

Shaul Oreg - Curriculum Vitae

Higher Education

1991-1994	Tel-Aviv University	B.A. in Psychology and Computer Sciences
1994-1997	Ben-Gurion University	M.A. in Clinical Psychology
1999-2003	Cornell University	Ph.D. in Organizational Behavior (Advisors: Tove Hammer, Daryl Bem, & Martin Wells)

Academic Positions

Period	Institution	Rank
2020	The Hebrew University	Full Professor
2015 – 2017	Cornell University	Visiting Professor
2011 – 2020	The Hebrew University	Associate Professor
2009 – 2010	Cornell University	Visiting Professor
2008 – 2011	University of Haifa	Senior Lecturer
2008	Cornell University	Visiting Professor
2003 – 2008	University of Haifa	Lecturer
2003	Cornell University	Lecturer

Other Academic Activity

2020 –	Associate Editor, <i>Personnel Psychology</i>
2015 – 2020	Associate Editor, the <i>Journal of Organizational Behavior</i>
2015	Co-founder (with Maria Vakola) of the <i>International Forum for the Psychology of Organizational Change (IFPOC)</i> .
2013 –	Editorial board member, <i>Personnel Psychology</i>
2012 –	Editorial board member, <i>Journal of Organizational Behavior</i>
2012 –	Editorial board member, <i>Journal of Change Management</i>

Research Grants

Period	Funding source	Amount awarded
2020-2022	<i>German Research Foundation, DFG</i>	\$230,000
2019-2024	<i>Israel Science Foundation</i>	\$200,000
2014-2019	<i>Yad Hanadiv</i>	\$190,000
2014-2018	<i>Israel Science Foundation</i>	\$100,000
2012-2015	<i>Ministry of Education</i>	\$50,000
2012-2014	<i>Caesarea Fund</i>	\$60,000
2010-2013	<i>Israel Science Foundation</i>	\$100,000
2010-2012	<i>Avnei Rosha Institute</i>	\$70,000
2007-2009	<i>Israel Science Foundation</i>	\$50,000
2006-2008	<i>Israel Foundation Trustees</i>	\$20,000

List of Publications

Books

Oreg, S., and Goldenberg, J. (2015). *Resistance to Innovation*. University of Chicago Press.

Oreg, S., Michel, A., and By, R. T. (Eds.) (2013). *The psychology of organizational change: Viewing change from the employee's perspective*. Cambridge University Press.

Journal Articles

Oreg, S. & Tzelgov, J., (1999), Memory Retrieval or Use of Algorithm: The Stroop Effect in a New Algorithmic Task, *Psychologia - Israel Journal of Psychology*, 8(1), 65-74.

Oreg, S., (2003), Resistance to change: Developing an individual differences measure. *Journal of Applied Psychology*, 88(4), 680-693.

Roberson, Q., Collins, C. & Oreg, S., (2005), The effects of recruitment message specificity on applicant attraction to organizations. *Journal of Business and Psychology*, 19(3), 319-339.

- Oreg, S., (2006), Personality, context and resistance to organizational change, *European Journal of Work and Organizational Psychology*, 15(1), 73-101.
- Oreg, S. & Katz-Gerro, T., (2006), Predicting pro-environmental behavior cross-nationally: National values and the theory of planned behavior. *Environment and Behavior*, 38(4), 462-483.
- Goldenberg, J. & Oreg, S., (2007), Laggards in disguise: Resistance to adopt and the Leapfrogging Effect. *Technological Forecasting and Social Change*, 74, 1272-1281.
- van Dam, K., Oreg, S., & Schyns, B., (2008), Daily work contexts and resistance to organizational change: The role of leader-member exchange, perceived development climate, and change process quality. *Applied Psychology: An International Review*, 57(2), 313-334.
- Herzog, S., & Oreg, S., (2008), Chivalry and the moderating effect of ambivalent sexism: Individual differences in crime seriousness judgments. *Law and Society Review*, 42(1), 45-73.
- Berson, Y., Oreg, S., & Dvir, T., (2008), CEO values, organizational culture, and firm outcomes. *Journal of Organizational Behavior*, 29, 615-633.
- Oreg, S., & Nov, O., (2008), Exploring Motivations for contributing to open source initiatives: The roles of contribution context and personal values. *Computers in Human Behavior*, 24, 2055-2073.
- Oreg, S., Bayazit, M., Vakola, M., Arciniega, L., Armenakis, A., Barkauskiene, R., Bozionelos, N., Fujimoto, Y., Gonzalez, L., Han, J., Hrebickova, M., Jimmieson, N., Kordacova, J., Mitsuhashi, H., Mlacic, B., Feric, I., Kotrla, M., Ohly, S., Saksvik, P., Hetland, H., Saksvik, I., & van Dam, K., (2008), Dispositional resistance to change: Measurement equivalence and the link to personal values across 17 nations. *Journal of Applied Psychology*, 93(4), 935-944.
- Oreg, S., Nevo, O., Metzger, H., Leder, N., & Castro, D., (2009), Dispositional resistance to change and occupational interests and choices. *Journal of Career Assessment*, 17(3), 312-323.
- Sverdlik, N. & Oreg, S., (2009), Personal values and conflicting motivational forces in the context of imposed change. *Journal of Personality*, 77(5), 1437-1466.

- Oreg, S. & Bayazit, M., (2009), Prone to bias: Development of a bias taxonomy from an individual differences perspective. *Review of General Psychology*, 13(3), 175-193.
- Oreg, S., (2009), A call for greater caution in drawing conclusions from individual samples: A comment on "A Test of the Measurement Validity of the Resistance to Change Scale in Russia and Ukraine", *Journal of Applied Behavioral Science*, 45(4), 490-493.
- Oreg, S., & van Dam, K., (2009), Organizational justice in the context of organizational change. *Netherlands Journal of Psychology*, 65(4), 127-135.
- Goldenberg, J., Lowengart, O., Oreg, S., & Bar-Eli, M., (2010), How do revolutions emerge? Lessons from the Fosbury Flop. *International Studies of Management and Organization*, 40(2), 30-51.
- Oreg, S. & Sverdlik, N., (2011), Ambivalence toward imposed change: The conflict between dispositional resistance to change and the orientation toward the change agent, *Journal of Applied Psychology*, 96(2), 337-349.
- Oreg, S., Vakola, M., & Armenakis, A., (2011), Change recipients' reactions to organizational change: A 60-year review of quantitative studies. *Journal of Applied Behavioral Science*, 47(4), 461-524.
- Oreg, S., & Berson, Y., (2011), Leadership and employees' reactions to change: The role of leaders' personal attributes and transformational leadership style, *Personnel Psychology*, 64(3), 627-659.
- Oreg, S., & Sverdlik, N., (2014), Source personality and persuasiveness: Big-five predispositions to being persuasive and the role of message involvement, *Journal of Personality*, 82(3), 250-264.
- Oreg, S., and Berson, Y., (2015), Personality and charismatic leadership in context: The moderating role of situational stress, *Personnel Psychology*, 68(1), 49-77.
- Sverdlik, N., and Oreg, S., (2015), Identification during imposed change: The roles of personal values, type of change, and anxiety, *Journal of Personality*, 83(3), 307-319.

- Berson, Y., & Oreg, S., (2016), School principals' role in shaping children's values, *Psychological Science*, 27(12) 1539-1549.
- Oreg, S., (2018), Resistance to change and performance: Towards a more even-handed view of dispositional resistance, *Journal of Applied Behavioral Science*, 54(1), 88-107.
- Oreg, S., Bartunek, J., Lee, G., & Do, B., (2018), An affect-based model of recipients' responses to organizational change events, *Academy of Management Review*, 43(1), 65-86.
- Oreg, S. & Berson, Y. (2018), The impact of top leaders' personality: The processes through which organizations become reflections of their leaders. *Current Directions in Psychological Science*, 27(4), 241-248.
- Oreg, S., & Sverdlik, N., (2018), Translating dispositional resistance to change to the culture level: Developing a cultural framework of change orientations, *European Journal of Personality*, 32, 327-352.
- Oreg, S., & Berson, Y., (2019), Leaders' impact on organizational change: Bridging theoretical and methodological chasms, *Academy of Management Annals*, 13(1), 272-307.
- Oreg, S., Edwards, J., & Rauthmann, J., (2020), The Situation Six: Uncovering basic dimensions of psychological situations from the Hebrew language, *Journal of Personality and Social Psychology*, 118(4), 835–863.
- Sverdlik, N., Oreg, S., & Berson, Y., (2020), When do leaders initiate changes? The roles of coping style and organization members' stability-emphasizing values. *Applied Psychology: An International Review*, 69(4), 1338–1360.
- Benish-Weisman, M., Oreg, S., & Berson, Y., (in press), The contribution of peer values to children's values and behavior, *Personality and Social Psychology Bulletin*.

Book Chapters

- Goldenberg, J., & Oreg, S., (2008), Why do they lag and why should we care? In Phillip, J. Kitchen (Ed.) *Marketing Metaphors and Metamorphosis*, Palgrave-Macmillan, New-York, NY, US, pp. 162-171.

Oreg, S., Bayazit, M., Vakola, M., Arciniega, L., Armenakis, A. A., Barkauskiene, R., et al. (2010). Measurement equivalence of the dispositional resistance to change scale. In E. Davidov, P. Schmidt & J. Billiet (Eds.), *Cross-cultural analysis: Methods and applications*, Routledge, New-York, NY, US, pp. 249-280.

Vakola, M., Armenakis, A. A., & Oreg, S. (2013). Reactions to organizational change from an individual differences perspective: A review of empirical research. In S. Oreg, A. Michel & R. T. By (Eds.), *The psychology of organizational change: Viewing change from the employee's perspective* (pp. 95-122). New York, USA: Cambridge University Press.

Oreg, S., Bayazit, M., Vakola, M., Arciniega, L., Armenakis, A. A., Barkauskiene, R., et al. (2018). Measurement equivalence of the dispositional resistance to change scale. In E. Davidov, P. Schmidt, J. Billiet, & B. Meuleman (Eds.), *Cross-cultural analysis: Methods and applications*, 2nd edition, Routledge, New-York, NY, US, pp. 251-280.

Conference Presentations and Symposia

Oreg, S., Prone to Bias: The Role of Dispositions in Cognitive Biases. Paper presented at the annual *Cognitive Studies Research Forum*, Cornell University, January 2001.

Smith, B., & Oreg, S., Managerial Influence: Examining the Role of Personality and Culture. Paper presented at the 61st annual meeting of the *Academy of Management*, Washington D.C., August 2001.

Oreg, S., Development of the Resistance to Change Scale. Paper presented at the 17th annual meeting of the *Society for Industrial and Organizational Psychology*, Toronto, April 2002.

Oreg, S., Antecedents and Consequences of Resistance to Organizational Change. Paper presented at the 1st annual *Conference for Applied Sociology*, Haifa, Israel, April, 2004.

Oreg, S., Resistance to Change: The Complementary Roles of Personality and Context. Paper presented at the 20th annual meeting of the *Society of Industrial and Organizational Psychology*, Chicago, April 2004.

Oreg, S., "If you don't have anything good to say, don't say anything at all": The Interactive Effect of Extraversion and Intelligence when Predicting Persuasiveness. Paper presented at the 12th *European Congress of Personality*, Groningen, NL, July, 2004.

Herzog, S., & Oreg, S., Chivalry in Judicial Treatment of Female Offenders: The Moderating Effect of Ambivalent Sexism. Paper presented at the 4th annual congress of the *European Society of Criminology*, Amsterdam, NL, August 2004.

- Oreg, S., Goldenberg, J., & Frankel, R., Dispositional Resistance to the Adoption of Innovations. Paper presented at the annual meeting of the *European Association of Work and Organizational Psychology*, Istanbul, May 2005.
- Oreg, S. & Katz-Gerro, T., Predicting Pro-Environmental Behavior Cross-Nationally: National Values, the Theory of Planned Behavior and Value-Belief-Norm Theory. Paper presented at the 37th World Congress of the *International Institute of Sociology*, Stockholm, July 2005.
- Oreg, S. & Bayazit, M., Prone to bias: Individual Differences in the Manifestation of Cognitive Biases. Paper presented at the 65th annual meeting of the *Academy of Management*, Hawaii, August 2005. (Published in the *AOM 2005 Best Paper Proceedings*)
- Berson, Y., Oreg, S. & Dvir, T., Organizational Culture as a Mediator of CEO Values and Organizational Performance. Paper presented at the 65th annual meeting of the *Academy of Management*, Hawaii, August 2005. (Published in the *AOM 2005 Best Paper Proceedings*)
- van Dam, K., Schyns, B. & Oreg, S., Daily work contexts and resistance to organizational change: The mediating role of the change process , In S. Oreg (Chair), Resistance to change: Definitions, antecedents and outcomes, symposium held at the 21st annual meeting of the *Society of Industrial and Organizational Psychology*, Dallas, May 2006.
- Sverdlik, N. & Oreg, S., Ambivalence towards change: Analyzing resistance to organizational change through a personal values perspective, In S. Oreg (Chair), Resistance to change: Definitions, antecedents and outcomes, symposium held at the 21st annual meeting of the *Society of Industrial and Organizational Psychology*, Dallas, May 2006.
- Oreg, S., Nevo, O., & Metzger, H., The role of dispositional resistance to change in career choice and vocational interests, paper presented at the 26th *International Congress of Applied Psychology*, Athens, July 2006.
- Oreg, S., Leder, N., & Castro, D., Resistance to change and performance: Towards a more even-handed view of resistance, paper presented at the 26th *International Congress of Applied Psychology*, Athens, July 2006.
- Sverdlik, N., & Oreg, S., Ambivalence towards change: The conflict between dispositional resistance and organizational identification, paper presented at the 26th *International Congress of Applied Psychology*, Athens, July 2006.
- Oreg, S., & Berson, Y., A conceptual framework for the moderating effect of context on the personality-leadership relationship, paper presented at the 26th *International Congress of Applied Psychology*, Athens, July 2006.
- Oreg, S., & Sverdlik, N., The motivational basis of dispositional resistance to change: A personal values perspective, paper presented at the 13th *European Congress of Personality*, Athens, July 2006.
- Oreg, S., & Berson, Y., Predicting leader emergence with personality and context: The Big-Five across levels of stressful and ambiguous contexts, in Y. Berson, and S.

- Oreg (Co-Chairs), Leader characteristics across contexts: Implications for leadership outcomes, symposium held at the 66th annual meeting of the *Academy of Management*, Atlanta, August 2006.
- Oreg, S., & Goldenberg, Expertise and resistance to the adoption of incremental and radical innovations, paper presented at the 12th *International Conference on Quality and Productivity Research*, Haifa, July 2007.
- Oreg, S., Bayazit, M., Arciniega, L., Armenakis, A., Barkauskiene, R., Bozionelos, N., Feric, I., Fujimoto, Y., Gonzalez, L., Han, J., Hetland, H., Hrebickova, M., Kotrla, M., Mitsuhashi, H., Mlacic, B., Ohly, S., Saksvik, P., Saksvik, I., Srinivas, E. S., Vakola, M., & van Dam, K., Dispositional resistance to change across cultures, in S. Oreg, and M. Bayazit (Co-Chairs), *Resistance and adaptation across cultures*, paper presented at the 67th annual meeting of the *Academy of Management*, Philadelphia, August 2007.
- Oreg, S., & Vakola, M., Reactions to organizational change: A review of empirical studies. In S. Oreg, and M. Vakola (Co-Chairs), *Reactions to Organizational Change*, paper presented at the 67th annual meeting of the *Academy of Management*, Philadelphia, August 2007
- Oreg, S., & Berson, Y., Executive values: Relationships with perceptions of charisma and followers' affective commitment. In S. Oreg, and Y. Berson (Co-Chairs), *Values in management*, paper presented at the 67th annual meeting of the *Academy of Management*, Philadelphia, August 2007.
- van Dam, K., and Oreg, S., Employees' psychological reactions to organizational change. Paper presented at the 23rd annual meeting of the *Society for Industrial and Organizational Psychology*, San-Francisco, April 2008.
- Sverdlik, N., & Oreg, S., Personal values and conflicting motivational forces in the context of imposed change. Paper presented at the annual meeting of the *European Congress of Personality*, Tartu, July 2008.
- Oreg, S., & Berson, Y., Leader values and employees' attitudes towards change. In Y. Berson, and S. Oreg (Co-Chairs), *The motivation to lead and leaders' motivation*, paper presented at the 68th annual meeting of the *Academy of Management*, Anaheim, August 2008.
- Oreg, S., & Berson, Y., Leaders' characteristics and behaviors and employees' resistance to organizational change. Paper presented at the 68th annual meeting of the *Academy of Management*, Chicago, August 2009. (Published in the *AOM 2009 Best Paper Proceedings*)
- Oreg, S., Personal values, dispositional resistance, and outcomes: A review and integration of findings. Talk given at the *European Association of Personality Psychology's Expert Meeting on Virtues, Values, and Personality*, Rome, October 2009.
- Oreg, S., Mlačić, B, & Hřebíčková, M. Dispositional resistance to change, Schwartz's cultural values and the GLOBE dimensions in 17 countries. Talk given at the

- European Association of Personality Psychology's *Expert Meeting on Personality and Cultures*, Lausanne, September 2010.
- Oreg, S., & Berson, Y., Personality and charisma in context: The moderating role of situational stress. Paper to be presented at the 71st annual meeting of the *Academy of Management*, San Antonio, August 2011.
- Vakola, M., Armenakis, A., & Oreg, S., Change recipients' characteristics and reactions to change: A review of empirical findings. In A. Michel and S. Oreg (Co-Chairs), *The psychology of organizational change: Focusing on the recipient's perspective*, paper to be presented at the 71st annual meeting of the *Academy of Management*, San Antonio, August 2011.
- Sverdlik, N., & Oreg, S., Organizational identification during change: The joint roles of value and change type. Paper presented at the *Personality in Israel* research workshop, Jerusalem, Israel, May 2012.
- Oreg, S., & Berson, Y., Leader big-five traits across high and low workload situations. Paper presented at the *Personality in Israel* research workshop, Jerusalem, Israel, May 2012.
- Sverdlik, N., & Oreg, S., Organizational identification during change: The joint roles of value and change type, In Levontin, L. and Bardi, A., *Personal values: New frontiers*, paper presented at the annual meeting of the *European Conference on Personality*, Trieste, July 2012.
- Berson, Y., & Oreg, S., The negative implications of leaders' universalism on leadership attainment and seniority. In L. Sagiv and T. Rubel-Lifschitz (Co-Chairs), *Would Robin Hood make a good CEO? On power, pro-social behavior and leadership in organizations*, paper presented at the 72nd annual meeting of the *Academy of Management*, Boston, August 2012.
- Oreg, S., Resistance to change: Current views and future directions. In Stensaker, I., Oswick, C., & R. T. By (Co-Chairs), *Resistance and organization change: Creating a new agenda for research*, talk given at the 72nd annual meeting of the *Academy of Management*, Boston, August 2012.
- Oreg, S., & Berson, Y. Leader big-five traits and charismatic behaviors: A person-situation perspective. Talk invited for the *European Association of Personality Psychology's Expert Meeting on Recent Developments in Personality Structure Research and Important Life Outcomes*, Dubrovnik, Croatia, September 2012.
- Oreg, S., & Sverdlik, N., Source personality and persuasiveness: Big-five predispositions to being persuasive and the role of message involvement, In N. Sverdlik & S. Oreg (Co-Chairs), *Personality in dyadic interactions*. Paper presented at the 14th annual meeting of the *Society for Personality and Social Psychology*, New Orleans, January 2013.
- Oreg, S., & Sverdlik, N., Cultural stability orientations and their link to national social and economic indexes, In S. Oreg & J. Bartunek, *Change initiatives and our response to them: Investigations at the individual, organization, and country*

- levels. Paper presented at the 28th *International Conference of Applied Psychology*, Paris, July 2014.
- Oreg, S., & Berson, Y., Leader personality and stakeholder outcomes: Effects of education leaders' personality on schoolchildren's values, In J. Antonakis & R. de Vries, *Personality and leadership*. Paper presented at the 17th *European Conference on Personality*, Lausanne, July 2014.
- Berson, Y., & Oreg, S., Leader values and stakeholder outcomes: Influencing life outside the organization, In S. Oreg & Y. Berson, *Person-situation predictions of employee and organizational outcomes*, Paper presented at the 74th annual meeting of the *Academy of Management*, Philadelphia, August 2014.
- Sverdlik, N., & Oreg, S., Identification during imposed change: The roles of personal values, type of change, and anxiety, In A. Elster, *The dynamic nature of identification with organizations*, Paper presented at the 75th annual meeting of the *Academy of Management*, Vancouver, August 2015.
- Tuttenauer, S., & Oreg, S., Reactions to organizational change and the role of social context, Symposium held at the 75th annual meeting of the *Academy of Management*, Vancouver, August 2015.
- Oreg, S., How our understanding of organizational change and the responses to it have evolved, Keynote lecture given at the 8th *International HR Conference*, Athens, Greece, June 2016.
- Oreg, S., Bartunek, J., Lee, G., & Do, B., An affect-based model of responses to change events, Paper presented at the *Psychology of Organizational Change Small Group Meeting*, Athens, Greece, June 2016.
- Oreg, S., & Berson, Y., Shaping children's values: The role of schools and their leaders, Paper presented at the annual meeting of the *Association for Research in Personality*, Sacramento, May 2017.
- Berson, Y., & Oreg, S., CLT at the interface of managers and employees during organizational change: Introducing the concept of change construal, paper presented at the 77th annual meeting of the *Academy of Management*, Atlanta, August 2017.
- Oreg, S., Discussant in S. Helpap & R. Kanitz, *New frontiers in employee responses to organizational change*, Symposium held at the 77th annual meeting of the *Academy of Management*, Atlanta, August 2017.
- Berson, Y., Oreg, S., & Wiesenfeld, B., CLT at the interface of managers and employees during organizational change: Introducing the concept of change construal, paper accepted for presentation at the *Distance in Organizations Workshop*, to be held in Montreal, May 2018.
- Oreg, S., Discussant in L. Sagiv, & S. Roccas, *Values and behavior*, Symposium to be held at the annual meeting of the *European Congress of Personality*, Zadar, Croatia, July 2018.

- Sverdlik, N., & Oreg, S., Context in personality psychology, Symposium at the annual meeting of the *European Congress of Personality*, Zadar, Croatia, July 2018.
- Benish-Weisman, M., Oreg, S., & Berson, Y., The contribution of peer values to youth values and behavior, Paper presented at the *Personal Values* conference, Jerusalem, May 2019.
- van Dam, K., Oreg, S., & Sverdlik, S., Affective and cognitive responses to organizational change: The role of appraisal processes. Paper presented at the 2019 *Emotions Symposium*, Tilburg, October 2019.
- van Dam, K., Oreg, S., & Sverdlik, S., Emotional roller coasters during organizational change: About change appraisals, emotions and emotion regulation. Paper to be presented at the 14th *European Academy of Occupational Health Psychology Conference*, Tilburg, April 2020.
- Bishop, D., Kreiner, G. E., Elsbach, K. D., Oreg, S., Sluss, D., & Trevino, L. K. (2020, July). That is So Me/Us (or Not): Exploring the Intersection of Values and Identity. In *Academy of Management Proceedings*. Academy of Management Briarcliff Manor, NY 10510.
- Oreg, S., Panelist in Kanitz, R. & Gonzalez, K., Exploring the research frontier on individual responses to organizational change, PDW at the *Virtual Academy of Management*, August 2020.
- Oreg, S., Discussant in Hastings, B. J., Jin, S., Schwarz, G. M., & Uprety, A. (2020). Organizational Change Leadership Research: New Findings and Future Directions. Symposium presented at the *Virtual Academy of Management*, August 2020.

Societal Impact

My research on resistance to change is used by managers and organizational consultants. Beyond requests by academics, I receive regular requests from consultants who wish to use the “resistance to change” scale I had developed in their work assisting organizations in managing change. In this context, firms such as Deloitte have incorporated some of my research models and measures into their consulting process with organizations undergoing organizational change.

Given my experience in the study of public schools, I have collaborated with the Office of the Chief Scientist of Israel’s Ministry of Education. I have been invited to give lectures to the Office staff and sat on a few of the Office’s committees. I have also carried out research for the Ministry of Education and for education-focused institutions, such as the Avnei Rosh Institute for School Leadership, and Teach First Israel. Insights from this research have been incorporated into these institutions’ work plans.