



Avi Shnider (PhD)
Curriculum Vitae

1. Personal Details

Work:

School of Behavioral Sciences,
The College of Management

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ShnaiderA@[colman.ac.il](mailto:ShnaiderA@colman.ac.il)

Cell:972.54.5929522

2.Academic Education:

PhD in Organizational Sociology (2013)

Dept. of Sociology and Anthropology, Ben-Gurion University of the Negev (BGU).

Dissertation: Organizational Culture without Organization? Division of Labor in a Post-Privatization Moshav. (Advisors: Prof. Aviad Raz; Prof. Dahlia Moore).

MA Thesis Completion (2008)

Dept. of Sociology and Anthropology, Ben-Gurion University of the Negev (BGU)

Thesis: Dunam Here and Dunam There Lump after Lump - The Privatization Process of the Cooperative in a Moshav. The case of Moshav Zin. (Advisors: Prof. Aviad Raz)

MA in Organizational Development & Consulting without thesis (2005)

School of Behavioral Sciences, College of Management Academic Studies

BA in Behavioral Sciences, HR Management and Organizational Behavior (2003)

School of Behavioral Sciences, College of Management Academic Studies



3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2021- present	School of Behavioral Sciences, College of Management	Senior Lecturer
2015- 2021	School of Behavioral Sciences, College of Management	Lecturer
2008- 2015	School of Behavioral Sciences, College of Management	Instructor
2014-2015	Ben-Gurion University Department of Public Policy and Administration	Fellow Teacher

4. Offices in Academic Administration

2021- present The Dean of Students. The College of Management.

2018 – 2021, Vice Dean, School of Behavioral Sciences, The College of Management.

2016- 2022, Chair of the MA program in Organizational Development & Consulting.
School of Behavioral Sciences, The College of Management.

2017-present, Member of the School Council.

2017-2022, Member of the School Curriculum Committee.

2015 –2016, Head of the Internal and Strategic Consulting Program, School of Behavioral Sciences, The College of Management.

2011 – 2015 Member of the School Council – Adjunct lectures representative.



5. Scholarly Positions and Activities outside the Institution

2021 – 2023 Member of Expert Committee for Writing Report for the Government on the Future OF the Moshav

2018-2023 Member of the Municipal Council Kfar Sirkin

2017 – 2022, Member of the Consulting Committee for the 'Joint' (American Jewish Joint Distribution Committee).

2013- Present, Establishment and writer of the blog "Writer's Block". Inspired by the *public sociology* approach, this blog discusses day-to-day issues in a sociological perspective. The blog has more than 1,250 registered readers. Some of the posts in this blog were read by more than 10,000 people.

2005 – 2017 Private Organization Consultant.

6. Participation in Scholarly Conferences

Active Participation

Date	Name of Conference	Place	Subject of Lecture/Discussion	Role
2005	The Annual Meeting Ippa-Israeli Association for Organization Development	Rishon Le'Zion	A Reserve Army Platoon – Hegelian Prospective"	Lecturer
2007	Annual Meeting of the Israeli Human Resources Society	Kfar-Macabia	Ritual – to Feel the Culture	Lecturer
2008	The Annual Meeting Ippa-Israeli Association for Organization Development	Herzliya	Doctor Pharmacist or a Cashier at a Snack Bar? the Future Role of the Organizational Consultants	Lecturer
2008	The Israel Studies Association Conference.	New-York.	Privatization in the Moshav: A Structuration Perspective	Lecturer
2009	The Annual Meeting of the Israeli Sociological Society.	Rishon Le'Zion	Dunam here and Dunam There Lump After Lump - The Privatization Process of the Cooperative in a Moshav	Lecturer
2010	The 10th International	Emek	Privatization in the	Lecturer



	Conference of Communal Studies Association	Yezreel	Moshav	
2010	Connections between Organization Structure and Strategy? Conference	Rishon Le'Zion	No Structure Strategy	Lecturer
2011	Annual Meeting of the Israeli Geographical Association. Tel-Aviv	Tel-Aviv	The Moshav as a Normative Space	Lecturer
2012	The Annual Meeting of the Israeli Sociological Society.	Jerusalem	Organization Culture without Organization	Lecturer
2012	Annual Meeting of the Ippa-Israeli Association for Organization Development.	Shefayim	New Organizational Forms	Lecturer
2014	The Annual Seminar of the Kibbutz and the Labor Party Researchers.	Givat-Haviva	Gendered Division of Labor in a Post Privatization Moshav	Lecturer
2016	Annual Conference for Human Resources	Tel-Aviv	Free-lances and Robots: A Pessimistic Perspective on the Future of Work	Keynote Speaker
2016	The Biennial Meeting of the International Society for the Study of Work & Organizational Values.	Brazil	Collaborative Work without Organization- the Role of Social Values and Practices in Non-Organization Work Process	Lecturer
2017	The Annual European SPES Conference.	Tel-Aviv	The Social Identity Challenge of the New Economy	Co - Lecturer
2018	The Biennial Meeting of the International Society for the Study of Work & Organizational Values.	Italy	Pre-Modern Gender Values in the Post Privatization Moshav	Lecturer
2018	The Annual Meeting Ippa-Israeli Association for Organization Development	Ruppin	Chaos and the Digital World	Lecturer
2019	The European Sociological Association Conference	England	Women Entrepreneurs: New Ideas, Old Practice	Co - Lecturer
2019	International Communal Studies Association	New-York.	The Role of the Location as a Main Infrastructure for the Cooperative: The Case of Moshav Zin	Lecturer
2020	The Annual Meeting of the Israeli Sociological Society,	Ramat-Gan	The Parliament – Professional Learning	Co-Lecturer



			Practice in the Post Organization Era	
2020	The Annual Seminar of the Kibbutz and the Labor Party Researchers. 2020.	Givat-Haviva	Land as Identity - Identity as Land	Co-Lecturer
2021	The International Sociological Association Conference.	Brazil (by Zoom).	Women Entrepreneurs: New Ideas, Old Practice	Co-Lecturer
Since Last Promotion				
2021	The Annual Meeting of Eiba	Madrid	The future of Virtual teams	Co-Lecturer
2022	The Annual Meeting of the Urban Sociological Stream	Ranana	Land as Symbolic Identity – The Case of the New Youth Movement	Co-Lecturer
2022	The Annual Meeting of Eiba	Oslo	We are not Going Back - We are "Bnei Hamoshavim ...": The Construction of a Rural Collective Identity through an International Virtual Community in Israel	Co-Lecturer
2022	Annual Meeting of the Israeli Geographical Association.	Jerusalem	The Future of the Rural District in Israel	Lecturer
2023	The Annual Meeting of the Israel Studies Association Conference.	New-York	The Stratified Middle Class and the Formation of Ethnic Identities	Co-Lecturer
2023	Annual Meeting of the European Group for Organizational Studies	Cagliari	Rounding the Utopia: Exploring the sociocultural logics of four "utopian" organizational structures	Co-Lecturer
2024	The Annual Meeting of the Israeli Sociological Society,	Jerusalem	The City Will Not Remember the Village Will Never Forget	Lecturer
2024	Conference in honor of the	Ramat	The City Will Not	Key Note



	publication of the book 'Sense of Place: Solidarity in the Renewed Moshav Ovdim.'"	Efal	Remember the Village Will Never Forget	Speaker
2024	The European Sociological Association Conference	Porto	Moshav : a Modern Village – The Story of a Built in Paradox	Lecturer

Organization of Conferences or Sessions

Date	Name of Conference	Place	Subject/Role of Conference, Comments	Role
2014	Annual Meeting of the Ippa- Israeli Association for Organization Development.	Rishon Le'Zion		Member of the Organizing Committee
Since Last Promotion				
2019	The Rural District Round Table	Rishon Le'Zion	The Next Challenge of the Rural District - Community	Lecturer and Organizer
2019	The Traveling Seminar	Drom - Hasharon	Land as Symbolic Identity – The Case of the New Youth Movment	Co-Lecturer and Organizer

7. Invited Lectures\ Colloquium Talks:

Date	Place of Lecture	Name of Forum	Presentation/Comments
2013	College of Management Academic Studies. Rishon Le'Zion	Faculty Seminar School of Behavioral Sciences	The Practice Turn in The Social Science
2013	College of Management Academic Studies. Rishon Le'Zion	Faculty Seminar School of Behavioral Sciences	Work Ground - Collaborative Work in Absence of Organization
2013	College of Management Academic Studies. Rishon Le'Zion	schoolers Seminar School of Behavioral Sciences	In Between – the Struggle Between the Field and the Theory



2014	The Hebrew University. Rechovot	Faculty Seminar, Department of Agriculture Economic and Management in Robert H. Smith Faculty of Agriculture, Food and Environment.	Together and Alone – Collaborative Work Practices in a Post Privatization Moshav
2016	Haifa University.	Faculty Seminar. Department of Human Service	Work Ground: Organizational Culture without Organization
2018	College of Management Academic Studies. Rishon Le'Zion	The schoolers Seminar	Organization Community and Space in the Post Privatization Moshav
2019	College of Management Academic Studies. Rishon Le'Zion	President Merit Seminar	The Future of Work
2020	College of Management Academic Studies. Rishon Le'Zion (by Zoom).	Merit Seminar Haim Striks Low School	Identity Belonging and Solidarity in the New World
2020	College of Management Academic Studies. Rishon Le'Zion	Faculty Seminar School of Behavioral Sciences	The Stratified Middle Class and the Formation of Ethnic Identities (with Abutbul-Selinger, G)
2020	Jerusalem	IDF Central Command Headquarter	The Structural Challenge of the New Organizational Forms
Since Last Promotion			
2022	College of Management Academic Studies. Rishon Le'Zion (by Zoom).	Merit Seminar Haim Striks Low School	Identity Belonging and Solidarity in the New World
2024	College of Management Academic Studies. Rishon Le'Zion	Faculty Seminar Haim Striks Low School	The City Will Not Remember the Village Will Never Forget
2024	College of Management Academic Studies. Rishon Le'Zion	Faculty Seminar School of Design & Innovation	The City Will Not Remember the Village Will Never Forget



2024	Ben-Gurion University of the Negev	Faculty Seminar Dept. of the Department of Sociology and Anthropology,	The City Will Not Remember the Village Will Never Forget
2024	Ministry of Agriculture, Beit Dagan	The Tenth Annual Conference for Rural Planners	Rehabilitation and development of the settlement After October 7th

8. Research Grants

a. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year
Co-Research	Tzafrir Bloch David and Yair Friedman	Empowerment of underprivileged populations in Israel by Gig Economy	Funded by the Joint Israel in amount of 30000 NIS	2018
Co-Research	Anat Guy and Hagar Gabay	Women Entrepreneurs: New Ideas, Old Practice	Funded by Het Academic Center for Research of Competition and Regulation in amount of 20000 NIS	2018
Co-Research	Chudner Irit	Hybrid Courses Following First Year COVID-19 Experience in Higher Education: Discrete Choice Experiment Among Students and Lectors.	Janusz Korczak Chair for Academic Education in the Digital age in amount of 15000 NIS	2020
Co-Research	Tamar Almor, Irit Chudner, Oleg Komlik, Guy Abutbul-Selinger and Marin Marinov	Virtual International Teams Research Network	Funded by Danish Agency for Science and Higher Education in amount of 17000 DDK (80000 NIS)	2020

- Not Funded

Role in Research	Co-Researchers	Topic	Funded by	Year	Score
Co-Research	Tamar Almor, Miriam Erez, Vasy Taras, Indika Dissanayake, Vladislav	The Psychology of Decision Making and Judgement in Crowds: (How) Can Crowds Be Wiser than Experts?	U.S-Israel Binational Science Foundation	2018	



	Maksimov and Esra Memili				
Co-Research	Tamar Almor Vasy Taras, Indika Dissanayake, Vladislav Maksimov and Esra Memili	The Psychology of Decision Making and Judgement in Crowds: (How) Can Crowds Be Wiser than Experts?	U.S-Israel Binational Science Foundation	2020	
Main Researcher	Liron Shani Naama Zohar	"People wants identity! The youth in the Moshavim and the Kibbutzim wants their own identity"...structural, political and cultural changes in the Jewish rural district in Israel: the case study of the youth movement crisis 2018- 2022	The Minister of Agriculture and Rural Development	2022	

9. Scholarships, Awards and Prizes

Awards

2008 President Award for Outstanding Teaching Achievement. The College of Management Academic Studies. Rishon Le'Zion.

2016 President Award for Outstanding Teaching Achievement. The College of Management Academic Studies. Rishon Le'Zion.

2018 President Award for Outstanding Faculty Member Achievement. The College of Management Academic Studies. Rishon Le'Zion.

Scholarships, and Internal Grants:

Before Last Promotion

Summer Research Scholarship (PhD), BGU, 2011, 2012

Research Grant, School of Behavioral Sciences, College of Management Academic Studies, 2012.



Research Grant, School of Behavioral Sciences, College of Management Academic Studies, 2013.

Travel and Accommodation Grant International seminar on Practice-based Studies, Warwick University Venice, September 2013.

Research Grant, Yad Tabenkin is the Research and Documentation Center of the United Kibbutz Movement, 2015

Research Grant, School of Behavioral Sciences, College of Management Academic Studies, 2016.

Research Grant, School of Behavioral Sciences, College of Management Academic Studies, 2017.

Research Grant, School of Behavioral Sciences, College of Management Academic Studies, 2018.

10. Teaching

Courses Taught in Recent Years

Year	Course Name	Type: Lecture/Seminar/Workshop/ High Learn Course/Introduction	Degree	No. of Students
2009	The Future of Work	Seminar	MA	20
2009 - 2014	Organizational Theory	Introduction	MA	40
2015 - present	The Israel Society	Advanced Course	BA	120
2017- present	The Sociology of Contemporary Issues	Introduction	BA	40
2011 - 2022	Organizational Diagnosis	Introduction	MA	50
2014- 2019	Organizational Sociology: Theory and Practice	Introduction	MA	50
2014- 2022	Practicum	Workshop + Supervision	MA	14
2017- present	Globalization	Advanced Course	MA	25
2019 - 2024	Accelerator for New Practices in OD	Workshop	MA	25
2024 – Present	Organizational Diagnosis	Introduction	MA	50

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2024 – Present	Organizational Sociology: Theory and Practice	Introduction	MA	50
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Supervision of Graduate Students

Name of Student	Title of Thesis	Degree	Completion Date / in Progress	Students' Achievements
Hagar Gabay	Women Entrepreneurs: New Ideas, Old Practice	MA	March 2021	90
Yarden Kelter	Ecological villages – The New Rural Utopia	MA	in Progress	
Nama Zohar	Shifting Values in the Jewish Rural Cooperatives	PhD Candidate	in Progress	

Entrepreneurship in Teaching

Building and teaching the course Narrative Research and Storytelling with Zikeron

Basalon that perpetuating the story of the Holocaust survivors

Building and managing yearly OD Hackathon with leading companies from the Industry for MA students.

Building teaching connections with three Universities in Europe: Vu Amsterdam, Esade Barcelona and Goldsmith London and leading three student delegations for those courses.

11. Miscellaneous:

Previous Positions:

Teaching Assistant (in class instruction),

School of Behavioral Sciences, College of Management Academic Studies (2005-2008)

"Organizational Theory" MA level (Dr. Amichai Zilberman)

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"Introduction to Sociology" BA level (Prof. Dahlia Moore)

"Research Methods" BA level (Prof. Dahlia Moore)

"Culture & Complex Organization" BA level (Dr. Amichai Zilberman)

12. Professional Experience:

Organization Consultant for leading entities in Israel including the IDF insurance companies the Moshavim Movement etc'.



13. PUBLICATIONS

Ph.D. Dissertation

- Title: *Organizational Culture without Organization? Division of Labor in a Post-Privatization Moshav*
Advisors: Prof. Aviad Raz, Prof. Dahlia Moore
Department of Sociology and Anthropology
Ben-Gurion University of the Negev

Scientific Books

- Shnider, A. (2023). *Sense of Place: Solidarity in the Renewed Moshav Ovdim*. Ramat Efal: Yad Tabenkin.

Articles in Refereed Journals

Published

1. Shnider, A. (2014). Gendered Division of Labor in a Post Privatization Moshav: The Case Study of Moshav Tzin in Southern Israel. *Journal of Rural Cooperation*, 42(2), 180–196.
2. Shnider, A. (2018). Book Review of: *Emerging Profession - On the Development of Organizational Consultation in Israel*. *Megamot*. (In Hebrew).
3. Almor, T. & Shnider, A. (2019). From knowledge enrichment to career development: The case of higher education in Israel. *Journal of Intercultural Management and Ethics*, 2, 53-64.
4. Shnider, A. & Guy, A. (2021). Women Entrepreneurs: New Ideas, Old Practice. *Regulation*, 97-118. (In Hebrew).
5. Shnider, A. (2021). Book Review of: *Habitus Oriented Organizational Consulting*. *Megamot*. (In Hebrew).
6. Shnider, A. & Abutbul-Selinger, G. (2021). The Stratified Middle Class and the Formation of Ethnic Identities. *Ethnicities*. (Impact Factor: 2.505).



Since Last Promotion

1. Shnider, A. (2023). Work Ground: a New Analysis Unit for the Understanding of Production and Value Creation Through Digital Platforms in the Age of the Fourth Industrial Revolution. *European Journal of International Management*, 20(1), 109-123. (Impact Factor: 3.128).
2. Shnider, A. (2023). "Ground Sanctified by Blood: Exploring the Land's Role in the Identity Narrative of *Hhityashvot Hhovedt* Preceding and Following the October Massacre". *Kriot Isrealiot*. (In Hebrew).
3. Chudner, I., Shnider, A., Gluzman, O., Keidar, H., & Haimi, M. (2024). Becoming Self Employed: Israeli Family Physicians' Push and Pull Factors. *Healthcare*, 12(17), 1749-1766. (Impact Factor: 2.4).

Accepted for Publication

Shnider, A. (Forthcoming 2025). Book Review: The Mystery of the Kibbutz. *Israeli Sociology*. (In Hebrew).

Under Review

1. Zohar, N., Shnider, A., & Shany, L. "The Ground Beneath Our Feet is Still Holding Strong": Physical and Symbolic Capital in the Rural Youth Movements Crisis in Israel. *Journal of Rural Studies*. (Impact Factor: 5.1).
2. Shnider, A. & Shany, L. Learning and Knowledge Sharing as the Missing Link in the Theory of Organizationality: The Case Study of the Farmer's Parliaments. *Organization Studies*. (Impact Factor: 6.5).

Articles or Chapters in Scientific Books

Published

1. Shnider, A. (2017). "Back to the Old Village? Pre-Modern Gender Values in the Post Privatization Moshav." In Fogiel-Bijaoui, S. & Sharaby, R. (Eds.), *Dynamics of Gender Borders: Women in Israel's Cooperative Settlements*. Berlin: De Gruyter.



Since Last Promotion

1. Shnider, A. & Abutbul-Selinger, G. (2022). "The Influence of Spatial Boundaries on the Construction of Ethnic Identities in Israel." In Abutbul-Selinger, G. (Ed.), *The Ethnic Echo in the Israeli Center* (pp. 70-91). Carmel Academic Press: Jerusalem. (In Hebrew).
2. Shnider, A., Abutbul-Selinger, G., & Guy, A. (2023). "Old-School Gender Values in a New Labor Model: The Case Study of Women's Entrepreneurship." In Marinova, S. (Ed.), *Reconfiguration of Business Models and Ecosystems: Decoupling and Resilience*. Routledge.
3. Shnider, A. & Chudner, I. (2023). "Hybrid Courses Following First-Year COVID-19 Experience in Higher Education: Discrete Choice Experiment Among Students and Lectors." In Marinov, M. (Ed.), *The Future of Virtual Teams*. Routledge.
4. Shnider, A., Abutbul-Selinger, G., & Taran, Y. (2023). "The Construction of a Rural Collective Identity through an International Virtual Community in Israel." In Marinov, M. (Ed.), *The Future of Virtual Teams*. Routledge.

Accepted for Publication

- Shnider, A. & Shany, L. (Forthcoming 2024). "The Position of the Moshav Ideology in the Labor Society: The Case Study of the Youth Movement." In Sofer, M. & Applebaum, L. (Eds.), *100 Years of Moshav*. Ramat Efal: Yad Tabenkin. (In Hebrew).

Work in Progress

- Shnider, A. & Shani, G. Rounding the Utopia: Exploring the Sociocultural Logics of Four "Utopian" Organizational Structures.

Other Publications

- Shnider, A. (2010). "The New Work Scene". Status - Journal for Managerial Thinking. 233:34-37. (In Hebrew).



- Shnider, A. (2012). "Points of views: (Sociological) Thoughts on Sociological Concepts." Sociology 45(2): 5-6 (In Hebrew).

Other Works Connected with my Scholarly Field.

Co Guest Editor of Special Issue for the Israel studies Review : Kibbutzim & Moshavim in Israel – New Research Directions. (Publish expected 2026)

Isf reviewer 2016, 2019, 2021, 2024.

Shnider. A. Bloch, T. Friedman, Y. 2018. Empowerment of Underprivileged Populations in Israel by Gig Economy. Expert Report Handed to the Joint.

Shnider. A. and Others. 2020. Distance Working in Israel. Expert Report Handed to the Government by the Association for Ecology and Environmental Studies.

Media Coverage 2024

Press Interviews

Eretz, Idan. June 10, 2024. "The events of October 7 shook the model of the shared economy in the few kibbutzim that adhered to it." Globes.

Ginzburg, Daniela. June 10, 2024. "New research reveals: the real motivation behind bringing employees back to the office." Israel Hayom.

Katz, Aharon. June 4, 2024. "Unemployment is non-existent, and the demand for workers is high, but the labor market is showing another worrying sign." Globes.

Yarden, Ben Gal Hirshhorn. April 22, 2024. "Fighting for every minute: the Israelis still dedicating themselves to soldiers. Interview with Dr. Avi Shnider on balancing work and volunteering." TheMarker.

Tal, Ronen. January 23, 2024. "I would flatten the burned kibbutzim and rebuild everything from scratch." – Interview with sociologist Avi Shnider. Haaretz.

Opinion Columns



Shnider, Avi. May 30, 2024. "Do storks bring babies into the world? According to Channel 14's logic, apparently yes." *Calcalist*.

Shnider, Avi. May 19, 2024. "Affirmative action? Establishing neighborhoods in Netivot and Sderot on agricultural land continues the ethnic divide." *TheMarker*.

Shnider, Avi. April 7, 2024. "Cutting the agriculture budget is like collecting weapons from emergency units before October 7." *Calcalist*.

Broadcast Media Interviews

Adi Cohen. September 17, 2024. "The local job market is undergoing significant upheavals." channel 24.

Daskal, Uriel. May 8, 2024. "Interview with Dr. Avi Shnider on the Canadian law 'The Right to Disconnect from Work.'" *Relevant*.

Ben Menachem, Efi. May 1, 2024. "Interview with Dr. Avi Shnider in honor of International Workers' Day." *Hayom Hayah - Galei Tzahal*.

Moked, Yoram. April 19, 2024. "Wrapping up the week. Interview with Dr. Avi Schneider on the OECD report on working hours in Israel." *Radius 100 FM*.

Weinerb, Yair. April 17, 2024. *Tzeva HaKesef* (The Color of Money). "Interview with Dr. Avi Shnider on the OECD report on working hours in Israel." *Galei Tzahal*.