

Date: July 2021

Curriculum Vitae

1. Personal Data

Name in Hebrew: ד"ר גיל אפרת
Name in English: **Efrat Gill, Ph.D.**
E-Mail: efratg@wgalil.ac.il

2. Higher Education

Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
1999-2002	Haifa University	B.A.	2002
2002-2005	Bar Ilan University	M.A.	2005
2005-2007	Bar Ilan University	Ph.D.	2007

3. **Title of Doctoral Thesis:** An Integrative Model of Individual and External Sources as Predictors of Lateness and Absence Behavior. Bar Ilan University, Israel.

Supervisor: Prof. Meni Koslowsky

4. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Position/ Rank	% Position
2007-2012	Interdisciplinary Center Herzliya	Lecturer	30
2007-2017	Zefat Academic College	Lecturer	100
2007-2016	Western Galilee College	Lecturer	20
2017-present	Western Galilee College	Lecturer	100

5. Offices in Academic Administration

Dates	Name of Institution and Department	Position
2010-2014	Zefat Academic College	Member of the academic staff organization
2018-present	Western Galilee College	Member of the disciplinary committee
2018-present	Western Galilee College	Member of the ethics committee

6. Participation in Scholarly Conferences

Active Participation International Conferences

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
Feb. 2014	American Association of Behavioral and Social Science Conference	Las Vegas, USA	Emotions Attributions and Perceptions of Social Problems among Jews And Arabs in Israel	Presenter
June 2017	International Journal of Arts and Sciences' conference	Vienna, Austria	Differences In Academic Achievements And Motivational Patterns Among Students Of Arab And Jewish Origin In Israel	Presenter
May, 2019	III International Social Sciences and Humanities Berlin Conference	Berlin, Germany	Differences in Occupational and Educational Needs between Students of Jewish and Arab Origin in Israel	Presenter
Sep, 2020	17 th ICTEL 2020 – International Conference on Teaching, Education and Learning	Barcelona, Spain	Differences in Employment Perceptions and Future Expectations between Students of Jewish and Arab Origin	Presenter
Mar, 2021	International Conference on Social and Scientific Issues in Humanities, Social Sciences and Business Management	Dubai, UAE	Culture, Academic Success and Social Mobility – Comparing Academic Achievements Between Cultures	Presenter
June, 2021	International Institute of Academic Research & Publications	Bangkok, Thailand	Understanding the Degree of Structure in Homeschooling	Presenter

7. Teaching

Courses Taught in Recent Years

Year	Name of Course	Type of Course	Degree	Number of Students
2009 – Present	Employee selection and evaluation	High Learn Course	B.A.	80-120
2007-2013	Introduction to management	Mandatory	B.A.	80-120
2010 – 2017	Emotional intelligence in management	High Learn Course	B.A.	20-50
2009 - Present	Social psychology	Mandatory	B.A.	60-150
2009 - Present	Organizational behavior	Mandatory	B.A.	43
2009 - Present	Employee management	High Learn Course	B.A.	104
2010 - Present	Manager development and training	High Learn Course	B.A.	80-120
2007-2016	SPSS	Mandatory	B.A.	12-30
2011 - Present	Positive psychology	High Learn Course	B.A.	12-30
2005 -2007	Research methods	Mandatory	B.A.	15-80
2016 -Present	Positive psychology in management	Seminar	B.A	30-60
2016 - Present	Emotional Intelligence In the Workplace	Seminar	B.A.	30-60

8. Professional Experience

A psychologist and organizational consultant, various industrial fields. In my professional role, I perform diagnostic processes in organizations, consulting and organizational development processes, and executive consulting. I also train and mentor organizational consultants.

9. Summary of my Activities and Future Plans

In addition to academic teaching, my first professional decade as a psychologist and organizational consultant focused on the integration of academia with practical work in organizations, in order to maintain relevance to the professional field and to gain practical experience in translating theory into practice, similar to my fellow psychologists in other fields of specialization.

In the past three years, my professional focus has shifted to research, focusing on two main topics: the first is withdrawal behaviors and the second is motivation for learning among students, and in both I have done longitudinal studies.

In the area of withdrawal behaviors, I conducted research in a high-tech organization in recent years, which focused on withdrawal behaviors of the workers over time (10 months). In addition, I conducted two longitudinal, consecutive and complementary studies during one academic year, in two different academic institutions, which examined different characteristics of withdrawal behaviors among students, with emphasis on lateness and environmental variables that affect lateness, for example, the student's culture of origin. Preliminary findings were presented at an international conference and are in various stages of editing and analyzing for publication in peer-reviewed journals.

The field of motivation for learning, or motivation to succeed, emerged as a supplementary research field to the withdrawal behaviors. In both, cultural and environmental variables were examined as predictors of students' behavior, for example, the influence of cultural (collective versus individualistic) characteristics on behavior in the classroom, in an individualistic cultural environment, and its relation to academic success. Data collection took about three years for academic success, and continues to be carried out today, in order to gather information on the connection to professional success and integration into the work market, several years after graduation. The data are in stages of editing and submission for publication, and the collection of data on professional success continues.

In the next few years, I plan to continue my research on academic success and success at work and to focus on variables related to strengths and personality traits such as Grit and Mindset

PUBLICATIONS

Efrat Gill, Ph.D.

Guterman, O. and Gill, E. (2021) "Differences Between Students of Jewish and Arab Origin in Reasons for Deciding to Study", *Education and Urban Society*, Article first published online: June 30, 2021

"Different Motivation, Different Achievements: The Relationship Between Motivation to Study and Final Grades Among Jewish and Arab Undergraduates Studying Together", submitted to *Journal of Further and Higher Education*.