

# RAVIT HESKIAU (HEZKIAU-LUDWIG)

EMAIL: [r.heskiu@northeastern.edu](mailto:r.heskiu@northeastern.edu), [ravit.heskiu@alum.utoronto.ca](mailto:ravit.heskiu@alum.utoronto.ca)

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## EDUCATION

- 2017      **PhD, Organizational Behavior and Human Resource Management,**  
Rotman School of Management, University of Toronto, Canada  
Dissertation title: “Work-Family Enrichment Training: Promoting Transferability of Resources across Life Domains”  
Supervisory committee: Prof. Julie M. McCarthy (supervisor), Prof. Gary P. Latham, Prof. Geoffrey J. Leonardelli
- 2009      **M.Sc, *Summa Cum Laude* (ranked 1<sup>st</sup> of 18 graduates)**  
**Management Science - Organizational Behavior,**  
Recanati School of Management, Tel Aviv University, Israel  
Thesis title: “Bottom-Up Pygmalion: The Effect of Outreach Tutors’ Expectations of Their Supervisors on the Supervisors’ and Tutors’ Self-Efficacy and Performance”  
Thesis advisor: Prof. Dov Eden
- 2005      **B.A in Management, *Summa Cum Laude* (ranked 1<sup>st</sup> of 108 graduates), and Psychology**  
Double Major Program, Tel Aviv University, Israel

## ACADEMIC TEACHING POSITIONS

- 9/2020 -      **Visiting Lecturer, D’Amore McKim School of Business, Northeastern University**  
BA writing intensive course “Organizational Behavior”
- 2020      **Instructor, Organizational & Leadership Psychology Department, William James College**  
Summer ‘20      Doctoral directed study on leadership and well-being
- 2019 – 2020      **Part-Time Lecturer, D’Amore McKim School of Business, Northeastern University**  
BA writing intensive course “Organizational Behavior”
- 2015      **Course Instructor, Rotman Commerce, University of Toronto**  
Spring ‘15      BA Commerce course “Organizational Behaviour”
- 2012      **Teaching Assistant, Rotman School of Management, University of Toronto**  
Summer ‘12      MBA course “Aligning People and Strategy”.

- 2006 – 2008     **Teaching Assistant, Recanati School of Management, Tel Aviv University**  
 Spring '08                   MBA course "Statistical Models in Business Administration".
- Fall '07                   MSc course "Research Methods in Organizational Behavior".
- Fall '07                   Executive MBA course "Introduction to Behavioral Science".
- Fall '06, Fall '07           MA course "Principles of Economics".
- Spring '07                   BA course "Statistical Methods for Economists".
- Spring '06 – Spring '07   BA course "Empirical Research Methods".
- 2008               **Teaching Assistant, School of Management, the Interdisciplinary Center, Herzliya, Israel**  
 Spring '08                   BA course "Stress and Coping at Work".

Most of the teaching assistant positions involved teaching a weekly tutorial.

#### **ACADEMIC RESEARCH ASSISTANSHIP**

- 2009 – 2010     **Assisted in research work with Prof. Howard Weiss's group**  
 I/O Psychology area, Department of Psychological Sciences,  
 Purdue University.
- 2005 – 2007     **Research Assistant, Dr. Harel Goren's group**  
 (social loafing and social dilemmas in groups)  
 Recanati School of Management, Tel Aviv University.

#### **PUBLICATIONS**

Heskiu, R., & McCarthy, J. M. (in press). A work-family enrichment intervention: Transferring resources across life domains. *Journal of Applied Psychology*.

#### **PAPERS IN PREPARATION**

Heskiu, R., & McCarthy, J. M. (in preparation). *Implicit theories of the work-family interface: How employees view the interface between life roles.*

Heskiu, R., & Rotundo, M. (in preparation). *The effects of situational identity conflict and enhancement on job performance.*

Heskiu, R., & McCarthy, J. M. (in preparation). *Thinking outside the role: The moderated effect of family-related activation on work creativity.*

Heskiu, R., & McCarthy, J. M. (in preparation). *Validation of a work-to-family enrichment self-efficacy scale.*

## CONFERENCE PAPERS / PRESENTATIONS

Rotundo, M., Heskiu, R., Kovacheff, C., & He, J. C. (2020, August). The Effects of environmental and work identities on discretionary performance in gig economy work. In R. Heskiu & M. Rotundo (chairs), *Discretionary Performance in the 21st Century Workplace: Expanding Theory, Research and Practice. Symposium conducted at the 80th Annual Meeting of the Academy of Management, Virtual Conference.*

Heskiu, R., & McCarthy, J. M. (2018, August). Work-family enrichment training: Promoting transferability of resources across life domains. *Presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.*

Heskiu, R., & McCarthy, J. M. (2018, June). The prominence of conflict in the interface between work and family. *Poster presented at the Work and Family Researchers Network 2018 Conference, Washington, DC.*

Heskiu, R., & McCarthy, J. M. (2015, July). The effects of family activation and work-family conflict on work creativity. *Presented at the 2015 meeting of the International Society for the Study of Individual Differences, London, ON, Canada.*

Heskiu, R., & Rotundo, M. (2014, May). The effects of identity conflict and enhancement on job performance. In R. Heskiu & M. Rotundo (chairs), *Contextual Factors and Job Performance: Advancing Theory and Measurement. Symposium conducted at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*

Heskiu, R., & McCarthy, J. M. (2014, May). Coping with work-family conflict and guilt through self-affirmation. In R. C. Johnson & K. J. Brockwood (chairs), *Where the Rubber Meets the Road: Work-Family Interventions Driving Change. Symposium conducted at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*

Eden, D., & Heskiu, R. (2014, May). Quality or quantity: Which is the best road to tenure? *Poster presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*

- Heskiu, R., & Rotundo, M. (2013, May). The effect of multiple identity conflict or enhancement on collective self-esteem. *Poster presented at the 25<sup>th</sup> Annual Convention of the Association for Psychological Science*, Washington, DC.
- Heskiu, R., & McCarthy, J. M. (2013, April). Thinking outside the role: The moderated effects of a family prime on work creativity. In R. Matthews (chair), *Dark Data: Advancing Work-Family Research through Non-Significant and Counter-Intuitive Results. Symposium conducted at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Houston, TX.
- Heskiu, R., & Eden, D. (2011, August). Pygmalion-in-reverse: Effects of follower expectations on leader performance. *Poster presented at the 119<sup>th</sup> Annual Convention of the American Psychological Association*, Washington, DC.
- Heskiu, R., & Eden, D. (2011, April). What to do when a field experiment goes awry? In C. E. Lance (chair), *Randomized Experimental Tests of Mediation Models. Symposium conducted at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

## **WORKING PAPERS**

- Heskiu, R., & Eden, D. (2010, October). *Bottom-up Pygmalion: A field experimental test of the effects of follower expectations on leader performance*. (Working Paper No. 11/2010). Tel Aviv, Israel: Henry Crown Institute of Business Research, Tel Aviv University.

## **INVITED SEMINARS/LECTURES**

- Heskiu, R. (2014, October). *Work-life balance: Theoretical & practical perspectives*. Invited seminar for senior undergraduate class in HR management, Department of Management, University of Toronto Scarborough.

## **NON-ACADEMIC WORK EXPERIENCE**

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|-------------|---|
| 2005 – 2006 | <b>Weather Forecaster and Producer in Charge, Israeli Channel 10 broadcasting News Company</b> (one of the two leading news companies in Israel). |
| 2003 – 2005 | <b>Weather Forecaster and Producer, Israeli Channel 2 broadcasting News Company</b> (belongs to the most popular television channel in Israel).   |

**MILITARY SERVICE**

**Military Rank:** First Lieutenant, Israel Defense Forces.

- 2002 – 2003      **Commander and Instructor of the Meteorology Officer Training Course, Israeli Air Force.**
- 2002 – 2003      **Officer in the Meteorological Research Department, and Officer in Charge of Meteorology Training in the Israeli Air Force.**
- 2000 – 2001      **Weather Forecaster and Shift Manager in the Meteorology Unit, Israeli Air Force,** following officer training and professional training.
- 2001 – 2001      **Selection Officer for Officer Training, Israeli Air Force.**
- 1998 – 1999      **Squadron Operations Room Coordinator, Israeli Air Force.**

**AWARDS, HONORS AND SCHOLARSHIPS**

- 2018              **Best PhD Dissertation Award,** awarded by the Human Resources Research Institute, Canada.
- 2016, 2015      **Doctoral Completion Award,** University of Toronto.
- 2015              **The Delta Kappa Gamma World Fellowship,** awarded by the Delta Kappa Gamma International Society for Key Women Educators.
- 2013              **School of Graduate Studies' Conference Grant,** University of Toronto.
- 2010-2015      **PhD scholarship (including tuition),** Rotman School of Management, University of Toronto.
- 2010              **Director's Fellowship for Outstanding Candidates,** Rotman School of Management, University of Toronto.
- 2001/02          **Honor certificate by the Israeli Parliament and Israel's University Presidents Union** for outstanding academic achievements.
- 2001/02          **Rector's list** for outstanding academic achievements, Tel Aviv University.
- 2001/02, 2002/03, 2006/07      **Dean's list** for outstanding academic achievements, Recanati School of Management, Tel Aviv University (multiple academic years).

- 2002/03      **Commemoration fellowship** in memory of Israel's fallen soldiers, for academic achievements, Recanati School of Management, Tel Aviv University.
- 2002      Selected to attend the annual Israel Business Conference on behalf of the undergraduate management program at Tel Aviv University's school of management.
- 1999      **Awarded for outstanding achievements**, Israeli Air Force, meteorology officer training course.

### **PROFESSIONAL SERVICE AND MEMBERSHIPS**

- 2020 -      Reviewer for the Journal of Applied Psychology
- 2018      Member, Work and Family Researchers Network
- 2014      Reviewer for the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 2011 – 2018      Student Member, Society for Industrial and Organizational Psychology
- 2013 – 2014      Student Member, Association for Psychological Science

### **SERVICE AND COMMUNITY VOLUNTEERING**

- 2015      Member of the management graduate chair search committee, University of Toronto.
- 2012 – 2013      Student office Space Coordinator at Rotman PhD Association, Rotman School of Management, University of Toronto.
- 2009 – 2010      Hebrew Instructor, the International Center, West Lafayette, IN.
- 2009 – 2010      Community activities organizer and guest speaker, the International Center, West Lafayette, IN.
- 2002 – 2008      Civil Guard volunteer, Tel Aviv, Israel.