A achievements, Bar-Ilan University
2014-2016	Geva Iftach	School's logos as school's vision proxies: Is there a gap between the declared policy and the actual policy?	Excellence award for M.A achievements, Bar-Ilan University

PhD Students:

Year	Name of Student	Subject	Student's achievements
2012-2016	Tania Levy-Gazenfrantz	The motivational background of organizational citizenship behavior and organizational misbehavior among pedagogical and administrative staff at the Israeli Ministry of Education	Publications in: *'School Leadership & Management'*, and *'Educational Management Administration &*

Year	Name of Student	Subject	Student's achievements
			Leadership '. Excellence award for PhD thesis by the 'Local Chapter of Transparency International', Tel-Aviv University (NIS 5000). Excellence award for PhD achievements, Bar-Ilan University (NIS 13,000). Presentation in international conference (ISEP).
2013-present	Avi Ohayon	Exploring the ethical aspects of TIMSS international learning assessments	Excellence award for PhD thesis by the 'Local Chapter of Transparency International', Tel-Aviv University Excellence award for PhD achievements, Bar-Ilan University (NIS 8,000).
2013-2017	Ifaat Davidof	Team based simulations among teacher trainees: Coping with ethical dilemmas in cases of violence at school	Excellence award for PhD achievements, Bar-Ilan University (NIS 6,000).
2014-present	Reut Gamliel	The relationship of authentic leadership and school ethical climate to citizenship behavior and social loafing among Israeli school teachers	President excellence award, Bar-Ilan University (NIS 48,000 per year)
2014-present	Noa Tal	Ethical Dilemmas Arising by the Employment of Physically Disabled Teachers: Developing a Multi Dimensional Approach	President excellence award, Bar-Ilan University (NIS 48,000 per year)
2014-present	Libi Livne	Authentic leadership as a mediator between professional identity, organizational ethical climate and organizational citizenship behavior, organizational politics behavior and turnover among elementary school principals in Israel	
2014-present	Sigalit Semach	Professional identity and career aspirations as mediators between perception of the principal as an authentic leader and voluntary behavior among teachers in the Israeli educational	President excellence award, Bar-Ilan University (NIS 48,000 per year)

Year	Name of Student	Subject	Student's achievements
		system	
2014-present	Miri Ben-Amram	Learner Centered Education: Team-based Simulations as a Tool for Developing Ethics Code of Conduct among Counselors and Employers in Supported Employment Frames	

AWARDS /HONORS

Year	Role in Research	Topic	Funded by	Amount
2003-2005	PI	The ethical aspects of teachers' withdrawal behaviors	Scholarship to fund Ph.D. studies, University of Haifa	$12,000 per year
2005	PI	Organizational ethics as predictor of teachers' absenteeism	Prize of The Israeli Industrial Relations Association	$1,000
2006	PI	The ethical predictors of employees' absenteeism	CRANET Research Grant	$2,500
2008	Researcher	A time framework for the relations of lateness and absence to organizational ethics	Best Paper Proceedings: Academy of Management	
2009	Researcher	Organizational ethics as predictors of teachers' lateness, absence and tendency to leave	The winner of the 2009 Emerald/EFMD Outstanding Doctoral Research Award in the Education and Leadership Strategy category	1500 €
2011	PI (with Prof. Glanz from Yeshiva University, NY)	Developing ethical guidelines among USA and Israeli teachers: Team-based Learning	The Lookstein Center Grant, Bar-Ilan University	$5000
2012	PI	Psychological empowerment as a mediator between authentic leadership and teachers' withdrawal and citizenship behaviors	Rector's Grant, Bar-Ilan University	$5000
2014-2015	PI	The ethical aspects of human resource management in education	Schnitzer Foundation	$3,000
2015	PI	School principal leadership as perceived by teachers in Israel and the United States	Vice President for Research Foundation	$7,600
2016	PI	HR in educational systems	Prize of Goldberg foundation, KKL organization	$1,500

GRANTS

Year	Role in Research	Topic	Name of the foundation	Amount/Grade
2011	PI (with Prof. Glanz from Yeshiva University, NY)	Developing ethical guidelines among USA and Israeli teachers: Team-based Learning	The Lookstein Center Grant, Bar-Ilan University	$5000
2014	PI	Team-based Simulations: Towards developing ethical codes	Shalem Foundation	$38,000
2016-2018	PI	Interdisciplinary model of schooling: Exploring ethical culture in international science assessments	MARIE SKŁODOWSKA-CURIE -Individual Fellowships, Horizon 2020, European Commission	88,659 EUR
2016-2018	PI (with Prof. Schechter, Dr. Klein, Dr. Benoliel)	Successful School Leadership as a Means for Retaining Novice Teachers: Towards Developing a School Ecological Culture Measure	Israeli Ministry of Education	$82,500

COURSES TAUGHT / TEACHING EXPERIENCE

Title	Year	Type	Degree
Mentoring and leading teams	2007- present	Lecture	M.A.
Leadership and policy: Team-based - Simulations	2007- present	Workshop	B.A., M.A.
Organizational ethics	2007- 2011	Lecture /Workshop	B.A., M.A.
Managerial thinking in education	2006- present	E-learning course	B.A
Entrepreneurship and organizational change in educational systems	2006- present	Lecture /Workshop	M.A.
Human resource management in educational systems	2006 -present	Seminar	M.A.

 MAIN RESEARCH INTERESTS

1. Comparative education

2. International assessment in science and math

3. Teachers' withdrawal behaviors (lateness, absenteeism, and turnover) in educational

   Systems

4. Organizational ethics; Ethical dilemmas in educational systems

5. Mentoring in educational systems, Simulation-based workshops

 PROFESSIONAL FUNCTIONS :

 Member of the editorial board: *International Journal of Educational Management, Journal of*

 Education and Training Studies.

 Member of 'COST' (an intergovernmental framework for European Cooperation, category:

 Individuals, Societies, Cultures).

 Member of "International Successful School Principals Project" (ISSPP).

 Review of Ph.D. dissertations

 University of Haifa (four dissertations)

 Memberships in professional associations:

 -American Educational Research Association (AERA)

 -The British Educational Leadership Management and Administration Society (BELMAS)

 -Moral Education (AME)

 -New DEEL- Democratic and Ethical Leadership, University Council for Educational

  Administration

 Organization of conferences or sessions

  April 2009: The Annual Educational Leadership Conference, School of Education, Bar-
         Ilan University, Israel.

  May 2010: 3rd Annual Educational Administration Conference, School of Education, Bar-
         Ilan University, Israel.

  2014:   The Colloquium meetings, School of Education, Bar-Ilan University, Israel.

 Keynote Speaker

    1. **Shapira-Lishchinsky, O.** (2005). Organizational ethics as predictors of work absence and
       lateness: Gender differences. **Symposium** at SIOP - Society for Industrial and
       Organizational Psychology, April, Los Angeles.

    2. **Shapira-Lishchinsky, O.** (2011). Keynote Speaker: Authentic leadership as a predictor of
       teachers' withdrawal behaviors. 16 Annual Leadership & Ethics Conference. September,
       Victoria, British Columbia, Canada.

Additional Information

Ad-hoc Reviewer: *'Journal of Educational Administration'*, *'Educational Management,*

Administration and Leadership', *'International Journal of Educational Management'* , *'Human*

Resource Management Journal'; 'Teaching and Teacher Education'.

2012	Acting head of Educational Administration, Leadership and Policy Department
2013-present	-Chairwoman of the ethics committee, School of Education, Bar-Ilan University. -Member of the Bar-Ilan University ethics committee
2014	-Member of an evaluation committee preparing a report to the Council for Higher Education ('Malag'), School of Education, Bar-Ilan University
2015-present	-Presenter in Mayors' Forum (Discussing options of collaboration between School of Education, Bar-Ilan University and cities near Bar-Ilan University)

LIST OF PUBLICATIONS

BOOKS

Shapira-Lishchinsky, O. (2017). *Organizational Ethics in Human Resources Management in Israel's Educational System.* Padres publication, Haifa (Hebrew)

CHAPTERS IN BOOKS

Rosenblatt, Z. & **Shapira-Lishchinsky, O.** (2010). A Re-examination of the withdrawal syndrome vis-à-vis organizational ethics in schools (2010). In: R.J. Burke, E.C. Tomlinson, & C.L. Cooper (Eds.). *Crime and corruption in organizations: Why it occurs and what to do about it* (pp.187-211). Farnham: Gower Publishing, UK.

ARTICLES IN REFEREED JOURNALS

1. **Shapira-Lishchinsky, O.** (2007). Israeli teachers' perceptions of lateness: A gender comparison. *Sex Roles*, 57, 3/4, 187-199.

2. **Shapira-Lishchinsky, O.** & Rosenblatt, Z. (2009). Perceptions of organizational ethics as predictors of work absence: A test of alternative absence measures. *Journal of Business Ethics,* 88 (4), 717-734.

3. **Shapira-Lishchinsky, O.** (2009). Israeli teachers' perceptions of mentoring effectiveness. *International Journal of Educational Management*, 23(5), 390-403.

4. **Shapira-Lishchinsky, O.** & Rosenblatt, Z. (2009). Organizational ethics and teachers' intent to leave: An integrative approach. *Educational Administration Quarterly,* 45(5), 725-758.

5. **Shapira-Lishchinsky, O.** (2009). Ethical Dilemmas: The Experiences of Israeli Nurses. *Qualitative Health Research*, 19 (11), 1602-1611.

6. **Shapira-Lishchinsky, O.** (2009). Towards professionalism: Ethical perspectives of Israeli teachers. *European Journal of Teacher Education*, 32(4), 473-487.

7. **Shapira-Lishchinsky, O.** & Orland-Barak, L. (2009). Ethical dilemmas in teaching: The Israeli case. *Education and Society*, 27 (3), 27-45.

8. **Shapira-Lishchinsky, O.** (2009). Israeli male versus female teachers' intent to leave work. *Gender in Management-An international Journal*, 24 (7), 543-559.

9. **Shapira-Lishchinsky, O.** & Rosenblatt, Z. (2010). School ethical climate and teachers' voluntary absence. *Journal of Educational Administration*, 48 (2), 164-181.

10. **Shapira-Lishchinsky, O.** & Aziel, V. (2010). Team culture perceptions, commitment, and effectiveness: Teamwork effects. *Educational Practice and Theory,* 32 (2), 33-56.

11. Rosenblatt, Z., **Shapira-Lishchinsky, O.** & Shirom, A. (2010). Absenteeism in Israeli schoolteachers: An organizational ethics perspective. *Human Resource Management Review,* 20, 247-259.

12. **Shapira-Lishchinsky, O.** (2010). Ethical dilemmas in teaching and nursing: The Israeli case, *Oxford Review of Education*, 36 (6), 731-748.

13. **Shapira-Lishchinsky, O.** (2011). Teachers' critical incidents: Ethical dilemmas in teaching practice, *Teaching and Teacher Education*, 27, 648-656.

14. **Shapira-Lishchinsky, O.** & Even-Zohar, S. (2011).Withdrawal behaviors syndrome: An ethical perspective, *Journal of Business Ethics*, 103(3), 429-451.

15. **Shapira-Lishchinsky, O**. (2012). Developing ethical knowledge in the spirit of Judaism, *Religious Education*, 107 (1), 73-90.

16. **Shapira-Lishchinsky, O.** (2012) Teachers' withdrawal behaviors: Integrating theory and findings. *Journal of Educational Administration*, 50 (3), 307 - 326.

17. **Shapira-Lishchinsky, O.** (2012). Mentors' ethical perceptions: Implications for practice, *Journal of Educational Administration*, 50 (4), 437-462.

18. **Shapira-Lishchinsky, O.** (2013). Team-based simulations: Learning ethical conduct in teacher trainee programs, *Teaching and Teacher Education*, 33, 1-12.

19. **Shapira-Lishchinsky, O.** & Ishan, G*. (2013). Teachers' acceptance of absenteeism: Towards developing a specific scale, *Journal of Educational Administration*, 51(5), 594-617.

20. **Shapira-Lishchinsky, O.** (2013). An ethical approach to teachers' dysfunctional Behaviors: Voluntary lateness and voluntary absence, *Educational Practice and Theory*, 35 (2), 63-84.

21. **Shapira-Lishchinsky, O.** (2014). Simulations in nursing practice: Toward authentic leadership, *Journal of Nursing Management*, 22, 60-69.

22. **Shapira-Lishchinsky, O.** (2014). Toward developing authentic leadership: Team-Based Simulations, *Journal of School Leadership*, 24 (5), 979-1013.

23. **Shapira-Lishchinsky, O.** (2014). Simulation-based constructivist approach for education leaders, *Educational Management Administration & Leadership.*

24. **Shapira-Lishchinsky, O.** & Tsemah, S*. (2014). Psychological empowerment as a mediator between the teachers' perceptions of authentic leadership and their withdrawal and citizenship behaviors, *Educational Administration Quarterly,* 50(4), 672-712.

25. **Shapira-Lishchinsky, O.** (2014).Teacher Training Programs: Toward implementing a Naturalist Approach, *Curriculum and Teaching*, 29 (2), 25-41.

26. **Shapira-Lishchinsky, O**. (2014). The naturalist approach among future educational leaders: an Israeli case study, *International Journal of Leadership in Education.* DOI: 10.1080/13603124.2014.986209

27. **Shapira-Lishchinsky, O.** & Levy-Gazenfrantz, T*. (2015). Authentic leadership strategies in support of mentoring processes. *School Leadership & Management*, 1-19.

28. **Shapira-Lishchinsky, O.** & Gilat, I. Z. (2015). Official Policies' and 'Teachers' Tendency to Act': Exploring the Discrepancies in Teachers' Perceptions. *Education Policy Analysis Archives*, 23 (82), 1-20.

29. **Shapira-Lishchinsky, O.** & Levy- Gazenfrantz*, T. (2015). The multifaceted nature of mentors' authentic leadership and mentees' emotional intelligence: A critical perspective. *Educational Management Administration & Leadership, 1-15.*

30. **Shapira-Lishchinsky, O**. Glanz, J. & Shaer*, A. (2016). Team-based Simulations: Towards developing ethical guidelines among USA and Israeli teachers in Jewish schools, *Religious Education,* 1-20.

31. Tsemah, S.* & **Shapira-Lishchinsky, O.** (In press). The relationship between authentic leadership, psychological empowerment and teachers' withdrawal behaviors, *Megamot* (Hebrew).

32. Levy-Gazenfrantz, T. ***** & **Shapira-Lishchinsky, O.** (In press). Teachers perceptions: Authentic leadership, *I'yunim Be'minhal Uve'irgun Ha'chinuch* (Studies in Educational Administration and Organization) (Hebrew).

33. Litchka, P.R. & **Shapira-Lishchinsky** (2016). Planning educational policy: Teacher perceptions of school principal transformational leadership in Israel and the US. *Educational Planning*, 23(2), 45-58.

34. **Shapira-Lishchinsky, O.** (2016). From ethical reasoning to teacher education for social justice, *Teaching and Teacher Education,* 60, 245-255.

35. **Shapira-Lishchinsky, O.** & Raftar-Ozery*, T. (2016). School leadership, absenteeism acceptance, and school ethical climate as predictors of voluntary absence and organizational citizenship behaviors. *Educational Management Administration & Leadership*, 1-20. DOI: 10.1177/1741143216665841

36. Klein, J. & **Shapira-Lishchinsky, O.** (2016). Intergenerational sharing of knowledge as means of deepening the organizational learning culture in schools. *School leadership & Management,* 36(2), 133-150.

37. Rosenblatt Z. & **Shapira-Lishchinsky, O.** (In press).Temporal Withdrawal Behaviors in an Educational Policy Context. *International Journal of Educational Management.*

38. Zavelevsky, E*. & **Shapira-Lishchinsky**, O. (Accepted). Testing the relationship between perceptions of parental involvement and academic achievements in Israel through international assessment tests (TIMSS). *Dapim* (Hebrew)

39. **Shapira-Lishchinsky**, O. & Ben-Amram*, M. (2017): Exploring the social ecological model based on national student achievements: extracting educational leaders' role, *International Journal of Leadership in Education*, DOI: 10.1080/13603124.2017.1318956

   Note: *MA or PhD advisee

III. PAPERS PRESENTED AT SCIENTIFIC CONFERENCES

1. **Shapira-Lishchinsky, O.** (2004). The effect of mentoring style and team culture on mentoring effectiveness. Paper presented at the EARLIS'S, June, Istanbul (Oral presentation).

2. **Shapira-Lishchinsky, O.** (2005). Teachers' perception of school ethics as predictors of their work absence. Paper presented at the AERA, April, Montreal (Round table discussion).

3. **Shapira-Lishchinsky, O.**, & Rosenblatt, Z. (2007). Teachers' intent to leave and school ethics: The mediating effect of organizational commitment. Paper presented at the SIOP - Society for Industrial and Organizational Psychology, April, Los Angeles (Oral presentation).

4. **Shapira-Lishchinsky, O.** , & Rosenblatt, Z. (2008). Ethical climate and voluntary absence: The mediation effect of organizational commitment. Paper presented at the Academy of Management. August, Anaheim, California (Oral presentation).

5. **Shapira-Lishchinsky, O.** (2009). Gender differences in teachers' intent to leave in Israel. Paper presented at the AME Conference. July, Utrecht, the Netherlands (Oral presentation).

6. **Shapira-Lishchinsky, O.** (2009). Towards building a code of ethics: Israeli mentors' ethical dilemmas. Paper presented at the Annual UCEA Convention. November, Anaheim, California (Oral presentation).

7. **Shapira-Lishchinsky, O.** (2012). The relations between teacher withdrawal behavior (lateness, absence) and school ethics: An integrated analysis. Paper presented at the University Council for Educational Administration (UCEA). November, Denver, Colorado, US (Oral presentation).

8. **Shapira-Lishchinsky, O.** (2013). Principals' authentic leadership and psychological empowerment as antecedents of teachers' citizenship and withdrawal behaviors. Paper presented at the AERA. April , San Fransisco, California (Oral presentation).

9. **Shapira-Lishchinsky, O.**, & Levy- Gazenfrantz, T. (2014). The motivational backgrond of organizational citizenship behavior and organizational misbehavior among pedagogical and administrative staff at the Israeli Ministry of Education. Paper presented at the ISEP (International Society for Educational Planning),October, Kyrenia, Turkish Republic of Cyprus (Oral presentation).

10. **Shapira-Lishchinsky, O.** (2015). The gap between official policies' and 'teachers' tendency to act'. Paper presented at the ECER (European Educational Research Association). September, Budapest (Oral presentation).

11. **Shapira-Lishchinsky, O.** (2016). Critical ethical incidents: Toward teachers' ethics education. Paper accepted to the ECER (European Educational Research Association), August, Dublin, Ireland (Oral presentation).

12. Zavelevsky, E. & **Shapira-Lishchinsky**, O. (2016). Testing the relationship between perceptions of parental involvement and academic achievements in Israel through international assessment tests (TIMSS). ECER (European Educational Research Association), August, Dublin, Ireland (Oral presentation).

13. **Shapira-Lishchinsky**, O. (2017). Multiple Perspectives of Parental Involvment (TIMSS):The Israeli Case. CIES (The Comparative and International Education Society), March 5-9, 2017, Atlanta, GA

14. **Shapira-Lishchinsky**, O. (2017). Towards Equal Educational Opportunity. AERA (The American Educational Research Association), April 27-May 1, 2017, San Antonio, Texas (Division A-Administration, Section 4-School context).