

Curriculum Vitae

Yaron J. Zoller, D.B.A.

Lecturer / Director of the Business Scholars Program

Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee, Lubar Hall N399

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GENERAL INFORMATION

Date of Birth: May 16, 1975

Marital Status: Married

Military Service: 1993-1998, Lieutenant in the Intelligence Corps – Israeli Defense Force (IDF)

LinkedIn: <https://www.linkedin.com/in/yaronzoller>

Website: <http://yaronzoller.weebly.com>

Skype ID: [yaronzoller](#)

EDUCATION

D.B.A. 2017 - Management, Huizenga College of Business & Entrepreneurship, Nova Southeastern University, Davie FL

Dissertation: *Cross-cultural effects on the cognitive process of verbal and numeric rating scales* (Doctoral dissertation). Available from ProQuest Dissertations and Theses database. (No. 10280821). Doi: 10.13140/RG.2.2.19955.43046

Committee: Michael Bendixen (chair), Maria Petrescu, Regina Greenwood, Bruce Lilyea

M.A. 2008 - Psychology, Schmidt College of Science, Florida Atlantic University, Boca Raton FL

Thesis: *Ethnicity, education, and linguistic effects on verbal fluency tasks in American elders*

Adviser: Monica Rosselli

Magna Cum Laude.

B.Sc. 2004 - Neuropsychology, Schmidt College of Science, Florida Atlantic University, Boca Raton FL

Magna Cum Laude.

PROFESSIONAL EXPERIENCE

Aug. 2020 - Present [Lecturer](#) / Director of the [Business Scholars Program](#) - Sheldon B. Lubar School of Business - University of Wisconsin-Milwaukee

Aug. 2018 - Aug. 2020 [Assistant Professor of Business and Management](#) - J. Garland Schilcutt School of Business, Science & Technology - Lakeland University

TEACHING EXPERIENCE

University of Wisconsin-Milwaukee (WI), [Lecturer](#), Fall 2020-Present

Undergraduate level

1. ***BUS ADM 330 - Organizations***
Online with Canvas, Connect, and SmartBook – Fall 2020
2. ***BUS ADM 331 – Business Scholars: Organizations***
In-class with Connect and SmartBook – Fall 2020

Lakeland University (WI), [Assistant Professor of Business and Management](#), 2018-2020

Graduate level

1. ***Leadership: Theories & Perspectives - LO 700***
BlendEd Live (In-class, Live, Online) - Spring 2019, Fall 2019, Spring 2020, Summer 2020
2. ***Leadership and Organizational Development Capstone - LO 790***
BlendEd Live (In-class, Live, Online) – Summer 2019, Summer 2020
3. ***Organizational Change and Development - LO 720***
BlendEd Live (In-class, Live, Online) - Fall 2018
4. ***Organizational Effectiveness (OB) - BA 730***
BlendEd Live (In-class, Live, Online) - Spring 2020
Online - Summer 2019, Fall 2019, Summer 2020
5. ***Human Resource Management - BA 775***
BlendEd Live (In-class, Live, Online) - Fall 2018, Spring 2020

Undergraduate level

1. ***Management Principles - BUS 330***
In-class - Fall 2018, Spring 2019, Fall 2019, Spring 2020
2. ***Business Policy and Strategy - BUS 491***
In-class – Fall 2018, Spring 2019, Fall 2019, Spring 2020
3. ***Principles of International Business - BUS 284***
Online with Blackboard - Summer 2019

Nova Southeastern University (FL), [Adjunct Professor of Management](#), 2016-2020

Graduate level

1. ***Managing Organizational Behavior in a Dynamic and Complex World - MGT 5105***
In-class – Fall 2016, Winter 2017, Summer 2017
Online with Blackboard - Summer 2016, Summer 2017
2. ***Critical Thinking for Managers – MGT 5641***
Online with Canvas - Summer 2020

Undergraduate level

1. ***Organizational Behavior - MGT 4170***
In-class - Winter 2016, Fall 2016, Winter 2017
Online with Blackboard - Fall 2016
2. ***Principles of Management - MGT 2050***
Online with Blackboard, Connect, and LearnSmart - Summer 2017

3. *Business Communications – MGT 3020*

Blended Flex (Live, Online) with Canvas, Connect, and SmartBook – Fall 2020

Miami Dade College (FL), [Adjunct Professor of Business Administration](#), Spring 2018

Undergraduate level

1. *Human Resources in Business - MNA 2120*

In-class - Spring 2018

2. *Leadership: Challenges in Supervision - MAN 4120*

In-class - Spring 2018

RESEARCH INTERESTS

Leadership and mentorship, organizational behavior, cultural effects on cognition, history of management, Hawthorne Studies, social exchange, and human relations.

REFEREED JOURNAL PUBLICATIONS

Journal Articles

- 2020 **Zoller, Y.,** & Muldoon, J. Journey of a concept: Span of control – The rise, the decline, and what is next? *Journal of Management History*. In print.
- 2019 **Zoller, Y.,** & Muldoon, J. Illuminating the principles of social exchange theory with Hawthorne studies. *Journal of Management History*, 25(1), 47-66. doi: 10.1108/JMH-05-2018-0026
- 2019 **Zoller, Y.** The costs of overprotecting the young - *iGen: Why today's super-connected kids are growing up less rebellious, more tolerant, less happy--and completely unprepared for adulthood--and what that means for the rest of us* by Jean M. Twenge (2017). *American Journal of Psychology*, 132(1), 115-119. doi: 10.5406/amerjpsyc.132.1.0115
- 2018 **Zoller, Y.** GenMe'ers are coming: Book review of *Generation Me: Why today's young Americans are more confident, assertive, entitled - and more miserable than ever before* (2nd edition, 2014) by Jean M. Twenge. *American Journal of Psychology*, 131(2), 259-262. doi: 10.5406/amerjpsyc.131.2.0259
- 2009 Rosselli, M., Tappen, R., Williams, C., Salvatierra, J., & **Zoller, Y.** Level of education and category fluency task among Spanish speaking elders: Number of words, clustering, and switching strategies. *Aging, Neuropsychology, and Cognition*, 16(6), 721-744. doi: 10.1080/13825580902912739

Book Chapters

- 2020 Muldoon, J., & **Zoller, Y.** Contested paths: A meta-analytic review of the Hawthorne studies' literature. In K. Bruce (Ed.), *Handbook of Business and Social Sciences* (pp. 56-79). Cheltenham, UK: Edward Elgar Publishing. doi: 10.4337/9781788118491

Papers Under Review

- Zoller, Y.,** & Muldoon, J. Coming together after a tragedy: How the S.S. Eastland disaster of 1915 affected welfare capitalism and helped shape the Hawthorne Studies. *Journal of Management History*

Zoller, Y., Bendixen, M., Petrescu, M., & Lilyea, B. Is culture overrated? Evaluating effects of culture on cognition when responding to rating scales. *International Journal of Cross-Cultural Management*.

Papers in Preparation

August 2020 Muldoon, J., & **Zoller, Y.** Mayo's beacon: How the Hawthorne studies, logical positivism, and behavioral psychology helped create social exchange. Target Journal – *Human Relations*

Nov. 2020 **Zoller, Y.,** Bendixen, M., Petrescu, M., & Lilyea, B. How leadership level affects the cognitive processes people use to solve complex tasks. Target journal - *Leadership*

TEDx @LAKELAND UNIVERSITY

Zoller, Y. (2020, Feb. 13). *Inclusion, not just diversity* [Video file]. TEDx @ Lakeland University. Retrieved from https://www.ted.com/talks/yaron_zoller_inclusion_not_just_diversity

CONFERENCE ACTIVITY

Papers

2019 **Zoller, Y.,** & Muldoon, J. Coming together after a tragedy: How the S.S. Eastland disaster of 1915 affected welfare capitalism and helped shape the Hawthorne Studies. Annual meeting of the Academy of Management, Boston, MA.

2019 *Muldoon, J., & **Zoller, Y.** Mayo's beacon: How the Hawthorne studies, logical positivism, and behavioral psychology helped create social exchange. Annual meeting of the Academy of Management, Boston, MA.

* Winner, John F. Mee Award for Best paper, Management History (MH) division, Academy of Management (AOM) Annual meeting 2019, Boston MA.

2019 ****Zoller, Y.,** Bendixen, M., Petrescu, M., & Lilyea, B. Cultural values and their effects on cognitive processes when responding to verbal and numeric rating scales. *Academy of International Business (AIB)*, US Midwest conference.

** Winner, Distinguished Research Award, Academy of International Business (AIB), Midwest Region, Annual meeting 2019, Chicago IL

2018 **Zoller, Y.,** & Muldoon, J. Illuminating the principles of social exchange theory with Hawthorne studies. Annual Meeting of the Academy of Management, Chicago, IL.

2016 *****Zoller, Y.,** Deptula, B., & Williams, E. "It's worth fighting for": Understanding the effects of disagreements in developmental relationships. Annual meeting of the Academy of Management, Anaheim CA.

*** Finalist, Michael Driver Best Applied Paper Award, Career (CAR) Division, Academy of Management (AOM) Annual meeting 2016, Anaheim, CA

Chair

2019-2020 Track Chair - Global Management and Organization, Academy of International Business (AIB) - US Midwest chapter, Chicago, IL.

2019 Session Chair paper session "*You've Got to Learn*": *Organizational Learning and Change*, Academy of Management's MOC Division (Management and

Organizational Cognition), Boston, MA.

Discussant

- 2007 Tappen, R. M., Buschemi, C.P, Keane, F., Rosselli, M., **Zoller, Y.**, & Williams, C. *Cultural measurement issues related to category fluency*. In R.M. Tappen (Chair), *Acculturation immigration and ethnicity of older adults: Measurement issues*. Symposium conducted at the annual meeting of the Gerontology Society of America (GSA), San Francisco, CA.

Conference Proceedings

- 2019 Muldoon, J., & **Zoller, Y.** Mayo's beacon: How the Hawthorne studies, logical positivism, and behavioral psychology helped create social exchange. *Academy of Management Proceedings, 2019*.
- 2019 **Zoller, Y.**, Bendixen, M., Petrescu, M., & Lilyea, B. Cultural values and their effects on cognitive processes when responding to verbal and numeric rating scales. *Academy of International Business (AIB), US Midwest conference Proceedings, 2019*.
- 2018 **Zoller, Y.**, & Muldoon, J. Illuminating the principles of social exchange theory with Hawthorne studies. *Academy of Management Proceedings, 2018(1)*. doi: 10.5465/AMBPP.2018.14833abstract
- 2016 **Zoller, Y.**, Deptula, B., & Williams, E. "It's worth fighting for": Understanding the effects of disagreements in developmental relationships". *Academy of Management Proceedings, 2016(1)*. 10.5465/ambpp.2016.12476abstract

Posters

- 2007 **Zoller, Y.**, Salvatierra, J., Rosselli, M., Tappen, R. & Williams, C. *The effects of education on different types of verbal fluency tasks among Hispanic elders*. International Neuropsychological Society, Portland, OR.

CERTIFICATIONS / TRAININGS

- 2020 UWM's Online and Blended Teaching Program - <https://uwm.edu/cetl/online-and-blended-teaching-program/>
- 2019 Certificate of QPR (Question-Persuade-Refer) Suicide Prevention Gatekeeper - <https://qprinstitute.com/>
- 2018 Certificate in Effective Teaching Practices, Association of College and University Educators (ACUE) - <http://acue.org>. Endorsed by the American Council on Education (ACE).
- 2015 Certificate in Situational Leadership - <https://situational.com>. The Center for Leadership Studies (CLS).

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM), 2013-20
- Academy of International Business (AIB) - US Midwest Chapter, 2019-20
- Academy of International Business (AIB) - 2019-20
- International Society for the Study of Work and Organizational Values (ISSWOV), 2017-2018

HONORS AND AWARDS

- 2019 Winner, John F. Mee Award for best paper in the Management History (MH) Division, Academy of Management Annual meeting 2019, Boston MA.
- 2019 Winner, Distinguished Research Award, Academy of International Business, Midwest Region, Chicago, IL. Paper titled *Cross-cultural effects on the cognitive process of verbal and numeric rating scales*
- 2017 Sigma Beta Delta - National Honor Society for business, management, and administration to encourage and recognize scholarship and accomplishment among students of business, management, and administration.
- 2016 Finalist, Michael Driver Best Applied Paper Award, CAR Division, Annual meeting of the Academy of Management (AOM), Anaheim, CA. Paper titled *It's worth fighting for: Understanding the effects of disagreements in developmental relationships*.
- 2014 Winner, Abbott Informatics' Leadership Achievement Award - change management and quality.
- 2004-2005 Lifelong Learning Society Scholarship, Florida Atlantic University.
- 2000-2005 National Dean's list
- 2002 All-American Scholar Collegiate Award, United States Achievement Academy.
- 2002 President's Honor List, Florida Atlantic University.
- 2002-2003 Dean's List, Florida Atlantic University
- 2000-2004 Florida-Israel Institute, Excellence scholarships while attending Broward College and Florida Atlantic University
- 2000-2001 President's List, Broward College
- 1993 Rensselaer Polytechnic Institute, medal for excellence in science

PROFESSIONAL SERVICE

Peer Review

Reviewer, Academy of Management (AOM). Divisions:
 Management History (MH) – 2018, 2019, 2020
 Organizational Behavior (OB) – 2017, 2020
 Management and Organizational Cognition (MOC) - 2019
 International Management (IM) - 2018
 Career (CAR) - 2017

Reviewer, *Journal of Management History* (JMH) - 2018, 2019

Departmental/University Service

University of Wisconsin-Milwaukee

Ask a mentor program - 2020

Lakeland University

Fine Arts and Professional Development Committee, Active member, 2018-2020

Faculty advisor to 19 undergraduate students in the Business Admin. (BA) program, 2019-2020

Faculty Advisor, Japanese Student Association (JA), 2019-2020

Campus talk, Academic Research in Business, John Esch Library, Oct. 2, 2019

Training for business adjunct faculty, Academic writing and APA, May 2019

Undergraduate Annual Research Day, Organizing Member, 2019-2020

To Community

Business Coach, Junior Achievement (JA) of Wisconsin, 19th annual Acuity-JA Business Challenge
March 2019

Judge, DECA's High-School Business Competition, Broward County District (FL)
January 2016; December 2016; January 2018

PROFESSIONAL BUSINESS EXPERIENCE

QA Project Manager, Abbott Laboratories, March-Sep. 2015

Design, plan and coordinate work with project teams and executive level by providing technical leadership, tracking, and oversight to departmental projects

Work closely with lead developers of internal and external software to ensure continuity between development teams and develop, manufacture and market healthcare products and services for Abbott Diagnostics Division

Manage department workflow and deployment of QA resources

Partner with departments and effectively manage cross-department personnel and resources to deliver projects on-time and on-budget

Design, plan and coordinate work with project teams and executive level by providing technical leadership, tracking, and oversight to departmental projects

Software Verification and Validation Manager, Abbott Laboratories, Aug. 2004 - Feb. 2015

Hands-on approach to delivering software products with FDA standards of quality

Decade-long experience in the medical device industry implementing, validating, and ensuring compliance for Quality Control (QC) and Quality Assurance (QA) Computerized FDA regulated Software Systems in the pharmaceutical (GMP) environment

Initialized and led the growth of the Quality Control (QC) team within the R&D department from two members in 2004 to 22 software testers and technical writers in 2015 and a yearly budget of over \$1M. Hiring, training, supervising, team growth, individual growth, and software tools

Directed documentation and testing personnel and provided support to customers in the public health, pharmaceutical, petrochemical, forensics, food & beverage, environmental and chemical industries

Directed multi-site and division wide software lifecycle activities and created methodologies for providing software support

Planned, researched, formatted, and wrote educational documents, user manuals, and technical publications

Verification testing for GAMP-based laboratory information management systems (LIMS) in

accordance with industry standard Systems/ SDLC practices, Life Science manufacturing, and systems regulations (21 CFR Part 11, cGMP, GxP, GLP, etc.)

Development of documents including specifications and qualification, SOPs, study designs, test plans and procedures, technical reports, Installation Qualifications (IQ), marketing publications, component specifications, User Acceptance Tests, and protocols for GAMP-based validation of in-house software applications

Managed software design risk reduction verification and validation strategies and deliverables

Represented the division during internal and external inspections such as FDA and ISO

Business Consulting (Freelance) 2004-Current

Business consulting for start-up companies in various fields. Companies include: Zipit LTD (retail), Helping Moon (counseling), Mordechy (business consulting), Toy Mania USA (retail), South Beach Bubbles (hospitality), eBook Stage (books), Realazon (Real estate Investment), Advance Scientific and Chemical (chemical reseller).

Tasks include:

- Market research and analysis from company establishment to day-to-day operations
- Strategic analysis and creation of strategic business plans per SWOT analysis
- Generation of business plans
- Identifying sustained competitive advantage/s and growth strategies
- Legal consulting and review of contracts, M&A, and patent/TM/copyright issues
- Budgeting and financial planning
- Market analysis in preparation for conferences and marketing events

LANGUAGES

English: Advanced reading, writing, speaking. **US Citizen**

Hebrew: Native, Advanced reading, writing, speaking

Spanish: Intermediate reading, writing, speaking

Portuguese: Beginner speaking

SOFTWARE SKILLS

Office 365 - Word, Excel, Visio, Project, PowerPoint, Outlook, OneDrive, Teams, Yammer, Skype

Statistics - Qualtrics, NVivo, NCSS, SPSS

Teaching – Canvas, Blackboard, McGraw-Hill's Connect and LearnSmart, Cengage's MindTap

Online Meetings - ADOBE Connect, Google Hangout, Blackboard Collaborate, WebEx, Zoom

Audio/Video - Camtasia, Audacity, Kaltura, YouTube, Debut, Flip Grid, Screencast-O-Matic

Software Quality - Jira, HP Quick Test Pro

Misc. - MTurk, SnagIt

REFERENCES

Academic

Regina Greenwood, DBA, Professor of Management
H. Wayne Huizenga College of Business and Entrepreneurship, Nova Southeastern University
3301 College Ave, Davie, FL 33314
Email: rgreenwo@nova.edu, Office: (954) 262-5080, Mobile: (920) 918-1138
Web: <http://www.business.nova.edu/about/faculty-bio.html?rgreenwo>

Jeffrey Muldoon, PhD, Associate Professor of Management
School of Business, Emporia State University. 402 Cremer Hall, Emporia, KS 66801
Email: jmuldoon@emporia.edu, Office: (620) 341-5415, Mobile: (203) 859-1023
Web: <https://www.emporia.edu/slim/about/people/jeffrey-muldoon/>

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ICN Business School, 86 rue du Sergent Blandan, Nancy 54003, France
Email: maria.petrescu@gmail.com, Mobile: (954) 667-7832
Web: <https://www.icn-artem.com/professeur/maria-petrescu>

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Email: ltworoger@nova.edu, Office: (954) 262-8027, Mobile: (954) 294-0535
Web: <http://www.business.nova.edu/about/faculty-bio.html?ltworoger>

Personal

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1560 Sawgrass Corporate Pkwy #477, Sunrise, FL 33323
Email: nimrod.yeini@inceptico.com, Office (954) 331-4544, Mobile: (954) 895-8463
Web: <http://www.inceptico.com>

Mr. Yehoshua (Shooki) Grasiani, MBA, Co-founder at South Beach Bubbles
2345 SW 34th St., Fort Lauderdale, FL 33312
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Web: <https://www.southbeachbubbles.com>

Mrs. Nancy Rosen, MA, Former director of the Florida-Israel Institute
Florida Atlantic University & Broward College
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Mr. Shlomi Kakon, CEO of Box Israel
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Web: <https://www.box.co.il/>