



Tamar Almor Curriculum Vitae

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Tri-lingual English, Hebrew, Dutch

Education

- 1993 **Ph.D. Tel Aviv University:** The Recanati School of Business. Specialization in Management Sciences: Business Policy
- 1987 M.Sc. Tel Aviv University, the Recanati School of Business. Specialization in Organizational Behavior.
- 1982 B.Sw. Social Work. Tel Aviv University
- 1979 Preparatory year for new immigrants, Tel Aviv University

Academic Experience (part of functions fulfilled throughout my career)

- 2021-current **Dean** of the Faculty of Business, The College of Management
- 2020-current **Fellow** of the European International Business Academy (EIBA)
- 2019-current **Full professor** at the College of Management, Israel
- 2017-2021 **Dean** School of Behavioral Sciences and the Dept. of Psychology, College of Management
- 2007-2019 Associate professor at the School of Business Administration, College of Management
- 2004-2017 **Dean of Students** at the College of Management
- 2000-2004 Associate Dean for Student Affairs, The School of Business Administration
- 1996-2007 Senior lecturer at the School of Business Administration, College of Management
- 1994-2007 Head Dept. of Strategy and Entrepreneurship
- 1996-2000 Head Dept. of Management and Human Resources
- 1987-2006 Lecturer at the Faculty of Management, Tel Aviv University
- 1990-1996 Lecturer at the School of Business Administration, College of Management
- 1993-1999 Supervisor at the Open University, department of Management

Visiting Positions

- 2018-2021 Visiting professor Agder University, Norway
- 2016-2017 Visiting professor Aalto University, Finland



2011-2012 Visiting professor Temple University Singapore branch
2011 Visiting professor University of Amsterdam, Business School
2010 Visiting professor Sotheby's Institute of Art, Singapore Art Business

Member of the Editorial Board

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2014- current *Competitiveness Review: An International Business Journal*
2012- current *the International Journal of Emerging Markets*
2006- current *Management International Review*
2017- current *Journal of Knowledge Management*
2018- current *the European Journal of International Management*
2018- current *the Journal of Intercultural Management and Ethics*

Scholarly Positions and Activities outside the Institution

2000-2001 Director at B.S.S.H. – The Israel Credit Insurance Company LTD
2002-present Member of the Board of Trustees of the College of Management
2003-2010 Member of the Board of Trustees of project 'Junior Achievement'
2003-2009 Israel's representative on the Board of the European International Business Academy – EIBA
2005-2010 Member of the Board of CECI – Citizens' Empowerment Center in Israel
2005-2007 Presidential Appointment – Citizens' Empowerment Center in Israel
2009 - 2018 Member of the Board of Governors of "Perach" – students volunteering organization
2012 - 2017 Founding Member of the Managing Committee of Students Deans in Israel – founded by the Rothschild Caesarea Foundation
2014 - 2017 Member of the International Advisory Board for the CEU Emerging Market Strategy and Leadership Initiative
2015 - 2017 Member of the Board of SCMI – Stichting Collectieve Marorgelden Israel
2015 - 2017 Advisor to the Ministry of Education on matriculation programs and exams in Business Administration
2017- 2018 EASME SME expert for the European Union
2018-present Israel's representative on the Board of the European International Business Academy – EIBA
2018-present Board of Advisors of the Journal of Intercultural Management and Ethics (JIME)
2019 Invited keynote speech at the international conference in Riga "New Challenges of Economic and Business Development – 2019: Incentives for Sustainable Economic Growth"
2019 Track Chair annual EIBA conference, Leeds, Brittain.
2020 Appointed Fellow at the European International Business Academy EIBA
2022 Treasurer and Secretary of EIBA Fellows.



Organization of Conferences or Sessions

1999	Co-organized the international SMOPEC 1999 conference
2003	Organized a conference on Organizational Knowledge and Human Resources in multinational companies, College of Management
2005	Organized the first conference on International Business from Eastern Mediterranean Countries, College of Management
2006	Track Chair 'International Strategies' for the 32 nd EIBA conference, Fribourg, Switzerland, 2006
2010	Track Chair 'Internationalisation process and international entrepreneurship' for the 36 th EIBA annual conference, Porto, Portugal 2010.
2011	Discussant for the 'Caesarea Economic Policy Planning Forum'.
2013	Organized a panel for EIBA on maturing born globals
2016	Organized a local conference on the influence of technological changes on business strategies and models as part of the festive naming of the Yair Aharoni Graduate Studies Department. College of Management.
2017	Organized a local conference on the pros and cons of globalization. The annual Yair Aharoni conference on IB. College of Management.
2019	Track Chair 'innovations in teaching IB', EIBA 2019 conference in Leeds, England.
1992-present	Chair, discussant, head of panel in annual EIBA conferences, AIB conferences and other conferences attended.

SELECTED PUBLICATIONS

Edited Books and Special Journal Issues

- Almor, T., Jankowska, B., Foroudi, P. and Marinova. S.T. The Foreign Investment Decision Process in Times of Digital Transformation: A tribute to Yair Aharoni. **The European Journal of International Management**. Planned for 2022.
- Tarba, S.Y. and Almor, T. 2018. Special issue on International New Ventures. **International Studies of Management & Organization**, 48(2)
- Almor. T. and Tarba, S.Y. 2014. Focused issue on Maturing Born Globals. **Management International Review**, 54(4)
- Almor, T. (Ed.) 2006. **Establishing and Managing the Firm**. Israel Small and Medium Enterprise Authority. (Hebrew).
- Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and the Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel.
- Hirsch, S. and Almor, T. (Eds.) 1996. **Outsiders' Response to European Integration**. Copenhagen Business School Press; Copenhagen, Denmark.

Selected Refereed Articles

- Lehrer, M. and Almor. T. Startups internationalizing in quest of a business model: The global prospecting of process niche firms. **Journal of International Management**. Accepted for publication.
- Almor, T. Small countries creating global advantages: A tribute to Yair Aharoni. In Lewin, A.,



- Ramamurti, R. and Rose, E. **In memory of Yair Aharoni**. Forthcoming.
- Almor, T. 2020. Creativity and Vision: Commemorating Yair Aharoni and Seev Hirsch, the founding fathers of International Business in Israel. **EIBA-zine**, autumn/winter, no. 27
- Almor, T., Bazel Shoham, O., Lee, SM. 2020. The dual effect of Board Gender Diversity on R&D investments. **Long Range Planning**. <https://doi.org/10.1016/j.lrp.2019.05.004>
- Almor, T. and A. Shnider. 2019. From knowledge enrichment to career development: the case of higher education in Israel. Invited article **Journal of Intercultural Management and Ethics**, 2: 53-64.
- Almor, T. 2018. International investment strategies utilized by international new ventures: The role of exogenous and endogenous uncertainty. **International Studies of Management & Organization**, 48(2): 140-156.
- Tarba, Y.S., Almor, T. 2018. International entrepreneurial ventures: Implications for international management. **International Studies of Management & Organization**, 48(2): 137-139.
- Øyna, S., Almor, T., Elango, B., Tarba, S.Y. 2018. Maturing born globals and their acquisitive behavior. **International Business Review**, 27(3): 714-725.
- Shoham, A.; Almor, T.; Lee, S.M.; Ahammad, M. 2017. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. **Journal of Organizational Behavior**, 38(9): 1356–1379. **Selected as one of the three best papers published in JOB in 2017, received the Runner-up paper Award in 2018.**
- Liu, Y. and Almor, T. 2016. How culture influences the way entrepreneurs deal with uncertainty in inter-organizational relationships: The case of returnee versus local entrepreneurs in China. **International Business Review**, 25(1A): 4-14.
- Almor, T., Tarba, S.Y., Margalit, A. 2014. Maturing, technology-based, born global companies: Surviving through mergers and acquisitions. **Management International Review**, 54(4): 421-444. (Lead Article).
- Heilbrunn, S. and Almor, T. 2014. Is entrepreneurship education reproducing social inequalities among adolescents? Some empirical evidence from Israel. **The International Journal of Management Education**, 12(3):445-455.
- Bank, D. and Almor, T. 2013. The development of business education in a young, entrepreneurial country. In V. Jones, J. McIntyre & I. Alon (Eds.) **Innovation in Business Education in Emerging Markets**, Palgrave Macmillan, pp. 76-95.
- Almor, T. 2013. Conceptualizing paths of growth for the technology- based, born global firm originating in a small population, advanced economy. **International Studies of Management & Organization**. 43(2):56-78.
- Almor, T. and Yehekel, O. 2013. Footloose and fancy free: Sojourning entrepreneurs in China. **Journal of Enterprising Communities: People and Places in the Global Economy**, 7(4): 354 - 372. **Received Highly Commended Paper award 2013 by Emerald.**
- Almor, T. and Heilbrunn, S. 2013. Entrepreneurship in Israel: Theory and Practice. **The American Journal of Entrepreneurship**, 6(2): 16 – 36.
- Tarba, S.Y., Almor, T., and Benyamini, H. A. 2012. Comparative Anatomy of Two Cross-border Acquisitions by Teva Pharmaceutical Industries. **Advances in Mergers and Acquisitions**. 10: 75-102.
- Hashai, N., Almor, T., Papanastassiou, M., Filippaios, F., Rama, R. 2011. Unraveling the Relationships between Internationalization and Product Diversification among the World's Largest Food and Beverage Enterprises. In Ravi Ramamurti, Niron Hashai (eds.). **The Future of Foreign Direct Investment and the Multinational Enterprise (Research in Global Strategic Management, Volume 15)**, Emerald Group Publishing Limited, pp. 271-299.
- Almor, T. 2011. Dancing as fast as they can: Israeli high-tech firms and the great recession of 2008. **Thunderbird International Business Review**. 53(2): 195-208. Feature article.



- Almor, T., Tarba, S.Y., and Benyamini, H. 2011. Teva's acquisition of Biogal Pharmaceutical Works – Part 1. In Gomes, E., Weber, Y., Brown, C., and Tarba, S.Y. 2011. **Mergers, Acquisitions and Strategic Alliances: Understanding the Process**. Palgrave Macmillan. pp. 75-82.
- Almor, T., Tarba, S.Y., and Benyamini, H. 2011. Teva's acquisition of Biogal Pharmaceutical Works – Part 2. In Gomes, E., Weber, Y., Brown, C., and Tarba, S.Y. 2011. **Mergers, Acquisitions and Strategic Alliances: Understanding the Process**. Palgrave Macmillan. pp. 208-211.
- Almor, T., Tarba, S.Y. and H. Benyamini. 2009. Unmasking integration challenges: The case of Biogal's acquisition by Teva Pharmaceutical Industries. **International Studies of Management & Organization**. 39(3): 33-53.
- Hashai, N. and Almor, T. 2008. R&D Intensity, Value Appropriation and Integration Patterns within Organizational Boundaries. **Research Policy**. 37/6-7: 1022-1034.
- Almor, T. and Sperling, G. 2008. Israeli, born global, knowledge-intensive firms: An empirical inquiry. In Dana, L., Han, M., Ratten, V., Welppe, I. **Handbook of Research on European Business and Entrepreneurship: Towards a Theory of Internationalization**. Edward Elgar, pp. 316-336.
- Rachman-Moore, D., Almor, T., Kogman, M. 2007. Equal investments, different rewards: Gender inequalities among Israeli lawyers. **International Journal of the Legal Profession**, 13(3): 189– 216.
- Almor, T., Hashai, N., Hirsch, S. 2006. The product cycle revisited: Knowledge intensity and firm internationalization. **Management International Review**, 46: 507-528.
- Almor, T. and Hashai, N. 2004. Configurations of International Knowledge-Intensive SMEs: Can the Eclectic Paradigm provide a sufficient theoretical framework? In W. Daring, R. Oakley and S. Kauser (Eds.) **New Technology-Based Firms in the New Millennium, Volume III**. Chapter 17. Amsterdam, Elsevier.
- Almor, T. 2004. Tecnomatix – A global entrepreneurial company. In O. Shenkar and Y. Luo. **International Business**. John Wiley and Sons.
- Almor, T. and Hashai, N. 2004. The competitive advantage and strategic configuration of knowledge-intensive, 'Born Global' firms: A modified resource-based view. **Journal of International Management**, 10: 479-500.
- Hashai, N. and Almor, T. 2004. Gradually internationalizing 'Born Global' firms: An oxymoron? **International Business Review**, 13(4): 465-483.
- Ellis, S., Almor, T. and Shenkar, O. 2002. Structural contingency revisited: Towards a dynamic system model. **Emergence**, 4.4: 51-85.
- Lerner, M. and Almor, T. 2002. Relationships among strategic capabilities and the performance of women-owned small ventures. **Journal of Small Business Management**, 40(2): 109-125.
- Almor, T. 2001. Towards a contingency view of market entry strategies: Contextual and strategic factors. **The Journal of Euromarketing**, 10(1), 5-25. Reprint in Hong Liu (Ed.), 2001. **Foreign Direct Investment and Strategic Alliances in Europe**. International Business Press, Binghamton, NY.
- Almor, T. 2000. Born global: The case of small and medium sized, knowledge-intensive, Israeli firms. In Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and The Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel. (39 citations).
- Almor T. and Hirsch, S. 2000. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. In Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and the Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel. (Reprint from JIBS).



- Almor, T. and Hashai, N., 2000. Seev Hirsch: A man of creativity and vision. In Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and the Economics of Peacemaking**. Academic Studies Division, Rishon LeZion, Israel.
- Almor T. and Hirsch, S. 1999. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. In T. Brewer (ed.) **Trade and Investment Policy**. Elgar, Cheltenham, UK. (Reprint from JIBS).
- Almor, T. 1996. Bank Leumi Lelsrael. **Foundations of Management**. Henley Management College, Oxfordshire, UK.
- Almor, T. 1996. Scitex. **Foundations of Management**. Henley Management College, Oxfordshire, UK.
- Almor, T. 1996. Responding to unification of the European Community: The use of international strategic alliances by outsiders. In Hirsch, S. and Almor, T. (eds.) **Outsiders' Response to European Integration**. Copenhagen Business School Press; Copenhagen, Denmark.
- Hirsch, S. and Almor, T. 1996. Europe ninety-two: Effects on outsiders. In Hirsch, S. and Almor, T. (eds.) **Outsiders' Response to European Integration**. Copenhagen Business School Press; Copenhagen, Denmark.
- Almor T. and Hirsch, S. 1995. Outsiders' response to Europe 1992: Theoretical considerations and empirical evidence. **Journal of International Business Studies**, 26(2): 223-238. **Reprint** in T. Brewer (ed.), 1999. **Trade and Investment Policy**. Elgar, Cheltenham, UK. **Reprint** in Almor, T. and Hashai, N. (Eds.). 2000. **FDI, International Trade and The Economics of Peacemaking**. College of Management, Rishon LeZion, Israel.
- Shenkar, O.; Aranya, N.; Almor, T. 1995. Construct dimensions in the contingency model: An analysis based on metric and non-metric multivariate instruments. **Human Relations**, 48(5): 559-580.
- Hirsch, S. and Almor, T. 1995. The effect of Europe 1992 on outsider firms: The case of Israel. In E. Ahiram and A. Tovias (eds.) **Wither EC-Israeli Relations? Common and Divergent Interests**. Peter Lang, Europäischer Verlag der Wissenschaften, Frankfurt am Main. pp. 47-62.
- Ellemers, T. and Segev, E. 1993. Strategic archetypes at the business level: A synthesis of eight typologies. In E. Segev **Business Unit Strategy**. Tel Aviv, Open University. (In Hebrew).