

Tali Hadasa Blank**1. Academic Education**

- 2014 - 2016 **Postdoctoral Research Associate at Harvard Business School and Cornell University.** Joint research, mainly with Prof. Noam Wasserman, focusing on students' startup teams operating in a university ecosystem. This research investigates the effects of founders' motivations, learning processes, and incubator resources on startup survival.
- 2009 - 2014 **Technion-Israel Institute of Technology, Haifa, Israel.**
PhD in Industrial Engineering and Management Sciences
 Dissertation: *Radical Innovation in R&D Teams: The Effect of Learning Behavior, Promotion Focus, and Time Pressure.* Advisor: Prof. Eitan Naveh.
- 2006 - 2008 **Bar Ilan University, Ramat Gan, Israel.**
MBA in The Graduate School of Business Administration
 Thesis: *The Effect of Founding Team Composition on the Success of Israeli New Ventures in the High-Technology Sector.* Advisor: Prof. Avi Carmeli.
- 1999 - 2001 **Ono Academic College, Kiryat Ono, Israel.**
MBA in The Faculty of Business Administration, in Information Systems Analysis. Cum Laude.
- 1992 - 1995 **University of Haifa, Haifa, Israel.**
B.A. in The Department of Mathematics and Computer Science and Education.

2. Employment**2.1. Academic Positions:**

- 2021 - Current **Founding Director of *The Blender*, HAC Innovation and Entrepreneurship Center** Hadassah Academic College, Jerusalem, Israel
- 2018 - Current **Assistant Prof. & Head of Innovation and Entrepreneurship** with Hadassah Academic College, Jerusalem, Israel
- 2016 - 2021 **Adjunct Lecturer** at the Faculty of Education, Department of Leadership and Policy in Education, *Haifa University* teaching the following courses: "Entrepreneurship and Innovation in Education", "Innovation and Entrepreneurship in Educational Organizations".
- 2017-2018 **Adjunct Lecturer** at the Jerusalem School of Business Administration, *Hebrew University*, Israel, teaching "Startup Science Innovation Seminar" course.
- 2013 - 2014 **Adjunct Lecturer** at the Faculty of Industrial and Engineering, *Ort Barude College*, Israel. Teaching "Introduction to Entrepreneurship and Intellectual Property" course.
- 2010 - 2014 **Teacher** at the Technion, Israel. Taught "Entrepreneurship and Intellectual Property" and "Bio-Innovation" courses to graduate students.

2.2. Professional Positions:

- 2008 – 2009 **Manager**, Hiyot, Haifa, Israel, (<http://www.hiyot.org>)
- Building strategy including fundraising from private donors.
 - Recruiting and coaching instructors for reaching Hiyot’s vision.
- 2003 – 2005 **Co-founder of CNS Outreach Program, Cornell University, NY**
- Supervising office staff, coordinating, and operating educational programs
 - Developing and maintaining the center database and website
- 1996 – 2002 **Union Bank Ltd Tel Aviv, Israel**
- 2000 – 2002 **Information Systems Analyst**
- Analyzing, defining, and testing software
 - Preparing software user manuals and guiding the bank clerks
- 1996 – 2000 **Money Market Trader**
- Managing the bank’s balance in local currency at the Israel Reserve Bank.
 - Daily large-scale purchase of money from local and international banks

3. Academic Activities:

- 2023- Current **Reviewer**, The International Journal of Entrepreneurship and Innovation
- 2020 - Current **Reviewer**, The Journal of Technology Transfer
- 2017 – Current **Reviewer**, IEEE Transactions on Engineering Management
- 2010 - Current **Reviewer**, Academy of Management Annual Meeting
- 2023- Current **Reviewer**, The International Journal of Entrepreneurship and Innovation

Membership in scientific organizations

- 2009 - Current Academy of Management, Entrepreneurship Division
- 2010 - Current Academy of Management Technology and Innovation Management (TIM) Division

4. Research Grants:

Basic Science Research:

Role in Research	Co-Researchers	Topic	Funded by/ Amount	Year
Co-PI writing team	Prof. Deborah Estrin, Cornell University , & Prof. Noam Wasserman, Harvard Business School	Comparing Startup Incubation in Engineering and Business Schools. Post-doctoral Fellowship	The Kauffman Foundation, \$150,000	2014-2016
Co-PI writing proposal	Prof Eitan Naveh, Technion	Time pressure affects innovation in system engineering. PhD Student Fellowship	The Gordon Foundation, \$15,000	2013

Entrepreneurial Activities:

Role in Research	Co-Collaborators	Topic	Funded by/ Amount	Year
PI	Prof. Michael Berman, Prof. & Prof. Bertold Fridlender	Founding The Blender, HAC Innovation Center in HaNeviim Campus	Jerusalem Development Authority, 750,000 Shekel (\$ 209,000)	2020-2023
PI	Prof. Bertold Fridlender	Founding The Blender, HAC Innovation Center in Shtrauss Campus	Jerusalem Development Authority, 624,000 Shekel (\$ 174,000)	2022-2025

5. Awards:

2018-2022	Award for Excellence in Teaching, Hadassah Academic College
2011	<i>Nachmani Award</i> for quality research, Faculty of Industrial Engineering and Management, Technion
2010	<i>Philips Award</i> for excellent students, Faculty of Industrial Engineering and Management, Technion

6. List of Publication

6.1. Peered Reviewed Publications

- Blank, T. H. 2023. Do founding team motivation types matter for student startups' survival? Self-oriented, other-oriented, and diverse motivations in academic incubators. *The Journal of Technology Transfer*, 1-18.
- Blank, T.H. & Gabay-Mariani, L. 2021. From Dream to Reality: The Ambivalent Role of Nascent Entrepreneurs' Motivation in the Intention-Action Gap. *Entrepreneurship Research Journal*, 474-494.
- Blank, T. H. Carmeli, A. 2021. Does Founding Team Composition Influence External Investment? The Role of Founding Team Prior Experience and Founder CEO. *The Journal of Technology Transfer*, (46)1869-1888.
- Blank, T. H. 2021. When Incubator Resources are Crucial: Survival Chances of Student Startups Operating in an Academic Incubator. *The Journal of Technology Transfer*, (46)1845-1868.
- Blank, T. H., & Naveh, E. 2019. Product Innovation in R&D Teams: Creativity-Related and Process Management Activities under Schedule and Budget Constraints. *Engineering Management Review*, (47), 15-17.
- Blank, T. H., & Naveh, E. 2019. Asymmetric association of resources with idea generation and idea implementation: resolving the separation vs. integration debate in product innovation. *IEEE Transactions on Engineering Management*, (66), 598-612.
- Blank, T.H., & Naveh, E. 2018. Competition and Complementation of Exploration and Exploitation Approaches to the Achievement of Radical Innovation: The Moderating Effect of Learning Behavior and Promotion Focus. *IEEE Transactions on Engineering Management*, (99), 1-15.
- Blank, T.H., & Naveh, E. 2015. Lessons from Academia: Quality and Innovation. *The Journal for Quality and Participation*, 38(1).
- Blank, T.H., & Naveh, E. 2014. Do Quality and Innovation Compete Against or Complement Each Other? The Moderating Role of an Information Exchange Climate. *Quality Management Journal*, 21(2).
- Blank, T. H., Erez, M., & Arbel. I., 2014. "Innovation Management Guide". The Standards Institution of Israel.

6.2. Papers and Abstracts - Proceedings of Conferences

1. Gabay-Mariani, L., Flechas, A., Blank, T. H., & Kier, A. (August, 2023). Pivoting to Startup Success: Entrepreneurial Imagination and the Generation of New Business Options. Academy of Management Annual Meeting (AOM), Boston, MA, U.S.
2. Gabay-Mariani, L., Flechas, A., Blank, T. H. & Kier, A. (June, 2023). Entrepreneurs' use of imagination in pivot decisions: towards a conceptual model. European Academy of Management (EURAM), Dublin, Ireland.
3. Blank, T. H., (January 2023). "The pressure to innovate: Phases and critical junctures in buyer and seller acquisition process". Israel Organizational Behavior Conference (IOBC), Tel-Aviv, Israel.

4. Holander- Shabtai, R., Blank, T.H., & Tzofi, O. (Dec., 2022). The Influence of Firm Location Strategy and CEO on Growth Potential: The Case of Music Startups. Israel Strategy Conference, Raichman University, Israel
5. Blank, T. H. (August, 2020). The Dark Side of Incremental Innovation: Age, Role Seniority, and Cohesiveness in R&D Teams. Academy of Management Annual Meeting (AOM), Virtual Meeting.
6. Blank, T. H. (Dec., 2018). Should We Force Entrepreneurs to Utilize Incubators' Resources? Academy of Management (AOM) Start-up To Scale-up Conference, Tel Aviv, Israel.
7. Blank, T. H. (August, 2018). Does Type of Prior Experience Matter for Startup Survival? Entrepreneurial and Managerial Experience Take Place at Academic Incubator. Academy of Management Annual Meeting (AOM), Chicago, CA, U.S
8. Blank, T. H., & Segel-Karpas, D. (January 2016). "Diversity in Tenure and Radical Innovation: The Role Innovation Culture Plays in Research and Development Teams". Israel Organizational Behavior Conference (IOBC), Tel-Aviv, Israel.
9. Blank, T. H., & Wasserman, N. (August, 2016). Giving, Taking, and Market Understanding: Entrepreneurial Motivation and Startup Survival. Academy of Management Annual Meeting (AOM), Anaheim, CA, U.S.
10. Blank, T. H., Erez, M., & Arbel. I. (November 2014). Innovation Management Guide. International Conference of the Israeli Society for Quality, Tel Aviv, Israel.
11. Blank, T. H., & Naveh, E. (January 2014). "Exploration and exploitation compete and complement in achieving radical innovation: The moderating effect of learning behavior and promotion focus". Israel Organizational Behavior Conference (IOBC), Tel-Aviv, Israel.
12. Blank, T. H., Glover, W.J. & Naveh, E. (August, 2014). Achieving Radical Innovation under Time Pressure: Stop & Think and Exploration Activities. Academy of Management Annual Meeting (AOM), Philadelphia, PA, U.S.
13. Blank, T. H., & Naveh, E. (August, 2013). Reconciling the simultaneous effect of exploration and exploitation on radical innovation. Academy of Management Annual Meeting (AOM), Orlando, Florida, U.S.
14. Blank, T. H., & Naveh, E. (August, 2012). Reconciling the effect of exploration and exploitation on innovation: A fit theory approach. Academy of Management Annual Meeting (AOM), Boston, Massachusetts, U.S.
15. Blank, T.H., & Naveh, E. (March, 2012). Quality and Innovation: Managing Luck under Organizational Learning Effect. The 17th Industrial Engineering & Management Conference, Tel Aviv, Israel.
16. Blank, T. H., & Naveh, E. (July, 2009). Do Quality and Innovation Compete or Compliment each other? The Essential Role of Organizational Learning. Research in Quality Conference, Haifa, Israel.

6.3. Public Press and Media

- אינקובטור יזמי: כך מיילדים סטארטאפסטיות חרדיות, פודקאסט, מקור ראשון, 11.9.23, [/https://www.makorrishon.co.il/podcasts/665861](https://www.makorrishon.co.il/podcasts/665861)
- חובבי אתגרים או אגואיסטים רודפי כסף? הגורם האנושי שיכריע אם המיזם ישרוד, דהמרקר-מעבדה לניהול, 15.3.23, <https://www.themarker.com/career/2023-05-15/ty-article/.premium/00000188-1af1-d103-ad8b-bafd21ea0000>
- חממה מגדילה סיכויי הצלחה של סטארט-אפ, אבל יש קאץ', כלכליסט, 28.4.21, https://www.calcalist.co.il/local_news/article/S1AhQKLDd
- מה קורה לסיכויי ההצלחה של סטארט-אפ כשהיזם הוא המנכ"ל, כלכליסט 30.11.20, <https://www.calcalist.co.il/local/articles/0,7340,L-3877898,00.html>