Guy Grossman: 2/2023

CONTACT Information

University of Pennsylvania Department of Political Science 133 S. 36th Street (room 434)

Philadelphia, PA 19104-6215

Qguygrossman.com

ACADEMIC POSITIONS

University of Pennsylvania, Department of Political Science

Professor 2020-present

Associate Professor 2018–2020

Assistant Professor 2012–2018

Princeton University

Visiting Associate Scholar 2015–2016

Postdoctoral Research Associate 2011–2012

EDUCATION

Columbia University, NYC

Ph.D., Political Science, 2011 (with distinction)

M.A., Political Science, 2006

Tel Aviv University, Israel

M.A., History and Philosophy of Science and Ideas, 2004 (Summa cum laude)

L.L.B., Law, 1999 (Magna cum laude)

FELLOWSHIPS AND AFFILIATIONS

Penn Development Research Initiative, UPenn (Founder and co-Director)

2020 – **present**

National Academies of Sciences, Engineering, and Medicine (ad-hoc committee: Advance Reform in the Global Security and Justice Sectors)

2021 - 2022

The Center for the Study of Ethnicity, Race, and Immigration Study (Affiliate)

2020 – **present**

Wharton's Lauder Graduate Group in International Studies (Member)

2020 - present

Empirical Studies of Conflict (Faculty Associate)

2019 - present

Immigration Policy Lab, Stanford University (Faculty Affiliate)

2019 – present

Center for Advanced Study in the Behavioral Sciences, Stanford University

2019 - 2020

The Harry S. Truman Research Institute for the Advancement of Peace

2013 - 2014

BOOKS

- [2] 2023. Crime, Insecurity, and Community Policing: Experiments on Building Trust. Graeme B., F. Christia, JM. Weinstein, E. Arias, E. Badran, RA. Blair, E. Chapin, A. Cheema, A. Farooqui, T. Fetzer, G. Grossman, D. Haim, Z. Hameed, R. Hanson, A. Hasanain, B. Kachero, D. Kronick, A. Miller, B. Morse, R. Muggah, F. Nadeem, M. Nanes, T. Slough, N. Ravanilla, JN. Shapiro, B. Silva, PCL. Souza, and A. Wilke. Cambridge University Press (forthcoming at Cambridge Studies in Comparative Politics Series).
- [1] 2019. "Information, Accountability, and Cumulative Learning: Lessons from *Metaketa I.*" Dunning, T., G. Grossman, M. Humphreys, S. Hyde, C. McIntosh, and G. Nellis. *Cambridge University Press (Cambridge Studies in Comparative Politics series)*.

ARTICLES

- [40] 2023. Grossman, G., K. Michelitch, and C. Prato. "The Effect of Sustained Transparency on Electoral Accountability." American Journal of Political Science (forthcoming)
- [39] 2023. Dipoppa G., G. Grossman, & S. Zonszein. "Locked Down, Lashing Out: COVID-19 Effects on Asian Hate Crimes in Italy." *Journal of Politics* (forthcoming).
- [38] 2023. Paler, L, J Springman, G. Grossman & J. Pierskalla. "Oil Discoveries and Political Windfalls: Evidence on Presidential Support in Uganda." *Political Science Research and Methods* (forthcoming).
- [37] 2023. Zhou, Y-Y, G. Grossman & S. Ge. "Inclusive Refugee-Hosting in Uganda Improves Local Development and Prevents Public Backlash." World Development (forthcoming).
- [36] 2022. Grossman, G, Y. Margalit & T. Mitts. "How the Ultra-Rich Use Media Ownership as a Political Investment." *Journal of Politics* 84(4): 1913–1931.
- [35] 2022. Blair, R, T. Curtice, D. Dow & G. Grossman. "Public Trust, Policing, and the COVID-19 Pandemic: Evidence from an Electoral Authoritarian Regime." Social Science and Medicine 305: 115045.
- [34] 2022. Blair, C, G. Grossman & J. Weinstein. "Forced Displacement and Asylum Policy in the Developing World." *International Organization* 76(2): 337-378.
- [33] 2022. Grossman, G, and T. Slough. "Government Responsiveness in Developing Countries." *Annual Review of Political Science* 25: 131-153.
- [32] 2022. Ferrali, R., G. Grossman, M. Platas & J. Rodden. "Who Registers? Village Networks, Household Dynamics, and Voter Registration in Rural Uganda." *Comparative Political Studies* 55(6): 899-932.
- [31] 2022. Blair, C, G. Grossman & J.Weinstein. "Liberal Displacement Policies Attract Forced Migrants in the Global South." *American Political Science Review* 116(1): 351-358.
- [30] 2022. Grossman, G, D. Kronick, M. Levendusky & M. Meredith. "The Majoritarian Threat to Liberal Democracy." *Journal of Experimental Political Science* 9(1): 36–45.

- [29] 2021. Blair, Graeme et al., "Community policing does not build citizen trust in police or reduce crime in the Global South" *Science* 374 (6571): eabd3446.
- [28] 2021. Eubank, N., G. Grossman., M. Platas & J. Rodden, "Viral Voting: Social Networks and Political Participation," *Quarterly Journal of Political Science* 16(3): 265–284.
- [27] 2021. Albertus, M & G. Grossman. "The Americas: When Do Voters Support Power Grabs?" *Journal of Democracy* 32(2): 116–131.
- [26] 2020. Grossman, G, S. Kim, J, Rexer and H. Thirumurthy. "Political partisanship influences behavioral responses to governors' recommendations for COVID-19 prevention in the United States," *Proceedings of the National Academy of Sciences*, 117(39): 24144–24153.
- [25] 2020. Grossman, G., M. Humphreys & G. Sacramone-Lutz. "Information Technology and Political Engagement: Mixed Evidence from Uganda," *Journal of Politics*, 82(4): 1321–1336.
- [24] 2020. Dipoppa, G. & G. Grossman, "The Effect of Election Proximity on Government Responsiveness and Citizens' Participation: Evidence from English Local Elections," *Comparative Political Studies*, 53(4): 2183–2212.
- [23] 2019. Ferrali, R., G. Grossman, M. Platas & J. Rodden. "It Takes a Village: Peer Effects and Externalities in Technology Adoption," *American Journal of Political Science*, 64(3):536–553.
- [22] 2019. Dunning, Thad, et al. "Voter information campaigns and political accountability: Cumulative findings from a pre-registered meta-analysis of coordinated trials," *Science Advances*, 5(7): 1188–1192.
- [21] 2019. Getmansky, A, G. Grossman & A. Wright. "Border Walls and Crime Spillovers," Quarterly Journal of Political Science, 14(3): 329–347.
- [20] 2019. Manekin, D., G. Grossman & T. Mitts. "Contested Ground: Disentangling Material and Symbolic Attachment to Territory," *Political Science Research & Methods*, 7(4): 679–697.
- [19] 2019. Gottlieb, J., G. Grossman, H. Larreguy, & B. Marx. "A Signaling Theory of Distributive Policy Choice: Evidence From Senegal," *Journal of Poli*tics, 81(2): 631–647.
- [18] 2018. Grossman, G., M. Platas & J. Rodden. "Crowdsourcing Accountability: ICT for Service Delivery," World Development, 112: 74–87.
- [17] 2018 Grossman, G. & K. Michelitch. "Information Dissemination, Competitive Pressure, and Politician Performance between Elections." *American Political Science Review*, 112(2): 280–301.
- [16] 2018. Grossman, G., D. Manekin & Y. Margalit. "How Sanctions Affect Public Opinion in Target Countries: Experimental Evidence From Israel." Comparative Political Studies, 51(14): 1823–1857 (lead article).
- [15] 2018. Gottlieb, J., G. Grossman & A.L. Robinson. "Do Men and Women Have Different Policy Preferences in Africa? Determinants and Implications of Gender Gaps in Policy Prioritization." British Journal of Political Science, 48(3): 611–638.

- [14] 2017. Grossman, G., J.H. Pierskalla & E. Boswell Dean. "Government Fragmentation and Public Goods Provision" Journal of Politics, 79(3): 823–840
- [13] 2017 Grossman, G., K. Michelitch & M. Santamaria. "Texting Complaints to Politicians: Name Personalization and Politicians' Encouragement in Citizen Mobilization." *Comparative Political Studies*, 50(10): 1325–1357.
- [12] 2016. Croke, K., G. Grossman, H. Larreguy & J. Marshall. "Deliberate disengagement: How education decreases political participation in electoral authoritarian regimes" *American Political Science Review*, 110(3): 579–600.
- [11] 2016. Grossman, G., O. Gazal, S. Pimentel & J. Weinstein. "Descriptive Representation and Judicial Outcomes in Multi-Ethnic Societies." *American Journal of Political Science*, 60(1): 44–69.
- [10] 2015. Grossman, G, D. Manekin & D. Miodownik. "The Political Legacies Of Combat: Attitudes Towards War And Peace Among Israeli Ex-Combatants." *International Organization*, 69(4): 981–1009.
- [9] 2015. Grossman, G. "Renewalist Christianity and the Political Saliency of LGBTs: Theory and Evidence from Sub-Saharan Africa." Journal of Politics, 77(2): 337–351.
- [8] 2014. Grossman, G. & W. Hanlon. "Do better monitoring institutions increase leadership quality in community organizations? Evidence from Uganda." American Journal of Political Science, 58(3): 669–686
- [7] 2014. Grossman, G., M. Humphreys & G. Sacramone-Lutz. "I wld like u WMP to extend electricity 2 our village:' On Information Technology and Interest Articulation" American Political Science Review, 108(3): 688–705.
- [6] 2014. Grossman, G. & J. Lewis. "Administrative Unit Proliferation." American Political Science Review, 108(1): 196–207.
- [5] 2014. Grossman, G. "Do Selection Rules Affect Leader Responsiveness? Evidence from Uganda." *Quarterly Journal of Political Science*, 9(1): 1–44 (lead article).
- [4] 2013. Baldassarri, D. & G. Grossman. "The Effect of Group Attachment and Social Position on Prosocial Behavior: Evidence from Lab-in-the-Field Experiments." PLoS ONE, 8(3): e58750.
- [3] 2012. Grossman, G. & D. Baldassarri. "The Impact of Elections on Cooperation: Evidence from a Lab-in-the-Field Experiment in Uganda." *American Journal of Political Science*, 56(4): 964–985.
- [2] 2011. Baldassarri, D. & G. Grossman. "Centralized-sanctioning and legitimate authority promote cooperation in humans." *Proceedings of the National Academy of Sciences*, 108(27): 11023–11027.
- [1] 2006. Grossman, G. & R. Kaplan. "Courage to Refuse." *Peace Review*, 18(2): 189–197.

BOOK CHAPTERS

- [2] 2019. Grossman, G. "Leadership Selection Rules and Decentralized Governance." in *Decentralized Governance and Accountability: Academic Research and the Future of Donor Programming*, eds. Erik Wibbles and Jonathan Rodden, chapter 3, pp. 40–60.
- [1] 2015. Grossman, G. & L. Paler. "Using Field Experiments to Study Political Institutions." in *Routledge Handbook of Comparative Political Institutions*, eds. Jennifer Gandhi and Ruben Ruiz-Rufino, pp. 84–97.

Policy Engagement

- [10] 2022. "Developing Policing Practices that Build Legitimacy." National Academies of Sciences, Engineering, and Medicine [Committee member and contributing author]. Washington: National Academies Press.
- [9] 2022. "Policies and Practices to Minimize Police Use of Force Internationally." National Academies of Sciences, Engineering, and Medicine [Committee member and contributing author]. Washington: National Academies Press.
- [8] 2022. "Police Training to Promote the Rule of Law and Protect the Population." National Academies of Sciences, Engineering, and Medicine [Committee member and contributing author]. Washington: National Academies Press.
- [7] 2022. "Economic Shocks and Human Trafficking Risks," World Bank and International Organization for Migration. [Contributing author].
- [6] 2021. "Policing to Promote the Rule of Law and Protect the Population: An Evidence-based Approach." National Academies of Sciences, Engineering, and Medicine [Committee member and contributing author]. Washington: National Academies Press.
- [5] 2020. Grossman G. & K. Michelitch. "Regular and sustained information on incumbent performance improves electoral accountability", EGAP Policy Brief #71.
- [4] 2019. Grossman, G., M. Humphreys & V. Mueller. *Information and electoral accountability*, IGC Growth Brief Series 022. London: International Growth Centre.
- [3] 2018. Grossman, G., M. Platas & J. Rodden. "Does Information Technology Improve Public Service Delivery?" EGAP Policy Brief #51,
- [2] 2018 Dunning, T., G. Grossman, M. Humphreys, S. Hyde & C. McIntosh, "Reflections on Challenges in Cumulative Learning from the Metaketa Initiative." The Political Economist (APSA's Political Economy Section Newsletter).
- [1] 2011. Grossman, G. "Lab-in-the-field Experiments," Newsletter of APSA experimental section, 2(2): 13-18.

Under Review

- [7] Zonszein, S & G. Grossman. "Turnout Turnaround: Ethnic Minority Victories Mobilize White Voters." (R&R at American Political Science Review)
- [6] Grossman, G., & S. Zonszein. "Voted In, Standing Out: Public Response to Immigrants' Political Accession." (R&R at American Journal of Political Science)

- [5] Ferrali, R., G. Grossman, & H. Larreguy. Can low-cost, scalable, online intervention increase youth informed political participation in electoral authoritarian contexts? (R&R at Science Advances)
- [4] Garcia-Hernandez, A., Grossman, G. & K. Michelitch. "Gender Gap in Politician Performance and its Determinants." (R&R at PLOS One)
- [3] Zhou, Y-Y & G. Grossman. "When Refugee Exposure Increases Incumbent Support through Development: Evidence from Uganda."
- [2] Blair, R., A. Wilke, & G. Grossman. "Can Community Policing Improve Police-Community Relations in an Authoritarian Regime?"
- [1] Ge, S., G. Grossman, K. Kosec, A. Lal, & B. Laughlin. "The Electoral Consequences of Cellphone Coverage Expansion."

AWARDS

- 1. 2022. "Viral Voting: Social Networks and Political Participation" has won *Political Ties Award* for Best Published Article in the previous calendar year, awarded by APSA's Political Networks Section.
- 2. 2021. "Information Technology and Political Engagement: Mixed Evidence from Uganda," has won APSA's Information Technology & Politics section award given to the best article published in the previous calendar year.
- 2020. "It Takes a Village: Peer Effects and Externalities in Technology Adoption," is the recipient of APSA's Political Networks Section's Best Conference Paper Award.
- 4. 2019. "Information, Accountability, and Cumulative Learning," has won the Best Book Award in Experimental Research by the Experimental Research Section of APSA.
- 5. 2019. Comparative Political Studies extraordinary reviewer award.
- 2018. "Information Dissemination, Competitive Pressure, and Politician Performance Between Elections" has won APSA's Experimental Political Science Research Best Paper Award.
- 2016. "The Political Legacies Of Combat: Attitudes Towards War And Peace Among Israeli Ex-Combatants," has won NEPS's Medal for Best Publication in Peace Science.
- 8. 2016. "Do Selection Rules Affect Leader Responsiveness?" has won the Lawrence Longley Award for the best article on Representation and Electoral Systems published in 2015.
- 9. 2014. "Does Information Technology Flatten Interest Articulation?" has won APSA's Information Technology and Politics Best Paper Award.
- 10. 2014. "Administrative Unit Proliferation," has won The Kellogg/Notre Dame Award for the best paper in Comparative Politics, Midwest Political Science Association.
- 11. 2013. "The Impact of Elections on Cooperation," has won Honorable Mention, The Best Political Sociology Article published in 2012, by the American Sociology Association.

- 12. 2012. "Do Selection Rules Affect Leader Responsiveness?" has won Honorable Mention, The Sage Paper Award for best paper in Comparative Politics presented at APSA annual meeting.
- 13. 2012. "The Impact of Elections on Cooperation," has won Honorable Mention best paper award for faculty; the Rationality and Society section of the American Sociological Association.

Grants

2023

(Past 10 years)

- Hilton Foundation: "Improving refugee integration in Uganda." (\$100,000)
- Penn URF: "Broadcasting Tolerance: Using Radio to Promote Inclusion of Marginalized Groups in Uganda" (\$60,000)

2022

- Global Innovation Fund: "Planning for Productive Migration" (\$230,000)
- Program to End Modern Slavery (PEMS): "Climate change and human trafficking vulnerabilities in Bangladesh" (\$1,390,000)
- Open Philanthropy Project: "Planning for Productive Migration" (\$650,000)
- Fund for Innovation in Development (FID): "Planning for Productive Migration" (\$1,026,564)
- PDRI Fellowship for African scholars (\$75,000)
- J-PAL's Jobs and Opportunity Initiative: "Pilot: Planning for Productive Migration" (\$69,110)

2021

- USAID's DIV: "Pilot: Planning for Productive Migration" (\$200,000)
- Penn SAS: "Diverse Global Communities and Local Resource Allocation" (\$50,000)
- Browne Center for International Politics: "Can civic education increase youth participation in electoral authoritarian contexts?" (\$5,000)
- Innovation for Poverty Action: "Human Trafficking Research Support" (\$125,000)

2020

- World Bank: "Preventing social conflict and promoting social cohesion in forced displacement contexts" (\$25,000)
- J-PAL (CVI program): "The effect of COVID19 on migration and livelihood: the case of Uganda" (\$39,909)
- Open Philanthropy Project: "Planning for Productive Migration" (\$1,000,000)
- UNHCR- World Bank Joint Data Center: "Developing World Refugee and Asylum Policy (DWRAP) Online Data Platform" (\$461,942)

2019

- Chicago CISSR: "Why Citizens Support Elected Leaders that Erode Democracy" (\$24000)
- UPenn SAS (Faculty Working Group): "The Penn Development Research Initiative" (\$5000)
- International Organization for Migration: "Child Trafficking in Jamaica" (\$162000)
- Browne Center for International Politics: "Voting Aggregation and Fraud in Low-Income Countries" (\$4800)

2018

- UPenn SAS: Dean's Global Inquiries grant (\$75,000)
- UPenn' Browne Center for International Politics: "The Civic Counterculture? Attitudes Toward Democracy in the United States" (\$5000)

2017

- IPA's Peace and Recovery Program: ""Community Policing in Uganda" (\$114,687)
- Economic Development & Institutions (EDI) consortium: "Community Policing in Uganda (endline activities)" (\$292,000)
- Evidence in Governance and Politics / DFID: "Community Policing in Uganda (baseline)" (\$190,863)

- UPenn, School of Arts & Sciences Seed Grant: "Exploratory Cross-Border Migration Study" (\$10,000)
- UPenn, Fels Institute Student Research Grant: "Developing World Refugee and Asylum Policy Dataset" (\$9,957)
- UPenn, The Browne Center for International Politics: "Community Policing in Uganda", seed grant (\$4,960)

2016

- Center for Effective Global Action (CEGA): "Community Policing in Uganda," seed grant (\$10,265)
- UPenn, School of Arts & Sciences Research Opportunity Grant: "Refugees integration in Uganda" (\$5,000)

2015

- Private foundation: "Information Barriers to Public Service Delivery: Innovations in Strengthening Local Political Accountability in Uganda" (\$115,405)
- USAID via Social Impact: "SMS for Better Service Provision in Uganda" (\$84,562)
- UPenn, The Brown Center for International Politics: "Economic Sanctions: A Public Opinion Perspective" (\$4,500)
- Democratic Governance Facility via DANIDA: "Innovations in Strengthening Local Political Accountability in Uganda" (\$24,671)
- World Bank: "Public Service Reform in Guinea", seed grant (\$25,000)

2014

- NSF (1260631): Political Communication and Accountability in Uganda (\$317,000)
- Private foundation: "Information Barriers to Public Service Delivery: Innovations in Strengthening Local Political Accountability in Uganda" (\$85,553)
- Stanford Global Development and Poverty Initiative: "ICT for better governance" (\$49,950)
- Private foundation: "Public Opinion and Oil Governance in Uganda" (\$30,000)
- Israel Institute: "Policy Instruments and Public Opinion in the Israeli-Palestinian conflict" (\$10,000)
- University of Pennsylvania, SAS Research Opportunity Grant: "Policy Instruments and Public Opinion in the Israeli-Palestinian Conflict" (\$10,000)

2013

- Private foundation: Public Opinion and Oil Governance in Uganda (\$105,000)
- The Harry Truman Research Institute for the Advancement of Peace: "The Political Legacies of Combat" (\$10,000)
- The Tami Steinmetz Center for Peace Research: "The Political Legacies of Combat" (\$6,700)
- UPenn, The Brown Center for International Politics: "The Political Legacies of Combat" (\$5,000)
- The Eshkol Institute for Social, Economic and Political Research: "The Political Legacies of Combat" (\$3,200)
- 3ie Open Window Grant (\$425,000 deferred)

PRESENTATIONS (PAST 5 YEARS)

2023

• Invited seminars: LSE Political Behavior seminar; World Bank's WDR series; Georgetown's McCourt School of Public Policy Conferences: EGAP London.

2022

• Invited seminars: UC Irvine (Labor Public seminar); UC Santa Barbara (Political Economy seminar); UC Berkeley (CP seminar); UVA's Frank Batten School of Leadership and Public Policy (department seminar); American University' School of Public Affairs (department seminar); Harvard University (Political Behavior seminar); University of Michigan's (Institute for Social Research); ITAM (Political Economy seminar); Texas A&M's Bush School of Government and Public Service (department seminar); Houston University's Hobby School of Public

Affairs (department seminar); Tafra Morocco; **Conferences**: Petralia Political Economy (Sicily, Italy); National Academy of Sciences (Washington DC); Stanford Institute for Theoretical Economics (SITE); APSA (Montreal).

2021

• Stanford IPL; Penn PDRI; EDI (Oxford University); Hebrew University (Political economy seminar); Tel Aviv University (Public Policy school).

2020

• University of Washington; Stanford Graduate School of Business; Northwestern University; Chicago Harris Public Policy School; UCLA.

2019

• ETH-University of Zurich (Switzerland); World Bank-UNHCR Joint Data Center (Denmark); Stanford University; Duke University, Sanford School of Public Policy, Stanford Economics; Annual Africa Board of Experts (McLean, VA); FHI360; Center for Global Development (CGD); London School of Economics (UK); King's Collage (UK); Rutgers University.

2018

• Latin-American Workshop on Experimental and Behavioural Social Sciences (keynote, Chile); University of Virginia; Emory University; World Bank, Governance Global Practice Seminar; Essex University (UK); University College London School of Public Policy (UK); Oxford University, Blavatnik School of Government (UK); Oxford University, The Centre for Experimental Social Science (UK); Center for Global Development; Yale University.

Professional Service

Evidence in Governance and Politics (EGAP)

• Executive Board Member

2015-2018

Northeastern Workshop in Empirical Political Science (NEWEPS)

• Convener 2013–present

Empirical Studies of Conflict (ESOC)

• Mentor 2018-present

Editorial Boards

• Comparative Political Studies	2020-present
• Political Science Research and Methods	2019–present
• Journal of Experimental Political Science	2017-present
• American Journal of Political Science	2014-2019

Award Committees

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• APSA's Political Networks 'Best Article Award'	2023
• APSA's Information Technology & Politics section's 'Best Article Award'	2022
• APSA's Migration and Citizenship section's 'Best Article Award'	2021
• APSA's Experimental Research section's 'Public Service Award'	2021
• APSA Political Networks' 'Career Achievement Award'	2021
APSA's Lawrence Longley Award	2016
• APSA's Experimental Research Section's 'Best Paper Award'	2016
• APSA's Information Technology & Politics 'Best Dissertation Award'	2015

UNIVERSITY SERVICE

School of Arts & Science

• Center for Social Norms and Behavioral Dynamics	2020-present
• SAS misconduct investigative committee	2022-2023
• SAS Planning and Priorities Committee	2021-present

- SAS Africa Working Group
- Dean's Council on Innovation

2013-present 2014-2015

Political Science department

- Hiring committee (2019; 2021; 2022)
- Promotion committee (2021; 2022)
- Comparative Politics Seminar organizer (2013-2015; 2020)
- Graduate Admission Committee (2013; 2015; 2019; 2020)

GRADUATE STUDENTS

Current

- Nicolás Idrobo (Committee co-chair)
- Jiayi Huang (Committee chair)
- Apurva Bamezai (Committee member)
- Rashi Sabherwal (Committee member)

Past (Placement)

- Santiago Cunial (Inter-American Development Bank, Committee co-chair)
- Gemma Dipoppa (Brown University, TT position; Committee chair)
- Sumitra Badrinathan (American University, TT; Committee chair)
- Jeremy Springman (DevLab, Committee chair)
- Jonah Rexer (Princeton (ESOC), post-doc; Committee member)
- Michael Freedman (Haifa University, TT position; Committee member)
- Emmerich Davies (Harvard University, TT position; Committee member)

Work Experience

Yoel Geva, Ltd, Tel Aviv, Israel

Senior Lecturer	2000-2005
Shaldor Management Consulting, Tel Aviv, Israel	
Consultant	1999–2000
Kidum Ltd, Tel Aviv, Israel	
National Teacher Supervisor	1997–1999
Instructor	1995–1997
Israel Defense Forces, Israel	
Infantry Company Commander (Lieutenant)	1990-1994