

**Tamar Almor**  
**Full Professor**

**Dean of the School for Behavioral Sciences  
and the Dept. of Psychology**

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**Languages** English, Hebrew, Dutch

**Member** European International Business Academy (EIBA)  
Academy of International Business (AIB)

**Education**

- 1993 Ph.D. Tel Aviv University, The Recanati School of Business, Tel Aviv University, Israel.
- 1987 M.Sc. Tel Aviv University, the Recanati School of Business, Tel Aviv University, Israel.
- 1982 B.Sw. Social Work. Tel Aviv University, Israel.
- 1979 Preparatory year for new immigrants, Tel Aviv University, Israel.

**Academic Experience**

- 2017-present Dean of the School of Behavioral Sciences and the dept. Psychology, the College of Management, Israel.
- 2019-present Full Professor at the College of Management, School of Behavioral Sciences and the dept. Psychology.
- 2007-2019 Associate professor at the College of Management, School of Business Administration.
- 2004-2017 Dean of Students at the College of Management.
- 1996-2007 Senior lecturer at the College of Management. School of Business Administration
- 1987-2006 Lecturer at Tel Aviv University, Faculty of Management

- 1990-1996      Lecturer at the College of Management, School of Business Administration
- 1993-1999      Supervisor at the Open University, department of Management

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Page | 2 **Visiting Positions**

- 2018-present    Agder University, Norway, part time visiting professor
- 2016-2017      Aalto University, Finland, part time visiting professor
- 2011-2012      Temple University Singapore branch, part time visiting professor
- 2011             University of Amsterdam, Business School, part time visiting professor
- 2010             Sotheby's Institute of Art, Singapore Art Business, part time visiting professor

**Academic Administration**

- 2017-present    Dean of the School of Behavioral Sciences and the dept. Psychology, the College of Management, Israel.
- 2004-2017      Dean of Students at the College of Management
- 2013-2017      Advisor to the President on gender and advancement of women in academia, the College of Management
- 2000-2004      Associate Dean for Student Affairs at the Business School of the College of Management
- 2000-2004      Chair Scholarship Committee at the School of Business Administration the College of Management
- 1996-2000      Head of the department of Management and Human Resources at the School of Business Administration the College of Management
- 1994-2007      Established and headed the dept. of Strategy and Entrepreneurship at the School of Business Administration the College of Management

**Activities outside the Institution**

**Boards:**

- 2018-present    Israel's representative on the Board of the European International Business Academy – EIBA
- 2019             Invited keynote speech at the international conference in Riga “New Challenges of Economic and Business Development – 2019: Incentives for Sustainable Economic Growth”
- 2019-present    Affiliate of the Center for Competitiveness, Fribourg University, Switzerland.

2017-2018	EASME SME expert for the European Union
2018-present	Board of Advisors of the Journal of Intercultural Management and Ethics (JIME)
2015-2017	Advisor to the Ministry of Education on matriculation programs and exams in Business Administration
2015-2017	Member of the Board of SCMI – Stichting Collectieve Marorgelden Israel
2014-2017	Member of the International Advisory Board for the CEU Emerging Market Strategy and Leadership Initiative
2012-2017	Member of the Managing Committee of Students Deans in Israel – founded by the Rothschild Caesarea Foundation
2009-2017	Member of the Board of Governors of "Perach" – students volunteering organization
2002-present	Member of the Board of Trustees of the College of Management
2005-2010	Member of the Board of CECI – Citizens' Empowerment Center in Israel
2005-2007	Presidential Appointment – Citizens' Empowerment Center in Israel
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
2000-2001	Director at B.S.S.H. – The Israel Credit Insurance Company LTD

### **Editorial:**

2017-present	Member of the Editorial Board of the <i>Journal of Knowledge Management</i>
2018-present	Member of the Editorial Board of <i>the Journal of Intercultural Management and Ethics</i>
2018-present	Member of the Editorial Board of <i>the European Journal of International Management</i>
2014-present	Member of the Editorial Board of <i>Competitiveness Review: An International Business Journal</i>
2012-present	Member of the Editorial Board of the <i>International Journal of Emerging Markets</i>
2006-present	Member of the Editorial Board of <i>Management International Review</i>
2012-2013	Member of the Israel Science Foundation Reviewing Committee - ISF
2004-2007	Co-Editor EIBA-zine, the online EIBA newsletter

## Ad Hoc Reviewing:

- Reviewer for the Journal of International Business Review.
- Reviewer for the Management International Review.
- Reviewer for the Journal of Small Business Management.
- Reviewer for Thomson Publishing.
- Reviewer for Asia Pacific Management Review.
- Reviewer for Journal of World Business.
- Reviewer for EIBA, AoM and AIB conferences.

## Organization of Conferences or Sessions:

2019	Track Chair for the track on 'Innovations in teaching IB', EIBA 2019 conference in Leeds, England.
2015	Organized a mini-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.
2013	Organized a panel for EIBA on maturing born globals
2011	Discussant for the ' <i>Caesarea Economic Policy Planning Forum</i> '.
2010	Track Chair 'Internationalisation process and international entrepreneurship' for the 36 <sup>th</sup> EIBA annual conference, Porto, Portugal 2010.
2006	Track Chair 'International Strategies' for the 32 <sup>nd</sup> EIBA conference, Fribourg, Switzerland, 2006
2005	Organized the first conference on International Business from Eastern Mediterranean Countries, College of Management
2003	Organized a conference on Organizational Knowledge and Human Resources in multinational companies, College of Management
1999	Co-organized the international SMOPEC 1999 conference

## Scholarships, Awards and Notations

### Research

1987-1991	The Maya Fisher David Ph.D. Scholarship. Awarded by the Tel Aviv University.
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1995	The Raphael Shador outstanding researcher award.
1998	The Yoram Rosenfeld award for research in high tech and entrepreneurship. Awarded by Tel Aviv University.
1999	Stef Wertheimer Fund for case studies.
2002	L'Oreal award for Excellence in Research.
2014	Highly Commended Paper 2013 by Emerald.
2015	Outstanding researcher award, The College of Management.
2017	Outstanding researcher award, The College of Management.
2018	Runner up paper award Journal of Organizational Behavior 2017.

## PUBLICATIONS

### Edited Books and Special Journal Issues – Published

Tarba, S.Y. and Almor, T. 2016 / 2017. Special issue on International New Ventures. *International Studies of Management and 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.

### Articles in Refereed Journals

Almor, T., Bazel Shoham, O., Lee, SM. 2019. The dual effect of Board Gender Diversity on R&D investments. *Long Range Planning*. Accepted for publication.  
<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.

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 Yeheskel, 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.

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 H. Benjamini. 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.

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. 2006. Scitex: A company at a crossroads. *The Journal of Business Case Studies*, Vol. 2 (2): 33 - 44.

Almor, T. 2006. Tecnomatix: A born-global company. *The Journal of Business Case Studies*, Vol. 2 (2): 23 - 32.

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. 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.

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.

Ellis, S., Almor, T. and Shenkar, O. 2002. Structural contingency revisited: Towards a dynamic system model. *Emergence*, 4.4: 51-85.

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. 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 No. 5, pp. 559-580.

### Articles or Chapters in Scientific Books

Bank, D. and Almor, T. 2013. 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.

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., 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. and Sperling, G. 2008. Israeli, born global, knowledge-intensive firms: An empirical inquiry. In Dana, L., Han, M., Ratten, V., Welpel, I. **Handbook of Research on European Business and Entrepreneurship: Towards a Theory of Internationalization**. Edward Elgar, pp. 316-336.

Almor, T. and Hashai, N. 2004. Configurations of International Knowledge-Intensive SMEs: Can the Eclectic Paradigm provide a sufficient theoretical framework? In W. Dunning, 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. 2001. Towards a contingency view of market entry strategies: Contextual and strategic factors. In Hong Liu (Ed.) **Foreign Direct Investment and Strategic Alliances in Europe**. International Business Press, Binghamton, NY. (Reprint from the Journal of Euromarketing, 2001).

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.

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).

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. 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.

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.

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).

### Articles in Conference Proceedings

Panel member on the advancement of women in IB. 2018. 44<sup>th</sup> EIBA annual conference, Poznan, Poland.

Oyna, S., Almor, T., Elango, B., Tarba, S.Y. 2017. Maturing born globals and their acquisitive behavior. 43<sup>rd</sup> EIBA annual conference, Milano, Italy.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2016. To acquire or not: how maturing born globals survive over time. Academy of International Business annual conference, New Orleans, US.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. Academy of International Business annual conference, New Orleans, US.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. Academy of International Business US – Northeast Conference. Philadelphia, US.

Shoham, A., Almor, T., Lee, S.M., Ahammad, M.F. 2016. Encouraging environmental sustainability through gender: A micro-foundational approach using linguistic gender marking. 42<sup>nd</sup> EIBA annual conference, Vienna, Austria.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2016. How Do Born Global Firms Grow Up? A Longitudinal Study. 42nd EIBA annual conference, Vienna, Austria.

Oyna, S., Almor, T., Elango, B., Tarba, S.Y. 2017. Maturing born globals and their acquisitive behavior. 43<sup>rd</sup> EIBA annual conference, Milano, Italy.

Almor, T., Oyna, S., Tarba, S.Y., Ahammad, M.F. 2015. Growing up is hard to do: Maturing born global companies in a high-tech environment. Proceedings of the **41<sup>th</sup> EIBA annual conference**, Rio de Janeiro, Brazil.

Almor, T., Margalit, A., Tarba, S.Y. 2013. Maturing born globals: An empirical examination. Proceedings of the **39<sup>th</sup> EIBA annual conference**, Bremen, Germany.

Almor, T. and Yehekel, O. 2011. Footloose and Fancy-Free: Sojourning Entrepreneurs in China. The 5<sup>th</sup> **China Goes Global Conference** at Harvard University,

Almor, T. Land of Opportunity: Israel's high tech companies in the PRC. Proceedings of the 4<sup>th</sup> **China Goes Global Conference** at Harvard University, 2010.

Almor T. 2010. Dancing as fast as they can: Israeli high tech firms and the great recession of 2008. Proceedings of the **36<sup>th</sup> EIBA annual conference**, Porto, Portugal

Almor, T. 2009. Learning by doing or learning by studying: Teaching entrepreneurship in a MBA setting in Israel. **Entrepreneurship without borders, Israel**. TEMPUS conference proceedings.

Hashai, N. Hirsch, S. Almor, T. 2007. Drivers of internationalization levels: Foreign experience or firm specific knowledge? **International Business, Local Development and Science-Technology Relationships – 33<sup>rd</sup> EIBA Conference Proceedings**.

Hashai, N., Almor, T., Papanastassiou M., Fragkiskos, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. **Local roots, global links - Academy of International Business conference Proceedings**, Quebec, Canada.

Hashai, N., Almor, T., Papanastassiou M., Fragkiskos, F., Rama, R., 2005. Internationalization vs. business diversification – the impact of internal capability development. **Landscapes and mindscapes in a globalized world – 31<sup>st</sup> EIBA conference proceedings**.

Hashai, N. & Almor T. 2004. Internationalization and internalization strategies of different sized companies - A modified resource based view. **Academy of International Business Proceedings**, Stockholm, Sweden.

Almor, T. Hirsch S. & Hashai N. 2003. Towards an integrated model of internationalization. **Academy of International Business Proceedings**, Monterey, California.

Almor, T. and Hashai, N. 2003. Competitive advantage and strategic configuration of knowledge – intensive "born global" firms: A modified resource based view. The MNC as a knowing organization - **EIBA Conference Proceedings**.

Hashai, N. & Almor, T. 2002. Gradually internationalizing born global firms – An oxymoron? **European International Business Academy Conference Proceedings**, Athens, Greece.

Almor, T. & Hashai, N. 2001. Configurations of international knowledge -intensive SMEs: Can the eclectic paradigm provide a sufficient theoretical framework? **European International Business Academy Conference Proceedings**, Paris, France.

Almor, T. 1996. Why firms use different strategies when competing in the international arena. **European International Business Academy Conference Proceedings**.

### **Case studies developed**

Almor, T. 2004. Tecnomatix: Continuing its global growth. Case study and teaching note. The College of Management. Tel Aviv.

Almor, T. 2004. Scitex: A company at a crossroads. Case study and teaching note. The College of Management, Tel Aviv.

Almor, T. 2004. Tecnomatix - a global entrepreneurial company. Case study and teaching note. Funded by the Stef Whertheimer fund for case studies. Published in O. Shenkar and Y. Luo. **International Business**. John Wiley and Sons.

Almor, T. 1999. Teva's acquisition of Biogal Pharmaceutical Works. Case study prepared for Teva Pharmaceuticals Ltd.

Almor, T. 1999. Integrating Biogal into Teva. Case study prepared for Teva Pharmaceuticals Ltd.

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. The ups and downs of Scitex. The College of Management, Tel Aviv.

Almor, T. 1995. ECI - Telecom: A Growing High - Tech Company (A) and (B).

Almor, T.; Shenkar, O. 1994. Bank Leumi Lelsrael. The Faculty of Management, Tel Aviv University.

Almor, T. 1993. Scitex into the 1990s. The College of Management, Tel Aviv.

Cohen, A; Jacobson, E.; Almor-Ellemers, T. 1991. Kemira - A state-owned multinational: A case study on diversification & globalization. Jerusalem Institute of Management.

Cohen, A; Jacobson, E.; Almor-Ellemers, T. 1991. Norsk Hydro 1980-1990: A case study on diversification & globalization. Jerusalem Institute of Management.

Cohen, A; Jacobson, E.; Almor-Ellemers, T. 1991. DSM Group 1980-1990: A case study on diversification & globalization. Jerusalem Institute of Management.