

**March 2024**

## **CURRICULUM VITAE AND LIST OF PUBLICATIONS**

### **Personal Details**

---

Name: Nir Milstein

Date and place of birth: Israel, January 10<sup>th</sup>, 1985

Telephone number: 0546-461408

### **Education**

---

#### **Undergraduate and Graduate Studies**

- Ph.D.            2017 – 2021, Bar-Ilan University, Department of Psychology. Advisors: Professor Yair Berson and Professor Ilanit Gordon. Title of thesis: "Group Physiological Synchrony and Performance: The Moderating Role of Leader Justice and Future Directions".
- M.A.            2011 – 2013, Ben-Gurion University of the Negev, Department of Psychology. Advisors: Professor Simone Moran and Professor Hagit Cohen. Title of thesis: "Exercise and Risk-Taking: The Role of Physiological Arousal, Mood and Self-efficacy".
- B.A.            2007 – 2010, Ariel University of Samaria, Behavioral Sciences (**Magna cum laude**).

#### **Post-Doctoral Studies**

2022 – 2023, the University of Lausanne, Faculty of Business and Economics (HEC Lausanne).

Supervisors: Professor John Antonakis and Professor Micah Murray.

2021 – 2022, Bar-Ilan University, Department of Psychology. Supervisors: Dr. Eliran Halali and Dr. Maayan Katzir.

#### **Academic Ranks and Tenure in Institutes of Higher Education**

---

2023 - Bar-Ilan University, The Graduate School of Business Administration, Lecturer (Tenure Track).

2022 – 2023, Ariel University, Instructor.

2021 – 2022, Bar-Ilan University, Instructor.

2021 – 2022, College of Management Academic Studies (COLMAN), Lecturer.

2021 – 2022, Netanya Academic College, Lecturer.

2018 – 2022, Ono Academic College, Lecturer.

2018 – Bar-Ilan University, Instructor.

2017 – 2021, Bar-Ilan University, Teaching Assistant.

2011 – 2013, Ben-Gurion University of the Negev, Instructor.

2011 – 2013, Achva Academic College, Lecturer.

2011 – 2013, Ben-Gurion University of the Negev, Teaching Assistant.

## **Professional Activities**

---

### **Positions in academic administration**

2022 – present, Academy of Management, Organizational Neuroscience Interest Group: Director of Communication.

2017 – 2021, Ilanit Gordon's Social Neuroscience Lab: Manager.

2019 – 2020, Bar-Ilan, Department of Psychology, Seminars and Conferences Committee: Member.

### **Professional functions outside universities/institutions**

2013 – 2017, The Rashi Foundation, Researcher and Programs Evaluator.

### **Ad-Hoc Reviewer**

Journal of Leadership and Organizational Studies.

Organizational Psychology Review.

Neuropsychologia.

International Journal of Occupational Safety and Ergonomics.

Academy of Management Proceedings (2020, 2021, 2022, 2023, 2024, 2025).

### **Membership in professional/scientific societies**

2020 – present, The Academy of Management (Organizational Neuroscience Interest Group and Research Method Division).

2019 – 2021, DSSS Forum: Doctoral Students Study Synchrony (Founder).

2020, Association for Psychological Science.

2012 – 2013, DEMP: Decision Making and Economic Psychology.

## **Educational activities**

---

### **Courses taught in Recent Years**

2024: Conflict Management and Negotiation, M.A, Bar-Ilan University.

2024: Advanced Research Methods, M.A, Bar-Ilan University.

2024: Selected Topics in Leadership, M.A, Bar-Ilan University.

2023: Research Seminar, M.A, Bar-Ilan University.

2022 – 2023, Seminar in Issues in Measurement, B.A, Ariel University.

2022, Introduction to Social Psychology, B.A, Netanya Academic College.

2021 – 2022, Introduction to Neuropsychology, B.A, College of Management Academic Studies (COLMAN).

2021 – 2022, Quantitative Research Methods, B.A, College of Management Academic Studies (COLMAN).

2021, Introduction to Social Psychology, B.A, Bar-Ilan University.

2021, Introduction to Psychology, B.A, Ono Academic College.

2021, Introduction to Statistics, B.A, Ono Academic College.

2018 – 2021, Statistical Software, B.A, Ono Academic College.

2018, Practicum in The Biological Basis of Social Interactions, B.A, Bar-Ilan University.

2011 – 2013, Statistical Software, B.A, Ben-Gurion University of the Negev.

2011 – 2013, Statistical Software, B.A, Achva Academic College.

## Awards, Citations, Honors, Fellowships

---

### Honors, Citation Awards

2022, Best Symposium Award, The Academy of Management Annual Meeting (500 USD).

2021, Best Student Paper Award. The Academy of Management Annual Meeting (500 USD).

2021, Best Paper Award. The Department of Psychology Conference, Bar-Ilan University (250 NIS).

2021, Bar-Ilan University, a prize awarded for publication of excellent research papers in top journals (5,000 NIS).

2020, Top 100 in Neuroscience, Scientific Reports.

### Fellowships

2022 – 2023, The Swiss Government Excellence Post-doctoral Scholarship, 42,000 CHF (~43,000 EUR).

2017 – 2021, Bar-Ilan University, 192,000 NIS - The University President's Scholarship for outstanding Ph.D. students.

2020, Technical University of Munich, 250 EUR - Travel Grant (withdrawn due to COVID-19).

2012 – 2013, The Lee Weinstock Foundation, 60,000 NIS - Scholarship for outstanding interdisciplinary research students.

2012, Ben-Gurion University of the Negev, 5,000 NIS - awarded for completing an M.A thesis research proposal before the beginning of the first academic year.

## Scientific Publications

### Conference Proceedings (peer-reviewed only)

---

1. **Milstein, N\***, Berson, Y., & Gordon, I. 2025. Liability and Interactive EDA Predict Leadership Emergence. *The Academy of Management Proceedings*, 13226.
2. **Milstein, N\***, Halali, E., Murray, M., & Antonakis, J. 2025. Charisma Cascades: Imitation and Physiological Arousal. *Interdisciplinary Perspectives on Leadership Symposium*, Mykonos, Greece.
3. **Milstein, N\***, Halali, E., Murray, M., & Antonakis, J. 2024. Charisma Begets Charisma. *Interdisciplinary Perspectives on Leadership Symposium*, Thessaloniki, Greece.
4. **Milstein, N\***, Rosenblatt, M., Katzir, M., & Halali, E. 2023. Physiological Measures of Emotional Arousal and Regulation Predict Positive Reciprocity. *The Academy of Management Proceedings*, 17932. <https://doi.org/10.5465/AMPROC.2023.17932abstract>

5. **Milstein, N\*., & Gordon, I.** 2021. Physiological Synchrony Shapes Performance in Early Stages of Group Formation: The Moderating Effect of Justice, *The Academy of Management Proceedings*, 14406. <https://doi.org/10.5465/AMBPP.2021.14406abstract>
6. **Milstein, N\*., Blader, S., & Gordon, I.** 2020. From Me to We: How Physiological and Behavioral Synchrony Facilitate the Effects of Justice on Group Outcomes, 2020. *The Academy of Management Proceedings* (accepted paper withdrawn due to COVID-19).

#### Symposia Organizer:

1. **Milstein, N\*., Waldman, D., Berson, Y., Engelbert, L., Song, Z., & Wang, D.** How Big is the Tent? Toward a Stronger Identity for Organizational Neuroscience and Biology, *The Academy of Management Proceedings*, 12719.
2. **Milstein, N\*., Massaro, S., Christopoulos, G., Halali, E., Lavidor, M., Slater, Y., ..., & Berson, Y.** 2022. Applying Neuroscience Methods to Address Research Challenges in Management. *The Academy of Management Proceedings*, 12314. <https://doi.org/10.5465/AMBPP.2022.12314symposium>
3. **Milstein, N\*., Blader, S., Cropanzano, R., Balthazard, P., Waldman, D., Goldstein, A., ... & Hannah, S.** 2021. Leadership and Team Processes: A Neuroscience Perspective, *The Academy of Management Proceedings*, 13752. <https://doi.org/10.5465/AMBPP.2021.13752symposium>
4. **Milstein, N\*., Ashkanasy, N.M., Berson, Y., Wang, D., Gordon, I., Berka, C., ... & Goldstein, A.** 2020. A Biological Perspective to Leadership and Team Processes, *The Academy of Management Proceedings*, 17684. (Accepted symposium withdrawn due to COVID-19). <https://doi.org/10.5465/AMBPP.2020.17684symposium>

#### **Articles**

---

#### **Refereed articles and refereed letters in scientific journals**

1. Tomashin, A., Gordon, I., Leonardi, G., Berson, Y., **Milstein, N.**, Ziegler, M., ... & Wallot, S. (2024). Lagged multidimensional recurrence quantification analysis for determining leader–follower relationships within multidimensional time series. *Psychological Methods*. Advance online publication. <https://doi.org/10.1037/met0000691>
2. Greenberg, D. M., **Milstein, N.**, Gilboa, A., Cohen, S., Haimovich, N., Siegman, S., ... & Gordon, I. 2023. Improvised herding: Mapping biobehavioral mechanisms that underlie group efficacy during improvised social interaction. *Psychophysiology*, e14307. <https://doi.org/10.1111/psyp.14307>

3. **Milstein, N\***, Streit, Y., Lavidor, M., Anaki, D., & Gordon, I. 2022. Rivalry and Performance: A Systematic Review and Meta-Analysis. *Organizational Psychology Review*, 1, 1-30. <https://doi.org/10.1177/20413866221082128>
4. Mayo, O., Horesh, D., Korisky, A., **Milstein, N.**, Zadok, E., Tomashin, A., & Gordon, I. 2022. I feel you: Prepandemic physiological synchrony and emotional contagion during COVID-19. *Emotion*, 1-11. <https://doi.org/10.1037/emo0001122>
5. Röseler, L., Weber, L., Stich, E., Günther, M., Helgerth, K. A. C., Wagner,... **Milstein, N...**, & Schütz, A. 2022. The Open Anchoring Quest Dataset: Anchored estimates from 96 studies on anchoring effects. *Journal of Open Psychology Data*, 10 (1). <https://doi.org/10.5334/jopd.67>
6. Gordon, I., Horesh, D., **Milstein, N.**, Tomashin, A., Mayo, O., & Korisky, A. 2021. Pre-pandemic Autonomic Nervous System Activity Predicts Well-Being During COVID-19 in Israel. *Psychophysiology*, 58(11), 1-10. <https://doi.org/10.1111/psyp.13910>
7. Horesh, D., **Milstein, N.**, Tomashin, A., Mayo, O., & Gordon, I. 2021. Pre-pandemic Electrodermal Activity Predicts Current COVID-related Fears: Household Size During the Lockdown as a Moderating Factor. *Stress*, 1, 1-8. <https://doi.org/10.1080/10253890.2021.2006179>
8. **Milstein, N\***, & Gordon, I. 2020. Validating Measures of Electrodermal Activity and Heart Rate Variability Derived from the Empatica E4 Utilized in Research Settings That Involve Interactive Dyadic States. *Frontiers in Behavioral Neuroscience*, 14, 1-13. <https://doi.org/10.3389/fnbeh.2020.00148>
9. Gordon, I., Gilboa, A., Cohen, S., **Milstein, N.**, Haimovich, N., Pinhasi, S., & Siegman, S. 2020. Physiological and Behavioral Synchrony Predict Group Cohesion and Performance. *Scientific Reports*, 10(1), 1-12. <https://doi.org/10.1038/s41598-020-65670-1>

### Unrefereed professional articles and publications

**Milstein, N.** 2019. Mediation and Moderation Analysis in Repeated Measures Design with MEMORE. *ISPA* (in Hebrew). <https://www.ispa.org.il/ispa-newsletter-1-expert-segment>

### Lectures and Presentations at Meetings and Invited Seminars not Followed by Published Proceedings

---

#### Presentation of papers at conferences/meetings

1. Milstein, N., Halali, Y., & Katzir, M. 2023. The Role of Emotional Arousal and Regulation in Positive Reciprocity: A Biological Approach. NEU Interest Group Meeting, Erasmus, The Netherlands.
2. Milstein, N., Berson, Y., & Gordon, I. 2023. Group Rivalry and Physiological Synchrony Predict Group Performance. Israel Organizational Behavior Conference, IOBC Tel-Aviv.

3. Milstein, N. et al. 2023. Can Applications of Neuroscience Make You a More Productive OB Researcher? Symposium Organizer and Moderator. Israel Organizational Behavior Conference, IOBC Tel-Aviv.
4. Milstein, N., Halali, Y., & Katzir, M. 2023. The Role of Emotional Arousal and Regulation in Positive Reciprocity: A Biological Approach. Ruppin Behavioral Economics Meeting.
5. Milstein, N., & Gordon, I. 2021. Synchrony Shapes Performance in Early Stages of Group Formation: The Moderating Effect of Justice. The Department of Psychology Conference, Bar-Ilan University.
6. Milstein, N., Berson, Y., & Gordon, I. 2020. Heart-rate Synchronization and Group Cohesion: A Quantitative Review. The Gonda Brain Center Annual Meeting, Bar-Ilan University.
7. Milstein, N. 2019. A Validation Study of the Empatica E4 Wristband During Interactive Dyadic States. Poster presented at the Psychology Department Conference at Bar-Ilan University.
8. Milstein, N. 2013. Exercise and Risk-taking: The Role of Physiological Arousal, Mood, and Self-efficacy. Poster presented at the Research Students Conference at the Ben-Gurion University of the Negev.