

EDUCATION

- 2017 Ph.D.
Faculty of Industrial Engineering and Management, Technion
Thesis: Dealing with the error dilemma in teams: Performance avoidance goal orientation, learning goal orientation, information elaboration and team errors.
Advisor: Prof. Eitan Naveh, Technion
- 2011 M.Sc.
Recanati Graduate School of Business Administration, Tel Aviv University
Thesis: The impact of culture on creativity in negotiation.
Advisor: Prof. Amira Galin, Tel Aviv University
- 2004 B.A., *Cum Laude*
Faculty of Social Science, Bar-Ilan University

ACADEMIC APPOINTMENTS

- 2019-2021 Post-Doctoral Research Scholar in Organizational Studies at Owen School of Management, Vanderbilt University
- 2018-2019 Post-Doctoral Research Scholar at Faculty of Industrial Engineering and Management, Technion
- 2014 Visiting scholar (one semester) in MIT with Prof. John Carrol

HONORS

- 2019 Prof. Yennai Taub Award for Excellence in Organizational Behavior Research
- 2016-2017 Industrial Engineering and Management Faculty Excellence Scholarship
- 2014 Nachmani Award for Excellence in Research
- 2003 Bar-Ilan University Academic Excellence Award

INVITED PRESENTATIONS

- April 2020 “Team composition and team errors: Resolving the error dilemma in teams”
Harvard School of Public Health, Boston MA

PUBLICATIONS

Novikov, Z., Glover, W., Trepman, P., Naveh, E., & Goldfracht, M. (2016). How do integrative practices influence patient centered care? An exploratory study comparing diabetes and mental health care. *Health Care Management Review, 41*(2), 113-126.

Lei, Z., Naveh, E., & **Novikov, Z.** (2016). Errors in organizations: An integrative review via level of analysis, temporal dynamism, and priority lenses. *Journal of Management, 42*(5), 1315-1343.

JOURNAL ARTICLES UNDER PEER REVIEW

Novikov, Z., Naveh, E., & Lei, Z. (2nd round review). The error dilemma in teams: Team configuration of goal orientations, information elaboration, and team errors.

RESEARCH PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION

Novikov, Z. Ben-Ehuda, S., Malka-Zehevi, E., & Naveh, E. Avoiding errors while learning from them: The learning behavior approach to the error management paradox.

Novikov, Z. & Naveh. “Doing both and”: The contribution of ambidextrous individuals to organizational learning and performance.

PEER REVIEWED CONFERENCE PRESENTATIONS

Lei, Z., & **Novikov, Z.** (2019). Frontiers of team and teaming research: Discovering new directions and opportunities. Symposium at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, August.

Novikov, Z., Naveh, E., & Lei, Z. (2018). The error dilemma in teams: Team configuration of goal orientations, information elaboration, and team errors. Presentation at the 78th Annual Meeting of the Academy of Management, Chicago, Illinois, August.

Novikov, Z., Naveh, E., & Lei, Z. (2018). Avoiding errors while learning from them: A team configuration approach to the error paradox. Presentation at the Conference on Uncertainty, Ascona, Switzerland, July.

Novikov, Z., Naveh, E., & Lei, Z. (2018). Avoiding errors while learning from them: A team configuration approach to the error paradox. Presentation at the 4th Israel Organizational Behavior Conference, Tel Aviv, Israel, January.

Novikov, Z., Malka-Zehevi, H., & Naveh, E. (2017). Individual and team characteristics as potential tools for continuous improvement and error elimination in the Baruch Padeh Medical Center. Presentation at the Nursing Research Conference. Tiberias, Israel, November.

Novikov, Z., Naveh, E., & Lei, Z. (2017). Individual differences and team errors: Is there a better team configuration? Presentation at the POMS International Conference, Tel Aviv, Israel, June.

Novikov, Z., Ben-Ehuda, S., Naveh, E., & Malka-Zehevi, H. (2017). Individual differences and team errors: Is there a better team configuration? Presentation at the Industrial Engineering and Management Conference, Ramat Gan, Israel, June.

Novikov, Z., Lei, Z., & Naveh, E. (2016). Understanding errors in organizations: Tensions and paradoxes. Presentation at the 3rd Israel Organizational Behavior Conference, Tel Aviv, Israel, January.

Novikov, Z., Glover, W., Trepman P., Naveh E., & Goldfracht, M. (2015). Integrative practices influence patient centered care? Exploratory study comparing diabetes and mental health care. Presentation at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada, August.

Erez, M., **Novikov, Z.**, Miron-Spektor, E., Lei, Z., & Naveh, E. (2015). A research incubator for exploring the interplay between priorities: Errors and innovation. Professional Development Workshop at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada, August.

Lei, Z., **Novikov, Z.**, & Naveh, E. (2015). An integrative review of errors in organizations: Tensions and new directions for future research. Symposium at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada, August.

Lei, Z., **Novikov, Z.**, & Naveh, E. (2015). Paradoxes and new directions for research on errors in organizations. Presentation at the Colloquium of European Group for Organizational Studies, Athens, Greece, July.

Novikov, Z., Glover, W., Trepman P., Naveh E., & Goldfracht, M. (2015). How should care providers implement integrative practices to achieve patient centered care? Exploratory study comparing diabetes and mental health care. Presentation at the Industrial Engineering and Management Conference, Tel Aviv, Israel, February.

Trepman P., **Novikov, Z.**, Naveh, E., Glover, W., & Goldfracht, M. (2015). How do integrative practices influence patient centered care? An exploratory study comparing diabetes and mental health care in an Israeli HMO. Poster presentation at the Global Health Research Convening of the Stanford Center for Innovation in Global Health, Stanford, California, January.

TEACHING EXPERIENCE

- 2018-2019 University of Haifa
Leadership in Health Care – Fall 2018
Rating (6.5/7, 31 students)
- 2008-2012 The College for Academic Studies, Or-Yehuda, Israel
Organizational Behavior, Human Resource Management, Organizational Change and
Development, Talent Management (TA)
- 2008-2011 Lahav, Executive Management Education Program, Tel Aviv University, Israel
Negotiation (TA)
- 2008-2011 College of Management, Rishon LeZion, Israel
Ways to negotiate
- 2008-2012 Tel-Aviv University, Recanati Graduate School of Business Administration, Tel Aviv, Israel
Organizational Behavior, Organizational Behavior for Health Care Systems, Negotiation
(TA)