

## Guy Grossman: 2/2022

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CONTACT INFORMATION	Department of Political Science University of Pennsylvania 133 S. 36th Street Philadelphia, PA 19104-6215	 (917) 664-6946 (M)  (215) 898-4209 (O)  ggros@upenn.edu  <a href="http://sites.sas.upenn.edu/ggros">http://sites.sas.upenn.edu/ggros</a>
ACADEMIC POSITIONS	<b>Professor, University of Pennsylvania</b> 2020 – Department of political science <b>Associate Professor, University of Pennsylvania</b> 2018 – 2020 Department of political science <b>Assistant Professor, University of Pennsylvania</b> 2012 – 2018 Department of political science <b>Visiting Associate Scholar, Princeton University</b> 2015 – 2016 Department of Politics & Empirical Studies of Conflict <b>Postdoctoral Research Associate, Princeton University</b> 2011 – 2012 Office of Population Research	
EDUCATION	<b>Columbia University</b> New York City, NY Ph.D., Political Science, 2011 ( <i>with distinction</i> ) M.A., Political Science, 2006 <b>Tel Aviv University</b> Tel Aviv, Israel M.A., History and Philosophy of Science and Ideas , 2004 ( <i>Summa cum laude</i> ) L.L.B., Law, 1999 ( <i>Magna cum laude</i> )	
FELLOWSHIPS AND AFFILIATIONS	<ul style="list-style-type: none"><li>• National Academy of the Sciences committee (Advance Reform in the Global Security and Justice Sectors) 2021 – 2022</li><li>• Center for Advanced Study in the Behavioral Sciences, Stanford University 2019 – 2020</li><li>• Penn Development Research Initiative, UPenn (Founder and co-Director) 2020 –</li><li>• The Center for the Study of Ethnicity, Race, and Immigration Study (Affiliate) 2020 –</li><li>• Wharton's Lauder Graduate Group in International Studies (Member) 2020 –</li><li>• Empirical Studies of Conflict (Associate) 2019 –</li><li>• Immigration Policy Lab, Stanford University (Faculty Affiliate) 2019 –</li><li>• The Harry S. Truman Research Institute for the Advancement of Peace 2013 – 2014</li></ul>	

## BOOKS

- [4] 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*.
- [3] 2022. 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. Fetzner, 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. Under advance contract, *Cambridge University Press*.
- [2] 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*.
- [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)*.

## PEER-REVIEWED PUBLICATIONS

- [36] 2022. Dipoppa G., G. Grossman, and S. Zonszein. “Locked Down, Lashing Out: Situational Triggers and Hateful Behavior Towards Minority Ethnic Immigrants.” *Journal of Politics* (forthcoming)
- [35] 2022. Grossman, G, Y. Margalit & T. Mitts. “How the Ultra-Rich Use Media Ownership as a Political Investment.” *Journal of Politics* (forthcoming)
- [34] 2022. Grossman, G, and T. Slough. “Government Responsiveness in Developing Countries.” *Annual Review of Political Science* (in-press).
- [33] 2022. Blair, C, G. Grossman & J. Weinstein. “Forced Displacement and Asylum Policy in the Developing World.” *International Organization* (in-press)
- [32] 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.
- [31] 2022. Grossman, G, D. Kronick, M. Levendusky & M. Meredith. “The Majoritarian Threat to Liberal Democracy.” *Journal of Experimental Political Science* 9(1): 36-45.
- [30] 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.
- [29] 2021. Ferrali, R., G. Grossman, M. Platas & J. Rodden. “Who Registers? Village Networks, Household Dynamics, and Voter Registration in Rural Uganda.” *Comparative Political Studies* (in-press).
- [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] 2020. 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): eaaw2612.
- [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 Politics*, 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] 2016. 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 2, pp. 49–74.
  - [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.
- NEWSLETTER & POLICY BRIEFS
- [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 (Newsletter for APSA’s Political Economy Section).
  - [1] 2011. Grossman, G. “Lab-in-the-field Experiments,” *Newsletter of APSA experimental section*, 2(2): 13-18.
- UNDER REVIEW
- [7] Grossman, G., K. Michelitch, and C. Prato. “The Effect of Sustained Transparency on Electoral Accountability.” (R&R at *American Journal of Political Science*)
  - [6] Blair, R, T. Curtice, D. Dow & G. Grossman. “Public Trust, Policing, and the COVID-19 Pandemic: Evidence from an Electoral Authoritarian Regime.” (R&R at *Social Science and Medicine*)
  - [5] Grossman, G., and S. Zonszein. “Voted In, Standing Out: Public Response to Immigrants’ Political Accession.”
  - [4] Zhou, Y-Y & G. Grossman. “When Refugee Exposure Increases Incumbent Support through Development: Evidence from Uganda.”
  - [3] Ge, S., G. Grossman, K. Kosec, A. Lal, and B. Laughlin. 2021. “The Electoral Consequences of Cellphone Coverage Expansion.”
  - [2] Paler, L, J Springman, G. Grossman & J. Pierskalla. “Oil Discoveries and Political Windfalls: Evidence on Presidential Support in Uganda.”
  - [1] Garcia-Hernandez, A., Grossman, G. & K. Michelitch. “Gender Gap in Politician Performance and its Determinants.”

## AWARDS

1. 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.
2. 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.
3. 2019. “Information, Accountability, and Cumulative Learning,” has won the Best Book Award in Experimental Research by the Experimental Research Section of APSA ([link](#))
4. 2019. *Comparative Political Studies* extraordinary reviewer award.
5. 2018. “Information Dissemination, Competitive Pressure, and Politician Performance Between Elections” has won APSA’s Experimental Political Science Research Best Paper Award ([link](#)).
6. 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 ([link](#))
7. 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 ([link](#)).
8. 2014. “Does Information Technology Flatten Interest Articulation?” has won APSA’s Information Technology and Politics Best Paper Award ([link](#)).
9. 2014. “Administrative Unit Proliferation,” has won The Kellogg/Notre Dame Award for the best paper in Comparative Politics, Midwest Political Science Association ([link](#)).
10. 2013. “The Impact of Elections on Cooperation,” has won Honorable Mention, The Best Political Sociology Article published in 2012, by the American Sociology Association.
11. 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 ([link](#)).
12. 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

### 2021

- FID: “Planning for Productive Migration” (\$1,026,564)
- J-PAL’s Jobs and Opportunity Initiative: “Pilot: Planning for Productive Migration” (\$69,110)
- 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 (Award ID: 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)

**2012**

- Deepening Democracy Programme: ACODE scorecard project in Uganda (\$348,239)
- Private foundation: Local governance in Uganda (\$203,780)

**2011**

- National Democratic Institute: evaluation of uSpeak in Uganda (\$250,000)
- Institute for Social and Economic Research, CU (\$5,000)

**2010**

- International Development and Globalization Program, CU (Seed Grant)
- Center for the Study of Development Strategies, CU (\$9,000)
- NSF (Award ID: 0924778): CU sub-grant (\$60,945)
- NSF (Award ID: 0921204): Doctoral Dissertation Improvement Grant (\$11,800)

**2009 and earlier**

- Initiative for Policy Dialogue (IPD), CU (Summer Research Grant)
- Graduate School of Arts and Science, Summer Research Funding, CU
- International Development and Globalization Program, CU (Summer Research)
- Social Science Research Council: DPDF
- Cohn Institute, Excellence Fellowship, Tel Aviv University

INVITED TALKS  
(PAST 5 YEARS)

**2022**

- American University; Harvard University; University of Michigan; ITAM; Texas A&M; Houston University (expected)

**2021**

- Stanford IPL; Penn PDRI; EDI (Oxford University); Hebrew University; 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 College (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

**2017**



- Harvard University, Experimental Political Science Graduate Conference (*keynote*); SITE – Stockholm School of Economics, Sweden Yale University, Brigham Young University; UCLA; Toulouse Political Economy (France); IFPRI; Houston University; NYU Abu Dhabi

## 2016

- TicTec2016, *Keynote* (Barcelona, Spain); Hebrew University (Israel); Tel Aviv University (Israel); Princeton, Center for Information Technology Policy; Princeton University (Poli-Sci department); Brown University, Watson Institute for International and Public Affairs; Johns Hopkins, School of Advanced International Studies; NYU Abu Dhabi; UC San Diego, School of Global Policy & Strategy; Duke University

## PROFESSIONAL SERVICE

### **Evidence in Governance and Politics (EGAP)**

- Executive Board Director 2015–2018
- Member 2013 –

### **Northeastern Workshop in Empirical Political Science (NEWEPS)**

- Convener 2013–

### **Editorial Boards**

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

### **Award Committees**

- APSA’s Migration and Citizenship section’s best article committee (2021)
- APSA’s Experimental Research section’s Public Service Award committee (2021)
- APSA Political Networks’ Career Achievement Award (2021)
- APSA’s Lawrence Longley Award (Committee chair, 2016)
- APSA’s Experimental Research Section’s Best Paper Award (Chair, 2016)
- APSA’s Best Dissertation Award in IT & Politics (Committee member, 2015)

## UNIVERSITY SERVICE

### **School of Arts & Science**

- Penn Development Research Initiative (PDRI) – Academic Director (2020–)
- Center for Social Norms and Behavioral Dynamics – advisory board member
- SAS Planning and Priorities Committee (2021–)
- SAS Africa Working Group (2013–)
- Dean’s Council on Innovation (2014–2015)

### **Political Science department**

- Comparative Politics Seminar organizer (2013-2015; 2020)
- Graduate Admission Committee (2013; 2015; 2019; 2020)

## GRADUATE STUDENTS

### **Current**

- [Santiago Cunial](#) (Committee Co-chair)
- [Nicolás Idrobo](#) (Committee Co-chair)
- [Jiayi Huang](#) (Committee chair)

### **Past Students (Placement)**

- [Gemma Dipoppa](#) (Brown University, TT position; Committee Chair)
- [Sumitra Badrinathan](#) (Oxford, post-doc; Committee Chair)
- [Jeremy Springman](#) (DevLab@Duke, Committee Chair)

- [Jonah Rexer](#) (Princeton (ESOC), post-doc; Committee member)
- [Michael Freedman](#) (Haifa University, TT position; Committee member)
- [Emmerich Davies](#) (Harvard, TT position; Committee member)

## WORK EXPERIENCE

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