

CURRICULUM VITAE AND LIST OF PUBLICATIONS

• **Personal Details**

Name: Dina Van Dijk

Date and place of birth: 01/06/66 Israel

Regular military service: 01/1985 – 01/1987

Married + two daughters (birth dates 2004; 2007)

Address and telephone number at work: Ben-Gurion University of the Negev (BGU),
972+8+6477418

Address and telephone number at home: Lipsky 17/11, Tel-Aviv 62195; 972+3+5467589

• **Education**

2010-11: A Sabbatical year at the Tory Higgins Lab, Psychology Department, Columbia University, NY, USA.

2002 – 2003: Post-Doctoral studies. Industrial Engineering and Management Faculty at the Technion. Advisor: Prof. Miriam Erez.

1997 - 2002: Ph.D. The Business School of the Hebrew University in Jerusalem, majoring in Organizational Behavior. Advisor: Prof. Avraham N. Kluger. Thesis title: “The effect of feedback sign and regulatory focus on motivation and performance”.

1992 – 1996: M.A. *magna cum laude*, BGU, Department of Behavioral Sciences, majoring in Organizational Psychology. Thesis title: “Practice in the use of Graphic Organizer and its effect on high and low level readers”.

1989 - 1991: B.A. *magna cum laude*, BGU, Department of Behavioral Sciences.

• **Employment History**

2012 - : Senior Lecturer at the Department of Health Systems Management, Faculty of Health Sciences and the Guilford Glazer Faculty of Business and Management, BGU.

2004-2012: Lecturer at the Department of Health System Management, Faculty of Health Sciences and the Guilford Glazer Faculty of Business and Management, BGU.

1995-2003: External lecturer at the School of Management, BGU.

2001-2002: Lecturer at Ruppin College.

1998-2001: External lecturer at the Business School of the Hebrew University.

1993-1995: Lecturer at Sapir College.

• **Professional Activities**

(a) Positions in academic administration (departmental, faculty and university)

2009: A member in the committee for accompanied Master students, BGU.

2011: A member in the committee for research students, Faculty of Management, BGU.

2015- : A member in the Ethical Code committee of the University, BGU.

2015- : A member in the Faculty Ethical committee for human research.

(b) Professional functions outside universities/institutions

2016: A member of the Organizing Committee of the 3rd Israel Organizational Behavior Conference (IOBC); sponsored by the Academy of Management, held in Tel Aviv University, January 6 – 8, 2016.

2015: A member of the ISF (Israel Science Foundation) committee for the field of Organizational Behavior (in the Business Administration section).

2009: A member of the ISF (Israel Science Foundation) committee for the field of Organizational Behavior (in the Business Administration section).

• **Educational activities**

(a) Courses taught

"Work Motivation in Health Services". A course for graduate students in Health Systems Management.

"Research Seminar". A course for graduate students in Health Systems Management.

"Doctoral Seminar (b). A course for doctoral students in the Guilford Glazer Faculty of Business and Management.

(b) Research students

1. Dudi Eilat - Organizational Ethics: The relations between Leadership Style, Ethical Climate and the Perceived Morality of the Organization (doctoral student, co-supervised with Yotam Lurie). Received Award for his dissertation from the "Dov Israeli Center for Ethic" in Tel-Aviv University (2009).
2. Hadas Shoshani - The Relationship between Regulatory Focus (Promotion/Prevention) and Feedback Seeking (Doctoral student, co-supervised with Amos Drory; Management).
3. Ezolda Schriber - The Effect of Work Teams' Virtuality on Knowledge Sharing. The role of Social Integration, Group Identification, Heterogeneity and Trust (Doctoral student co-supervised with Amos Drory; Management Faculty).

4. Eithan Brodsky. Shifts in the Nursing Professional Status in Israel: Chronic Illness Management as a Case Study (Doctoral student co-supervised with Nadav Davidovitch).
5. Nava Braverman – (Doctoral student; co-supervised with Ilana Shoham Vardi; Health Science Faculty).
6. Rinat Avraham (Doctoral student; co-supervised with Tzahit Simon-Tuval; Health Science Faculty).
7. Michal Barina (Master student; Management)

Graduated

1. Shira Shimer – The Connection between Interns Values Structure and Specialty Preference (Master student, graduated 2006).
2. Eithan Brodsky – Advanced Specialist Nursing Practice: Attitudes of Nurses and Physicians in Israel (MHA student, graduated 2007).
3. Tamar Walfisch - Factors Affecting the Effectiveness of Apologizing: The Communication Channels, Length of Apology, Gender, and Status Disparities between Offender and Offended (Master student, graduated 2007). She won the Award for excellent paper from the “Industrial Relations Research Association of Israel” (July, 2007).
4. Amir Grinberg – The Effect of Labeling Patients as "Unpopular" on the Quality of Care they Receive (Doctoral student, co-supervised with Yossi Pliskin, graduated 2008 with distinction).
5. Nava Braverman – Childbirth Services in Jerusalem Hospitals: Examination of Alternative Models (completing thesis, graduated 2008).
6. Hadas Shoshani - The relationships between career anchors and gender to medical specialty choice (completing thesis, graduated 2008)
7. Michal Teeni – Leadership Style Effect on Employees Emotion: Regulatory Focus as a Moderator (MHA student, graduated 2009)
8. Nurit Porat - Hospital department head leadership effect on safety and quality climates: The mediating role of collaboration with department head nurse (Doctoral student, co-supervised with Yohanan Faiser and Meir Brazis, graduated 2010).
9. Arik Weinstain - Regulatory Focus Moderating the Effect of Feedback Sign on Motivation: A Field Study (Master student, graduated 2012).
10. Vadim Sukolsky – The Relationship between Regulatory Focus and Motivation to Quit Smoking (MHA student, graduated 2012).

11. Eli Fishman – Collective Regulatory Focus in Teams' Performance (Master student, graduated 2012).
12. Inbar Takrin - Nadav –Regulatory and Health Behaviors (Master student, graduated 2013).
13. Reut Peer – Well-Being of Employees from Different Occupations: The Role of Regulatory Fit (Master student, psychology, graduated 2014)
14. Michal Schodl - The effect of Regulatory Fit on Motivational Decisions (Doctoral student, graduated 2015).
15. Shir Hever – (Master student; graduated 2015).
16. Adi Itzkin – (Master student; co-supervised with Ofer Azar; submitted her thesis)

(c) Membership in professional/scientific societies

Member of the Academy of Management (AOM), Society of Industrial and Organizational Psychology (SIOP), European Association of Work and Organizational Psychology (EAWOP), Association for Psychological Sciences (APS).

(d) Reviewer for Academic Journals, Conferences and Scientific Foundations

Journal of Applied Psychology, Organizational Behavior & Human Decision Processes, Organization Science, European Journal of Social Psychology, Applied Psychology: An International Review, Motivation and Emotion, Medical Education, Journal of Occupational and Organizational Psychology, Journal of Applied Social Psychology, Journal of Clinical and Social Psychology, Quarterly Journal of Experimental Psychology, British Journal of Social Psychology. International Journal of Health Policy and Management, Israel Journal of Health Policy Research |

• **Awards, Citations, Honors, Fellowships**

- Best Paper Award (2015) at the conference of the “EuroMed Research Business Institute” for the paper “The Effect of Fit between Employees’ Regulatory Focus (Promotion vs. Prevention) and Creative (vs. Non-Creative) Work Environment on Employees’ Well-Being (Van Dijk and Peer). May 21-22, Paris.
- Certificate of Outstanding Merit in Teaching, Ben-Gurion University of the Negev (June, 2014)
- Overall Best Paper Award (2011) at the conference of the "International Academy of Management and Business (IAMB)" for the paper: "Leadership Style Effect on

Employees' Performance: Regulatory Focus as a Mediator" (Van Dijk and Kark).
January, Orlando, Florida.

- Award for Best Competitive Paper (2009) from the "OB Division of the Academy of Management (AOM)", for the paper: "Does task type moderate the effect of feedback sign on motivation and performance?"(Van Dijk and Kluger).
- Best Paper Runner-up Award (2005) from "The International Leadership Association Scholarship Global Learning Community", for the paper: "Prevention or Promotion: The Relationship between Leadership and Motivation" (Kark and Van Dijk).
- Best Paper Runner-up Award (2003) from the "Industrial Relations Research Association of Israel", for the paper: "Prevention-Focused feedback versus promotion focused feedback".
- Award for Excellence: Louis & Sylvia Vogel Prize for excellence at the School of Business Administration at the Hebrew University (June 2000).
- Scholarship for Doctoral Studies from the Business School of the Hebrew University (1998-2000).
- The Dean's Award for Excellence in M.A. studies, BGU (1993).
- Award for excellence in B.A. studies from the Department of Behavioral Sciences, BGU (1990).

• **Scientific Publications** [*first author is a student under my supervision]

Chapters

1. **Van Dijk, D.** & Schodl, M. M. (2015). Performance Appraisal and Evaluation. In: James D. Wright (editor-in-chief), *International Encyclopedia of the Social & Behavioral Sciences*, 2nd edition, Vol 17. Oxford: Elsevier. pp. 716–721.
2. Kark, R., & **Van Dijk, D.** (2008). Birds of a Feather Flock Together: The Relationship between Leader-Follower Self-Regulation Congruency, LMX and Outcomes. In G. B. Graen and J. A. Graen (Eds.) *Knowledge Driven Corporation: A Discontinuous Model. LMX Leadership: The Series. Volume VI.* Charlotte, NC: Information Age Publishing Inc.

Refereed articles in scientific journals

1. *Itzkin A, **Van Dijk, D** & Azar O. H. (2016). At Least I Tried: The Relationship between Regulatory Focus and Regret Following Action vs. Inaction. *Frontiers in Psychology*, 7:1684.
2. *Avraham, R., **Van Dijk, D.**, & Simon-Tuval T. (2015). Regulatory Focus and Adherence to Self-Care Behaviors among Adults with Type 2 Diabetes. *Psychology Health and Medicine*, 4:19.
3. Kerzman, H., **Van Dijk, D.**, Eisenberg, L., Khaikin, R., Phridman, S., Siman-Tov, M., & Goldberg, S. (2015). Attitudes toward Expanding Nurses' Authority, *Israel Journal of Health Policy Research (IJHPR)*.
4. **Van Dijk, D.**, Seger-Guttmann, T., & Heller, D. (2013). Life threatening event reduces subjective well-being through activating avoidance motivation: A longitudinal study. *Emotion*, 13(2), 216–225.
5. *Walfisch, T., **Van Dijk, D.**, & Kark, R. (2013). Do you Really Expect Me to Apologize? The Effect of Professional Status and Gender on the Effectiveness of Apology at Work. *Journal of Applied Social Psychology*, 43, 1446–1458.
6. **Van Dijk, D.**, & Kluger, A. N. (2011). Task type as a moderator of positive/negative feedback effects on motivation and performance: A regulatory focus perspective. *Journal of Organizational Behavior*, Vol 32, Pp. 1084-1105.
7. **Van Dijk, D.**, Holzman - Schweid, K., Bin Nun, G., & Kushnir, T. (2011). Job satisfaction, intention to leave and leaving the practice of medicine among physicians In Israel: A survey of physicians receiving their licenses in 2000, 2002, 2004, 2006. *Harephuah*, 150(4), 310-313. (Hebrew).
8. Kluger, A. N., & **Van Dijk, D.** (2010). Feedback, the various tasks of the physician, and the feedforward alternative. *Medical Education*, 44 (12), Pp. 1166-1174.
9. *Brodsky, E., & **Van Dijk, D.** (2008). Advanced/Specialist Nursing Practice: Attitudes of Nurses and Physicians in Israel. *Journal of Nursing Scholarship*, Vol 40(2), Pp. 187-194.
10. Cohen AD, **Van-Dijk D**, Naggan L, Vardy DA. (2008). Factor Analysis of the Beer Sheva Psoriasis Severity Score (BPSS), *Israeli Medical Association Journal (IMAJ)*, Vol 10, Pp. 1-5.
11. Cohen, A.D., Shapiro, J., Michael, D., Hodak, E., **Van Dijk, D.**, Naggan, L., & Vardy, D.A. (2008). The Outcome of "Short Term" Dead Sea Climatotherapy for Patients with Psoriasis. Vulgaris. *Acta Dermato Venereologica*, Vol 88(1), Pp. 90-91.

12. Kark, R. & **Van Dijk, D.** (2007). Motivation to lead motivation to follow: The role of the self-regulatory focus in leadership processes. Academy of Management Review, 32(2), 500-528.
13. Cohen AD, **Van-Dijk D**, Naggan L, Vardy DA. (2005). The Effectiveness of Climatotherapy at the Dead Sea for Psoriasis Vulgaris. A Community Oriented Study Introducing "Beer Sheva Psoriasis Severity Score. Journal of Dermatological Treatment, 16: 308-3013.
14. **Van-Dijk, D.**, & Kluger, A. N. (2004). Feedback-Sign effect on motivation: Is it moderated by regulatory focus? Applied Psychology: An international review, 53 (1), 113-135.

Proceedings

1. *Schodl, M. M., & **Van Dijk, D.** (2014). I have a dream but ought to do something else: Time allocation to prevention and promotion goals. In Academy of Management Proceedings (Vol. 2014, No. 1, p. 12946). Academy of Management.
2. **Van Dijk, D.**, & Kluger, A. N. (2009). Does task type moderate the effect of feedback sign on motivation and performance? In Academy of Management Proceedings (Vol. 2009, No. 1, pp. 1-6). Academy of Management.
3. *Brodsky, E., & **Van Dijk, D.** (2009). Advanced and Specialist Nursing Practice: Attitudes of Nurses and Physicians in Israel. In B. Rosen, A. Israeli & S. Shortell (Eds.). Improving Health and Health Care: Who is Responsible? Who is Accountable? Proceedings of the 4th International Jerusalem Conference on Health Policy

Published scientific reports and technical papers (non-refereed journals)

1. Kluger, A. N., & **Van-Dijk D.** (2005). The interactive effect of feedback sign and task type on motivation and performance. A technical report. The U.S. Army Research Institute for the Behavioral and Social Sciences.
2. **Van Dijk, D.**, Shimer, S., & Bloch, Y. (2008). Altruism or ambition? The effect of personal values on the choice of specialty among medical interns. *Medical*, 19, 7-11. (Hebrew).
3. Kark R., & **Van Dijk, D.** (2011). The role of prevention and promotion systems in leadership processes. *Mirrors of leadership*, 4, 101-127 (Hebrew).

Papers under review

- Delegach, M., Katz-Navon, T., Kark, R., & **Van Dijk, D.** (R&R). A focus on commitment: The role of transformational/transactional leadership and self-regulatory foci in

fostering organizational commitment' (*European Journal of Work and Organizational Psychology*).

Johnson, E. R., Lin, S. H. J., Kark, R., **Van Dijk, D.**, & King, D. (submitted). Similarity Breeds Favorability: Leader–Follower Regulatory Fit and Its Interpersonal and Behavioral Consequences (submitted to *Journal of Occupational and Organizational Psychology*).

Kark, R., & **Van Dijk, D.** & Vashdi, D. (R&R). De-motivated to be creative: The role of the self-regulatory focus in leadership processes (*Applied Psychology; an International Review*).

Working papers

*Schodl, M., Kluger, N. A., & **Van Dijk, D.** (manuscript). Means-based regulatory focus measure: Clarifying the relations between means and goals (Submitted to *Journal of Research in Personality*).

*Schodl, M., & **Van Dijk, D.** (manuscript). Resource allocation between competing prevention and promotion goals: The moderating role of construal level.

Van Dijk, D., Kark, R., Matta, F., & Johnson, E. R. (manuscript). The effect of leadership on team creativity: Collective-regulatory focus as a mediator.

Van Dijk, D., Weinstein A. (manuscript). Feedback Sign - Regulatory Focus Fit effect on Motivation: A Field Study.

Van Dijk, D., Holzman-Schweid, K., Bin-Nun, G., & Kushnir, T. (manuscript). Doctors Leaving the Medical Profession and the Health System in Israel.

• **Presentation of papers at conferences/meetings**

1. **Van Dijk, D.**, & Schodl M. M. (2016). How Workers Allocate their Time between Challenging and Routine Tasks: A Regulatory Focus Perspective. A paper to be presented at the International Academy of Management and Business (IAMB), September 28-30, London.

2. **Van Dijk, D.**, Schweid-Holzman, K., Binnun, G., & Kushnir, T. (2016). Young physicians: Associations between intention to leave and psycho-social factors among national representative sample. A paper presented at the 2nd Well Med Conference, May 18-22, Greece.
3. **Van Dijk, D.**, & Peer, R. (2015). The Effect of Fit between Employees' Regulatory Focus (Promotion vs. Prevention) and Creative (vs. Non-Creative) Work Environment on Employees' Well-Being. A paper presented at the EuroMed Academy of Business (EMAB), May 21-22, Paris.
4. Schodl M. M., & **Van Dijk, D.** (2014). I have a dream, but I ought to do something else: Time allocation to prevention and promotion goals. A paper presented at the 74th Annual Meeting of the Academy of Management (AOM), August 2014, Philadelphia.
5. **Van Dijk, D.** (2014). Apology and forgiveness: Promotion focus as a personal resource in interpersonal conflicts at work. A paper presented at the General Meeting of the European Association of Social Psychology (EASP), July 2014, Amsterdam.
6. **Van Dijk, D.** (2014). Apology and forgiveness: Promotion focus as a personal resource in interpersonal conflicts at work. A paper presented at the 2nd Israel Organizational Behavior Conference, January 5-7, Tel-Aviv, Israel.
7. **Van Dijk, D.** & Kark, R., & Fishman, E. (2014). Leadership style effect on team's creativity: The mediating role of collective regulatory focus. A paper presented at the 2nd Israel Organizational Behavior Conference, January 5-7, Tel-Aviv, Israel.
8. Schodl, M. M. & **Van Dijk, D.** (2014). Expanding Regulatory Focus Theory to Achieve Creativity, Exploration and Self-Actualization at Work. A poster presented at the 2nd Israel Organizational Behavior Conference, January 5-7, Tel-Aviv, Israel.
9. **Van Dijk, D.**, & Schodl, M. M. (2013). Regulatory focus and resource allocation for competing goals. A paper presented at the 16th European Association of Work and Organizational Psychology (EAWOP), May 22-25, Munster, Germany.

10. Schodl, M.M., **Van Dijk, D.**, & Kluger, A.N. (2013). Regulatory Focus measurement- The hidden correlations inside orthogonal structure. A paper presented at the 16th European Association of Work and Organizational Psychology (EAWOP), May 22-25, Munster, Germany.
11. Kark, R., & **Van Dijk, D.** (2012). When Me, Myself and I Meet the Leader: The Effect of Leadership on the Interplay between the Chronic and the Situational Self-Regulatory Focus. A paper presented at the conference of the Personality in Israel (a Joint research conference of the Institute for Advanced Studies and the Israel Science Foundation), May 29-31, Jerusalem.
12. **Van Dijk, D.**, Seger, T., & Heller, D. (2012). Life threatening event reduces subjective well-being through activating avoidance motivation: A longitudinal study. A paper presented at the 24th annual convention of the Association for Psychological Science (APS), May 24-27, Chicago.
13. **Van Dijk, D.**, Schweid-Holzman, K., Binnun, G., & Kushnir, T. (2012). Job satisfaction, intention to leave and actual leaving the medical practice among physicians in Israel: A survey of physicians receiving their licenses in 2000, 2002, 2004, 2006. A paper presented at the 9th Annual Health Policy Conference, Intercontinental Hotel, Tel-Aviv, March, 2012. (Hebrew)
14. Schodl, M., & **Van Dijk, D.** (2011). Prevention Promotion Scale (PPS): An Introduction of a New Scale to Measure Chronic-Regulatory Focus. A paper presented at the 1st Israel Organizational Behavior Conference, Tel-Aviv University, December 21-22nd, 2011.
15. **Van Dijk D.**, & Kluger, N.A. (2011). Regulatory Focus Theory: Implications for Organizational Behavior. A symposium presented at the 1st Israel Organizational Behavior Conference, Tel-Aviv University, December 21-22nd, 2011.
16. Kark, R., & **Van Dijk, D.** (2011). Birds of a feather flock together: The Relationship between Leader-Follower Self-Regulation Congruency, LMX, and Organizational Commitment. Presented at the 4th Annual EuroMed Academy of Business Conference in Crete, Greece.

17. **Van Dijk, D.,** & Kark, R. (2011). Leadership Style Effect on Employees' Performance: Regulatory Focus as a Mediator. A paper presented at the 9th International Academy of Management and Business (IAMB) Conference in Orlando, Florida. **Overall Best Paper Award from the "International Academy of Management and Business (IAMB).
18. Porat, N., **Van Dijk, D.,** Feiser, Y., & Brezis, M. (2010). Hospital department head leadership effect on safety and quality climates: The mediating role of collaboration with department head nurse. A poster presented at the 8th Annual Health Policy Conference, Hilton Hotel, Tel-Aviv, December, 2010. (Hebrew)
19. **Van Dijk, D.** (2010). Positive vs. Negative Feedback Effect on Motivation and Performance: A Regulatory Fit Perspective. A paper presented at the Society of Experimental Social Psychology (SESP) conference in Minneapolis, Minnesota.
20. Brodsky, E., **Van Dijk, D.** (2009). Advanced/specialist nursing: Attitudes of nurses and physicians in Israel. A paper presented at the 4th International Jerusalem conference on Health Policy. Jerusalem, Israel.
21. Porat, N., **Van Dijk, D.,** Brezis, M. (2009). The Relationship Between the Leadership Style of Hospital Department Head, Cooperation with Head Nurse, and Climate of Quality and Patient Safety in General Hospital. A paper presented at the 16th annual conference of The Israel Society for Quality in Medicine (Israel, November, 2009).
22. **Van Dijk, D.,** & Seger, T. (2009). When the guns roar the muses are silent: The relationships between regulatory focus, emotions and health in time of war. A paper presented at the Institute for Research on Emotions Annual Meeting, Leuven Belgium.
23. **Van Dijk, D.,** & Kluger, N.A. (2009). Does task type moderate the effect of feedback sign on motivation and performance? A paper presented at the Academy of Management Annual Meeting, Chicago. ** won the Best Competitive Paper Award from the OB division of the AOM.
24. Teeni M., **Van Dijk, D.,** & Kark, R. (2009). The Effect of Leadership Style and Regulatory Focus on Followers' Emotions. A paper presented at the Academy of Management Annual Meeting, Chicago.

25. Grinberg, A., **Van Dijk, D.**, & Pliskin, J. S. (2009). Inequity in Health Systems? The Influence of Labeling Patients and the Quality of Care They Receive: The Unpopular Patient?. A paper presented in The International Conference on Communication in Healthcare, USA.
26. **Van Dijk, D.**, Yaffe T., & Levontin, L. (2008). The Effect of Personal Values on the Engagement in Organizational Citizenship Behavior. A paper presented at the Third International Conference on Interdisciplinary Social Sciences, Prato, Italy.
27. **Van Dijk, D.** & Kark, R. (2008). Motivation to Lead: The Relationships between Self-Regulatory Focus and Leadership Style. A paper presented at the 2008 annual meeting of the Academy of Management, Anaheim, California.
28. Kark, R., & **Van Dijk, D.** (2008). Birds of a Feather Flock Together: The Relationship between Leader-Follower Self Regulation Congruency, LMX and Outcomes. A paper presented at the 2008 annual meeting of the Academy of Management, Anaheim, California.
29. **Van Dijk, D.**, Shimer, S., Cohen, A., & Bloch, Y. (2007). The Connection between Values and Medical Specializations among Medical Interns. A poster presented at the Sixth Annual Health Policy Conference, Hilton Hotel, Tel-Aviv, December, 2007. (Hebrew)
30. Walfisch, T., **Van Dijk, D.**, Kark, R. (2007). Factors Influencing the Effectiveness of Apology at Work: Formality Level, Length of Apology, Status, and Gender of the Opponents. A paper presented at the Second International Conference on Interdisciplinary Social Sciences, July 2007.
31. Brodsky, E., & **Van Dijk, D.** (2007). Advanced/Specialist Nursing Practice: Attitudes of Nurses and Physicians in Israel. A paper presented at the 6th International Conference on Health Economics, Management & Policy. Athene, Greece, June, 2007.
32. Ben-Natan, O., Hassin, D., Freiger, M., **Van Dijk, D.**, Goldberg, A. (2007). The attitude of the Israeli population on coping with epidemic outbreaks. A paper

presented at the 15th World Congress on Disaster and Emergency Medicine.
Amsterdam, May 2007.

33. Kark, R., **Van Dijk, D.** (2005). Motivation to lead motivation to follow: The role of the self-regulatory focus in leadership processes. A paper presented at the 2005 annual meeting of the Academy of Management, Honolulu, Hawaii.
34. Kaplan, E., Erez, M., & **Van-Dijk, D.** (2004). When “do best” is more effective than specific goals? The moderating effect of prevention/promotion focus in creative tasks. A paper presented at the 19th Annual convention of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
35. **Van-Dijk, D.**, & Yaffe, T. (2004). What Motivates Organizational Citizenship Behavior? Prevention – promotion and collectivism – individualism as predictors of OCB. A paper accepted for the workshop “Future challenges in OCB theory and research”, BGU, Eilat Campus, Israel.
36. **Van-Dijk, D.**, & Kluger, A. N. (2003). “Feedback gains: Success in creative tasks and failure in error-detection”. A paper presented at the 18th Annual convention of the Society for Industrial and Organizational Psychology, Orlando.
37. **Van-Dijk, D.**, & Kluger, A. N. (2001). Promotion-focused feedback versus prevention-focused feedback: When and for what class of employees each feedback type is effective? (In Hebrew). A paper presented at the 13th Israeli annual conference on Human Resource Management. Kfar HaMaccabia, Israel.
38. **Van-Dijk, D.**, & Kluger, A. N. (2001). Goal-Orientation versus Self-Regulation: Different labels or different constructs? A paper presented at the 16th Annual convention of the Society for Industrial and Organizational Psychology, San-Diego.
39. **Van-Dijk, D.**, & Kluger, A. N. (2000). Positive (Negative) Feedback: Encouragement or Discouragement? A paper presented at the 15th Annual convention of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

• Research Grants

2016-2018: ISF (Israel Science Foundation) grant to Haran Uriel and Van Dijk Dina for the research "Achievers but not winners: The effect of guilt proneness on performance in competitive settings". (A 2-year grant, 150,000 NIS per year).

2009 - 2011: NIHP (The Israel National Institute for Health Policy) grant to Van Dijk Dina, Kushnir Talma and Bin-Nun Gabi for the research on "Physicians' leaving the health system in Israel" – a total of 195,000 NIS for two years.

2007 – 2010: ISF (Israel Science Foundation) grant to Kark Ronit and Van Dijk Dina for the research on "Motivation to lead, motivation to follow" – a total of 285,000 NIS for three years.

2003 : USRI (The US Army Research Institute) grant to Kluger, A., Van-Dijk, D., and Erez, M. "The interactive effect of feedback-sign and regulatory focus on performance of creative task versus error-detection task" – 20,000\$ for one year.

• Present Academic Activities -- Research in progress

Regulatory focus and feedback sign effect on motivation: When success is danger and failure is advantage (in collaboration with Abigail Scholer, University of Waterloo).

Motivation to lead, motivation to follow: The effects of regulatory focus on the leadership process (in collaboration with Ronit Kark and Michal Teeni).

The effect of regulatory focus on resource allocation and feedback seeking (in collaboration with Michal Schodl and Avraham Kluger)

The effect of regulatory focus on the adoption of health behavior (in collaboration with Tzahit Simon-Tuval and Rinat Avraham)