

PASCALE BENOLIEL, PHD

BAR-ILAN UNIVERSITY

FACULTY OF SOCIAL SCIENCE

SCHOOL OF EDUCATION

EDUCATIONAL LEADERSHIP AND POLICY STUDIES

RAMAT GAN ISRAEL, 52900

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EDUCATION

| Year | Degree | Institution |
|-------------|-----------------------------------|--|
| 1997-2002 | B.Sc. (Education Biology-Science) | TECHNION, Haifa, Israel |
| 2003-2007 | M.A | University of Haifa, Israel |
| 2008-2012 | Ph.D. | University of Haifa, Israel |
| Summer 2014 | Post doctorate | University of Albany, SUNY, NY, USA |

ACADEMIC AFFILIATIONS/APPOINTMENTS

| Year | Appointment |
|--------------|--|
| 2014-present | Lecturer, Faculty member, School of Education Educational Administration, Leadership and Policy Bar-Ilan University, Ramat-Gan, Israel |
| 2013-2014 | Instructor, School of Education Educational Administration, Leadership and Policy Bar-Ilan University, Ramat-Gan, Israel |
| 2011-to 2014 | Lecturer, M.Ed. program Graduate School, Dept. of Learning and Instruction, Dept. of Early Childhood Program, School of Continuing Education & Professional Development Levinsky College of Education, Tel Aviv, Israel, Lecturer, M.Ed. program, |

2011-to Date Graduate School,
Dept. of Leadership and management in Education
College of Education, Jerusalem, Israel

2010-2013 Lecturer, M.A program
Graduate school,
Dept. of Counseling and Human Development
University of Haifa, Israel

COURSES TAUGHT/TEACHING EXPERIENCE

Undergraduate:

The Israeli Educational System
The Role of the Leader in School Policy Design
Simulation and study cases (Workshop)
Practical training in leadership (Workshop)
Formal and informal organizational systems (Online course)
Globalization, organizational change and development (Online course)

Graduate:

School Leadership in a multicultural society (Level 1)
School Leadership in a multicultural society (Level 2)

MAIN RESEARCH INTERESTS

1. School leadership (participative management and boundary activities)
2. Team leadership and teamwork
3. PISA, Comparative research, cross-cultural research and quantitative research
4. Organizational theory, personality and individual differences

PROFESSIONAL FUNCTIONS

2014- Reviewer *Journal of Educational Administration*
present *International Journal of Leadership in Education*
Teacher College Record
Small group research
Frontiers in Psychology, Psychology for Clinical Settings
The Social Science Journal

2018- Referee for The French Ministry for Europe and Foreign Affairs awards -
present fellowships

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| 2016 | Member of the School of Education Ethics committee |
| 2016 | Chair of the Final Examination for Graduate Students. |
| 2017 | Member of the School of Education committee of integration and orientation of new students. |
| 2018 | Chair for the 'Open House days' for the School of Education |

AWARDS/GRANT/HONORS

| | | |
|-----------|---|-------------|
| 2018-2019 | Shapira O. (PI), Benoliel, P. (PI), Schechter, C. (PI), Klein, J. (PI). Chief Scientist – Israel's Ministry of Education: An extension of a granted research to analyze qualitative data <i>Successful school leadership as a means for retaining novice teachers: Towards developing a school ecological culture measure</i> | NIS 80,000 |
| 2016-2018 | Shapira O. (PI), Benoliel, P. (PI), Schechter, C. (PI), Klein, J. (PI). Chief Scientist – Israel's Ministry of Education: <i>Successful school leadership as a means for retaining novice teachers: Towards developing a school ecological culture measure</i> | NIS 299,750 |
| 2013 | The Highly Commended Award Winner of the 2012 Emerald/EFMD Outstanding Doctoral Research Awards in the Education and Leadership strategy category | |
| 2009 | Grant for article publication, University of Haifa | NIS 500 |
| 2010 | PhD Excellency scholarship, University of Haifa | NIS 48,000 |
| 2010 | Research financing fund, University of Haifa | NIS 3,000 |

LIST OF PUBLICATIONS

Articles in Refereed Journals/Periodicals

1. **Benoliel, P.** (In press). Managers as boundary spanners and school violence: The mediating role of school management teams. *Educational Management and Administration Leadership*.

2. Berkovich, I. & **Benoliel, P.** (In press). Marketing teacher quality: Critical discourse analysis of OECD documents on effective teaching and TALIS. *Critical Studies in Education*.
3. **Benoliel, P.** & Berkovich, I. (In press). Understanding OECD representations of teachers and teaching: A visual discourse analysis of covers in OECD documents. *Globalization, Societies and Education*.
4. **Benoliel, P.** & Schechter, C. (2018). Teamwork doubting and doubting teamwork. *Improving schools*, 21(3), 225–239.
5. **Benoliel, P.** & Somech, A. (2018). A new perspective for understanding the role of school managers: The impact of principals' boundary activities on the effectiveness of school management team. *Teachers College Record*, 120(3), 1-40.
6. **Benoliel, P.** & Berkovich, I. (2017). A Cross-National Examination of the Effect of the Schwartz Cultural Dimensions on PISA Performance Assessments. *Social Indicators Research*, 139(2), 825-845.
7. **Benoliel, P.** & Schechter, C. (2017). Is it Personal? Teacher's Personality and the principal's role in Professional Learning Communities. *Improving Schools*, 1-14.
8. **Benoliel, P.** & Berkovich, I. (2017). There is No 'T' in School Improvement: The Missing Team Perspective. *International Journal of Educational Management*, 31(7), 922-929.
9. **Benoliel, P.** & Schechter, C. (2017). Promoting the school learning processes: principals as learning boundary spanners. *International Journal of Educational Management*, 31(7), 878-894.
10. Berkovich, I. & **Benoliel, P.** (2017). The educational aims of the OECD in its TALIS insight and lesson reports: Exploring societal orientations. *Critical Studies in Education*. <http://dx.doi.org/10.1080/17508487.2017.1370428>
11. **Benoliel, P.** & Barth, A. (2017). The implications of the school's cultural attributes in the relationships between participative leadership and teacher job satisfaction and burnout. *Journal of Educational Administration*, 55(6), 640-656.
12. **Benoliel, P.** (2017). Managing school management team boundaries and school improvement: An investigation of the school leader role. *International Journal of Leadership in Education*, 20(1), 57-86.
13. **Benoliel, P.** & Somech, A. (2016). Functional heterogeneity and senior management team effectiveness. *Journal of Educational Administration*, 54(4), 492-512.
14. **Benoliel, P.** & Somech, A. (2015). The role of leader boundary activities in enhancing interdisciplinary team effectiveness. *Small Group Research*, 46(1), 83–124.

15. **Benoliel, P. & Somech, A.** (2014). The health and performance effects of participative leadership: Exploring the moderating role of the big five personality dimensions. *European Journal of Work and Organizational Psychology*, 23(2), 277-294.
16. **Benoliel, P. & Somech, A.** (2010). Who benefits from participative management? *Journal of Educational Administration*, 48(3), 285-308.

Accepted for publication

1. Barth, A. & **Benoliel, P.** Cultural attributes for leadership style in school principals in Israel. *Religious study*.
2. **Benoliel, P.**, Shaked, H., *Nadav N., & Schechter, C. Principals' systems thinking: Antecedents and consequences. *Journal of Educational Administration*

Submitted

1. **Benoliel, P. & Berkovich, I.** Ideal teachers according to TALIS: Societal orientations of education and the global diagnosis of teacher self-efficacy. *Teacher and Teaching: Theory and practice*.
2. Shaked, H. & **Benoliel, P.** Instructional Boundary Management: The Complementarity of Instructional Leadership and Boundary Management. *Educational Management and Administration Leadership*.

Peer Reviewed Scientific Chapters:

1. Shaked, H., Benoliel, P., Nadav N., & Schechter, C. (2018). Principals' systems thinking: The meaning and measure of a leadership construct. In H. Shaked, C. Schechter & A. Daly (Eds). *Leading holistically: How schools, districts, and states improve systemically*. New York: Routledge.

PAPERS PRESENTED AT SCIENTIFIC CONFERENCES

(Note: * indicates graduate student co-author).

INTERNATIONAL CONFERENCES

1. **Benoliel, P. & Berkovich, I.** (2017, April). *A Cross-National Comparison for Understanding the Relationship between the Schwartz Human Values and Variations in PISA Achievements*. Paper presentation at the Comparative and International Education Society, CIES, San Francisco, CA.

2. **Benoliel, P.** (2019, April). *Principals' Boundary Activities and School Violence: The Mediating Role of School Management Teams' Effectiveness*. Roundtable presentation at the Annual Meeting of the American Educational Research Association AERA, Toronto, CANADA.
3. **Benoliel, P.**, Shaked, H., *Nadav N., & Schechter, C. (2019, April). *School Principals' Systems Thinking: Antecedents and Consequences*. Paper presentation at the Annual Meeting of the American Educational Research Association AERA, Toronto, CANADA.
4. Shaked, H., **Benoliel, P.**, *Nadav N., & Schechter, C. (2018, November). *Principals' systems thinking: The meaning and measure of a leadership construct*. Paper presentation at the Annual Conference of the University Council for Educational Administration UCEA, Houston, TX.
5. Nadav, N., **Benoliel, P.**, Shaked, H., & Schechter, C. (2018, November). *Exploring school principals' systems thinking competency*. Paper accepted for presentation at the Annual Conference of the University Council for Educational Administration UCEA, Houston, TX.
6. **Benoliel, P.** (2018, October). *A cultural perspective for understanding the implications of participative decision-making in schools*. Paper accepted for presentation at the Annual Meeting of the International Society for Educational Planning ISEP, Charleston, SC.
7. **Benoliel, P.** (April, 2018). *School cultural characteristics and teachers' burnout: The dark side of participative management*. Roundtable presentation at the Annual Meeting of the American Educational Research Association AERA, New York, NY.
8. **Benoliel, P.** & Barth, A. (2017, November). *The implications of the school's cultural attributes in the relationships between participative leadership and teacher job satisfaction and burnout*. Paper presentation at the Annual Conference of the University Council for Educational Administration UCEA, Denver, CO.
9. **Benoliel, P.** & Berkovich, I. (2017, April). *A Cross-National examination of the effect of the Schwartz human values on PISA performance assessments*. Roundtable presentation at the Annual Meeting of the American Educational Research Association AERA, San Antonio, TX.
10. **Benoliel, P.** & Somech A. (2016, November). *A new perspective for understanding the role of school managers: The impact of principals' boundary activities on the effectiveness of school management team*. Paper presentation at the Annual Conference of the University Council for Educational Administration UCEA, Detroit, MI, 2016.
11. **Benoliel, P.** & Somech A. (2016, July). *Functional heterogeneity and interdisciplinary team effectiveness: The role of leader's boundary activities*. Paper accepted for presentation at the 31st International Congress of Psychology, ICP, Japan.

12. **Benoliel, P.** & Somech A. (2016, January). *Functional heterogeneity and team effectiveness: The mediating role of leadership*. Paper presentation at the International Organizational Behavior Conference IOBC, Tel Aviv, Israel.
13. **Benoliel, P.** & Somech A. (2015, October). *Promoting senior management team effectiveness: The mediating role of school leadership*. Paper presentation at the Annual Meeting of the International Society for Educational Planning, ISEP, Baltimore, MD.
14. **Benoliel, P.** (2014, August). *Leading school management teams: An investigation of the school leader boundary activities*. Invited lecture conference at the SEACHange Organization Department of Educational Administration and Policy Studies (EAPS), University at Albany, State University of New York, NY.
15. **Benoliel P.** (2014, July). *Boundary leadership and school effectiveness improvement: Exploring the antecedents and consequences of the leader's external and internal activities*. Paper presentation at the 28th International Congress of Applied Psychology ICAP, Paris, FRANCE.
16. **Benoliel P.** & Somech A. (2014, July). *Functional heterogeneity of school management team: understanding their dynamic, enhancing their effectiveness*. Poster presentation at the 28th International Congress of Applied Psychology, ICAP, Paris, FRANCE.
17. **Benoliel P.** (2014, April). *Managing from the boundary in school management team and school effectiveness: An investigation of the school leader role*. Paper presentation at the Annual Conference of the American Educational Research Association AERA, Philadelphia, PA.
18. **Benoliel P.** & Somech A. (2014, April). *Functional heterogeneity of senior management team: The mediating role of school leadership*. Roundtable presentation at the Annual Meeting of the American Educational Research Association AERA, Philadelphia, PA.
19. **Benoliel, P.** (2013, July). *A boundary perspective to school leadership: Investigating the school leaders' activities*. Paper presentation at the 6th International Conference on Teacher Education, Jerusalem, ISRAEL.

LOCAL CONFERENCES

1. *Tsaduk, A. & **Benoliel P.** (2018, June). *Transformational leadership among school mid-level leaders*. Paper presentation at the Annual Conference of Educational Leadership Departments, Jerusalem College.
2. *Nadav, N., Shaked, H., **Benoliel, P.**, & Schechter, C. (2018, June). *Principals' systems thinking: The meaning and measure of a leadership construct*. Paper presentation at the Annual Conference of Educational Leadership Departments, Jerusalem College.

3. *Ayala, H., Barth A., & **Benoliel P.** (2018, June). *Teachers' job satisfaction as a mediator in the relationship of participative leadership to teachers' organizational commitment*. Poster presentation at the Annual Conference of Educational Leadership Departments, Jerusalem College.
4. *Haouzi, Z., Barth A., & **Benoliel P.** (2018, June). *Transformational, transactional and participative leaderships as predictors of organizational commitment among ultra-orthodox teachers*. Poster presentation at the Annual Conference of Educational Leadership Departments, Jerusalem College.
5. **Benoliel, P.** & Berkovitch, I. (2017, June). *A Cross-National examination of the effect of the Schwartz human values on PISA performance assessments*. Paper presentation at the Annual Conference of Educational Leadership Departments, Oranim College.
6. *Bitan, Y., *Gomery, H., *Dvash, D., *Zlof, Y., *Wineberg, E., **Benoliel P.** & Bart A. (2017, June). *The relationships of professional, organizational and leadership variables to parental involvement and teacher' perceptions regarding parental involvement*. Poster presentation at the Annual Conference of Educational Leadership Departments, Oranim College.
7. *Breverman, D., *Bernes, Y., *Hai, N., *Herbert, A., *Haimovich, H., Barth, A. & **Benoliel, P.** (2017, June). *Predicting teachers' job satisfaction by professional, organizational and leadership variables, and teachers' job satisfaction as a mediator between leadership styles and teachers' burnout*. Poster presentation at the Annual Conference of Educational Leadership Departments, Oranim College.
8. **Benoliel, P.** & Barth, A. (2015, June). *A cultural perspective toward understanding the positive and negative influences of participative leadership on teachers' satisfaction and burnout*. Paper presentation at the Annual Conference of Educational Leadership Departments, Orot Israel College, Elkana.
9. *Polak, S., *Lapid, B., Barth, A. & **Benoliel, P.** (2015, June). *Teachers' empowerment and autonomy as mediators in the relationship between participative leadership and teachers' satisfaction at the workplace*. Poster presentation at the Annual Conference of Educational Leadership Departments, Orot Israel College, Elkana.
10. *Shelin, S., *Berholev, A., **Benoliel, P.** & Barth, A. (2015, June). *Teachers' satisfaction at the workplace as mediating the relationship between participative leadership and teachers' burnout*. Poster presentation at the Annual Conference of Educational Leadership Departments, Orot Israel College, Elkana.
11. *Aloyli, A., *Rifkind, S., *Pond, M., *Zuckerman, R., Barth, A. & **Benoliel, P.** (2015, June). *Neuroticism as a moderators in the relationship between participative leadership and*

- teachers' burnout*. Poster presentation at the Annual Conference of Educational Leadership Departments, Orot Israel College, Elkana.
12. **Benoliel, P.** & Somech, A. (2014, June). *Functional heterogeneity of senior management team: The mediating role of school leadership*. Paper presentation at the Annual Conference of Educational Leadership Departments, Hemdat Hadarom College, Sderot.
 13. **Benoliel, P.** & Somech, A. (2013, June). *Who benefits from participative leadership? Exploring the moderating role of the big five personality dimensions*. Paper presentation at the Annual Conference of Educational Leadership Departments, Gordon College of Education, Haifa.
 14. Barth, A. & **Benoliel, P.** (2015, June). *In-culture and out-of-culture ultra-Orthodox elementary school teachers: Toward understanding the differences in burnout and satisfaction at work*. Paper presentation at the Departmental Seminar of Leadership and Policy in Education, Jerusalem College, Jerusalem.
 15. **Benoliel, P.** (2014, June). *School Effectiveness improvement: Exploring the antecedents and consequences of the school leader's external and internal activities at the individual, team and organizational levels*. Paper presentation at the Departmental Seminar of Leadership and Policy in Education, Jerusalem College, Jerusalem.
 16. **Benoliel, P.** & Bart, A. (2014, June). *A cultural perspective toward understanding the positive and negative influences of participative leadership on teachers' organizational commitment and burnout*. Paper presentation at the Departmental Seminar of Leadership and Policy in Education, Jerusalem College, Jerusalem.
 17. **Benoliel, P.** (2012, May). *Managing from the boundary in Senior Management Teams: Exploring the antecedents and consequences of the leader's external and internal activities at the individual, team and organizational levels*. Paper presentation at the Departmental Seminar, Leadership and Policy in Education, Haifa University, Haifa, 2012.
 18. **Benoliel, P.** & Somech, A. (2012, June). *Managing from the boundary in Senior Management Teams and school effectiveness improvement: A multilevel investigation of the school leader activities*. Paper presentation at the Annual Conference of Educational Leadership Departments, Ben Gurion University of the Negev, Beer-Sheva.
 19. **Benoliel, P.** (2012, June). *Managing from the boundary in Senior Management Teams: Exploring the antecedents and consequences of the leader's external and internal activities at the individual, team and organizational levels*. Paper presentation at the Conference of Doctorate Students, Leadership and Policy in Education, Haifa University, Haifa.
 20. **Benoliel, P.** (2010). Lecture Marathon (Finalist). *Managing from the boundary in Senior Management Teams: Exploring the antecedents and consequences of the leader's external and*

internal activities at the individual, team and organizational levels. Paper presentation at the Mandel Scholars in Education Program, Mandel Leadership Institute, Jerusalem.

Conference Presentation Reviewer

2016-Present: University Council for Educational Administration – Annual Meeting

Association Memberships

2014-Present: American Educational Research Association

2016-Present: University Council for Educational Administration

2014-Present: Member of the IAAP International Association of Applied Psychology

LANGUAGES

French mother tongue, **English** fluent, **Hebrew** fluent.