

CURRICULUM VITAE

1. Personal Details

Name: Anat Freund
Country of Birth: Israel
Office Telephone Number: (+972)-4-8240215
Electronic Address: afreund@research.haifa.ac.il

2. Higher Education

A. Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Date of Degree
1980-1983	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	B.A.	1983
1983-1988	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	M.A.	1988
1996-2000	University of Haifa, Faculty of Social Sciences, Department of Political Sciences	Ph.D.	2000

3. Academic Ranks and Tenure in Institutes of Higher Education

Years	Name of Institution and Department	Rank/Position
1990-1996	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Teaching Fellow
1994-2005	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Practicum Instructor for M.A. Degree Students
1996-1999	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Ph.D. Student; Teaching Assistant

Years	Name of Institution and Department	Rank/Position
2000-2001	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Doctoral Instructor
2002-2007	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Lecturer
July 2005- September 2005	Jack, Joseph and Morton Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio	Faculty Fellow
July 2007- September 2007	Jack, Joseph and Morton Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio	Faculty Fellow
2007-2019	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Senior Lecturer (with tenure)
September 2017- December 2017	Jack, Joseph and Morton Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio	Faculty Fellow
2019-	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Associate Professor

4. Offices in University Academic Administration

A. Academic Offices

Years	Name of Institution and Department	Role
2000-Present	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Member of M.A. Committee
2003-Present	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Member of B.A. Committee
2004-Present	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Member of Field Studies Committee
2007-2010	Mivchar College (Extension of the University of Haifa), School of Social Work, Bnei Brak Campus	Head of the B.A. Program
2010-2015	Mivchar College (Extension of the University of Haifa), School of Social Work, Bnei Brak Campus	Head of the M.A. Program

B. Membership in Committees and Academic Consultations

Years	Name of Institution and Department	Role
2004-2005	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Member of the Organizing Committee of the Faculty Research Fair 2005
2006-2007	University of Haifa, Faculty of Social Welfare & Health Sciences, School of Social Work	Member of the Organizing Committee of the Faculty Research Fair 2007
2013-Present	University of Haifa	Member of the Committee for Exceptional Admission
2016-Present	University of Haifa	Member of the Appeal Committee of the Students' Disciplinary Body
2016-Present	Tel-Aviv University, Safra Centre of Ethics	Group for Research and Policy Recommendations on "Multiculturalism and Racism in the Health System"

5. Scholarly Positions and Activities outside the University**A. Review of Articles for Refereed Journals**

Years	Journal
2002-Present	<i>Society & Welfare (in Hebrew)</i>
2003-Present	<i>Social Security (in Hebrew)</i>
2006-Present	<i>Group & Organization Management: An International Journal</i>
2006-Present	<i>Business & Society Review</i>
2008-Present	<i>Reviewer for Conference Submissions, The Academy of Management Annual Meeting</i>
2011-Present	<i>Social Service Review</i>
2012-Present	<i>British Journal of Social Work</i>
2015-Present	<i>Human Service Organizations: Management, Leadership, & Governance</i>
2015-Present	<i>Qualitative Social Work</i>
2015-Present	<i>British Journal of Educational Psychology</i>
2016-Present	<i>Society & Welfare (in Hebrew) - Guest Editor of a Special Issue on the topic of Social Work in the Ultra-Orthodox Jewish Population</i>
2017-Present	<i>The European Journal of Social Work</i>
2017-Present	<i>Community, Work and Family</i>

B. Review of Research Proposals

Years	Research Proposal
2016	Reviewer – Israel Cancer Society - Research Proposal

C. Membership in Professional Promotion Committees

Years	Committee
2010	Reviewer of Dissertations from University of Haifa, Israel
2011	Reviewer of Dissertations from Tel-Aviv University, Israel
2013	Referee for Promotion Procedures of Faculty in Ort Braude Academic College
2014	Referee for Promotion Procedures of Faculty in the Technion

D. Public Voluntary Positions

Years	Offices
1990-1993	Member, The National Public Board Committee of the Progressive Judaism Movement
1994-2002	Chairwoman, The National Committee of the Progressive Judaism Movement
2002-2007	Chairwoman, The Steering Committee of the Israel Religious Action Center at the Israel Reform Movement
2003-2019	Member, The Community Committee of Tirat HaCarmel

6. Active Participation in Scholarly Conferences**a1. International Conferences – Held Abroad**

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
2001	5th International Care/Case Management Conference	Vancouver, Canada	The Community as a Source of Support for CVA Patients and Their families: An integrative Community Model	Oral Presentation
2002	Academy of Management Meeting	Washington, DC, USA	a. Gendered Organizational Commitment and Intent to Leave in Nonprofit Organizations	Oral Presentation
			b. Five Universal Forms of Work Commitment, Job Satisfaction, and Job Performance: An Empirical Assessment	Oral Presentation
2003	Gender, Work and Organization	Keele University, UK	Work Attitudes and Intent to Leave in Social Services: The Impact of Gender	Oral Presentation
2004	Academy of Management Meeting	New Orleans, LA, USA	a. Commitments and Withdrawal Cognitions: A Longitudinal Analysis	Oral Presentation
			b. The Fair Sex – And Unfair Treatment	Oral Presentation
2006	Academy of Management Meeting	Atlanta, GA, USA	Team Effectiveness under Stress: A Structural Contingency Approach	Oral Presentation

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
2006	The 10 th International Conference on Work Values and Behavior	Tallinn, Estonia	Organizational Commitment, Burnout, and Job Satisfaction among Social Workers Treating the Elderly	Poster
2007	Academy of Management Meeting	Philadelphia, PA, USA	Organizational (Role Structuring) and Personal (Organizational Commitment and Job Involvement) Factors: Do They Predict Inter-professional Team Effectiveness?	Oral Presentation
2008	Academy of Management Meeting	Anaheim, CA, USA	Task Design & Team Structure in Welfare Organizations	Oral Presentation
2009	International Conference on Communication in Healthcare	Miami Beach, FL, USA	"My Ideal Professional Image of Mission Was Shattered Right in My Face:" The Impact of Patient-Violence Against Healthcare-Providers on the Patient-Provider Relationship (with H. Goldblatt, A. Drach-Zahavy, G. Enosh, N. Edelis, I. Peterfreund & M. Neumann)	Oral Presentation
2010	Academy of Management Meeting	Montreal, Canada	The Relationship Between Multiple Commitments & Job Satisfaction in Nonprofit Organizations: A Longitudinal Analysis	Oral Presentation
2011	8th International Conference European Research Network about Parents in Education Home, School and Community: a partnership for a happy life?	Milano, Italy	School Family, Community Partnership as Perceived by Jewish and Arab Parents and Teachers in Israel (with B. Schaedel, F. Azaiza, A. Boehm & R. Hertz-Lazarowitz)	Oral Presentation
2012	16 th Roundtable of the International Network on School, Family, and Community Partnership (INET)	Vancouver, British Columbia, Canada	Motivation of Parent Involvement in Jewish and Arab Primary Schools in Israel (with B. Schaedel, F. Azaiza, A. Boehm & R. Hertz-Lazarowitz)	Oral Presentation

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
2012	Academy of Management Meeting	Boston, MA, USA	Commitment to the Profession of Novice Social Work Students: Socio-Demographic Characteristics, Motives and Perceptions of the Profession (with E. Blit-Cohen, N. Dehan & A. Cohen)	Oral Presentation
2012	Social Development 2012: Action and Impact	Stockholm, Sweden	The Need for Social Change among Beginning Social Work Students and its Impact on their Professional Commitment (with E. Blit-Cohen, N. Dehan & A. Cohen)	Oral Presentation
2013	Academy of Management Meeting <u>Theme:</u> Capitalism in Question	Orlando, FL, USA	Professional Socialization and Commitment to the Profession in Social Work Students: A Longitudinal Study Exploring the Effect of Attitudes, Perception of the Profession, Teaching, Training and Supervision (with E. Blit-Cohen, N. Dehan, & A. Cohen)	Oral Presentation
2014	33rd International Human Science Research Conference	Antigonish, Nova Scotia, Canada	How Phenomenology Can Help Develop Skills for the Future: The Experience of Professionals Working in Multi-Cultural Societies (with T. Band-Winterstein)	Oral Presentation
2015	IAGG-8 TH Congress	Dublin, Ireland	Foreign Home Care Workers or Nursing Home for Haredi Older People? The Cultural Encounter of Families and Social Workers (with T. Band-Winterstein)	Poster
2015	European Research Network about Parents in Education, 10th ERNAPE Conference	Tromsø, Norway	School Climate and Teachers' Perceptions of Parental Involvement in Jewish and Arab Primary schools in Israel (with B. Schaedel, F. Azaiza, R. Hertz-Lazarowitz, A. Boehm, & Y. Eshet)	Oral Presentation
2016	13th Global Conference, Domestic Abuse and Violence	Prague, Czech Republic	“Walking between the Raindrops”: Intimate Partner Violence in the Ultra-Orthodox Society in Israel from Social Workers’ Perspective (with T. Band-Winterstein)	Oral Presentation

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
2017	TiSSA 15 th Annual PhD & Plenum Conference	Olsztyn, Poland	Professional Preferences Of Social Work Students: A Comparison Between Haredi And Secular Students (with A. Zriker)	Oral Presentation
2018	The 8 th European Conference for Social Work Research	Edinburgh, Scotland	A Past Time Activity or A Life Time Activity? Professional Commitment Of Novice Social Workers And Its Links To Organizational Sector, Role Ambiguity, And Employees' Attachment Style (with A. Zriker)	Oral Presentation
2019	9th European Conference for Social Work Research	Leuven, Belgium	a. A Longitudinal Study of Social Work Student Supervisors' Turnover Intentions: The Role of Stress-Related Coping Strategies (with G. Guez)	Oral Presentation
			b. Social Workers in Social Services in the Arab Sector in Israel: Political or Professional Commitment – Dilemmas, Difficulties and Challenges (with A. Zriker and F. Abu-Younnis)	Oral Presentation
2019	79 th Annual Meeting of the Academy of Management <u>Theme:</u> Understanding the Inclusive Organization	Boston, MA, USA	“All Glorious is the Princess within Her Chamber”: Ideological-Spiritual Fulfillment of Israeli Ultra-Orthodox Jewish Women in the Changing Employment Environment (with A. Zriker and E. Shor)	Oral Presentation
2019	The 8 th International Conference of Sociology and Social Work	Oporto & Coimbra, Portugal	a. Career Commitment among Social Workers: Contribution of Personal and Organizational Factors (with G. Koltun and A. Zriker)	Oral Presentation
			b. Under Pressure: The Case of Social Workers in Social Services in the Arab Sector in Israel (with A. Zriker and F. Abu Younnis)	Oral Presentation

2020	Academy of Management: Careers Division Community Conference – Careers in Context	Vienna, Austria	Career Commitment among Social Workers: Contribution of Personal and Organizational Factors (with G. Koltun and A. Zriker)	Oral Presentation
2020	10th European Conference for Social Work Research	Bucharest, Romania	a. The Willingness to Seek Psychological Therapy in the Haredi Society in Israel (with E. Baruchin)	Oral Presentation
			b. Committed to You: Examining the Predictors of Social Worker's Career Commitment in the Changing Workplace (with G. Koltun and A. Zriker)	Poster

a2. International Conferences – Held in Israel

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
1998	Joint World Congress IFSW IASSW	Jerusalem, Israel	A Community Model for Legal Advice and Aid for New Immigrants	Oral Presentation

a3. Local Conferences

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
1991	Social Work with Groups: The 11 th National Meeting of the Social Workers Union	Ben-Gurion University of the Negev, Beer Sheva, Israel	Multiple Subjects Instruction in Parallel Groups of Parents and Children in Single Parent Families: A Model of Community Interference for Strengthening Populations in Risk	Oral Presentation
1999	The ICTR's Spring Conference	Ben-Gurion University of the Negev, Beer Sheva, Israel	Multiple Commitments for Work Factors: Longitudinal Study for Checking the Influences of Rotation of Workers in the Third Sector	Oral Presentation

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
1999	Conference of the Faculty of the Israeli Schools of Social Work on the Implementation of Post-modern Approaches in the Schools of Social Work	Tel-Hai Academic College, Israel	An Integrative Model of Forecasting the Influence on the Success of a Community Project in Students During their Field Work in Social Work	Oral Presentation
2002	Poverty in Israel	Ben-Gurion University of the Negev, Beer Sheva, Israel	Work Attitudes among Social Workers	Oral Presentation
2003	The ICTR's Spring Conference	Ben-Gurion University of the Negev, Beer Sheva, Israel	Work and Workplace Attitudes' Influence in the Third Sector: Do they Predict Organizational Reputation?	Oral Presentation
2004	Research Fair, Faculty of Social Welfare & Health Sciences	University of Haifa, Israel	The Relationship Between Instruction, Organizational Culture, Student's Skill and Success in Cultural Projects that are Part of a Training Program	Oral Presentation
2005	ICTR's Spring Conference	Tel-Aviv University, Israel	The Relationship between Multiple Commitments and Job Satisfaction in the Third Sector	Oral Presentation
2014	10 th Health Policy Conference	Tel-Aviv University, Israel	Facilitators and Barriers to Screening for Early Detection of Breast Cancer among Women from Ethnic Minority Groups: A Longitudinal Comparative Study of Ultra-Orthodox Jewish and Arab Women in Israel (E-poster with M. Cohen & F. Azaiza)	Poster
2016	Biennial Convention of the 21st of the Israeli Association of Gerontology	Tel-Aviv University, Israel	Navigating Between Older Adults, Their Families, and Foreign Home Care Workers (FHCW) in the Ultra-Orthodox Jewish (UOJ) Community (with T. Band-Winterstein)	Oral Presentation
2016	Biennial Convention of the 21st of the Israeli Association of Gerontology	Tel-Aviv University, Israel	Ageing in the Faith-Based Ultra-Orthodox Jewish Society (with T. Band-Winterstein)	Oral Presentation

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
2017	The 8 th Annual Conference of ESPAnet Israel	Bar-Ilan University, Israel	a. "Were Your Dealings Conducted Faithfully?" Burnout, commitment to the organization and commitment to the client among Haredi practitioners vis-à-vis non Haredi practitioners who care for the intellectually disabled (with S. Wertheimer)	Oral Presentation
			b. Relationship between Career Development and Career Mobility among Social Workers in the Public Sector (with G. Koltun)	Poster
			c. Negotiating with Faith: Professional Preferences of Haredi and Secular Social Work Students in Israel (with A. Zriker)	Oral Presentation
2017	The 3 rd Ph.D. Candidates Conference	Ben-Gurion University of the Negev, Beer Sheva, Israel	a. "Were Your Dealings Conducted Faithfully?" Burnout, commitment to the organization and commitment to the client among Haredi practitioners vis-à-vis non Haredi practitioners who care for the intellectually disabled (with S. Wertheimer)	Poster
			b. Relationship between Career Development and Career Mobility among Social Workers in the Public Sector (with G. Koltun)	Poster

Years	Name of Conference	Place of Conference	Subject of Lecture/Discussion/Comments	Role
2017	The 3 rd Ph.D. Candidates Conference	Ben-Gurion University of the Negev, Beer Sheva, Israel	c. Past-Time Activity or a Life-Time Activity? Linking Organization Type, Role Ambiguity, and Employee's Attachment Style to his\her Professional Commitment to Social Work Profession in the First Couple of Years (with A. Zriker)	Poster
2019	The 10 th Annual Conference of ESPAnet Israel	Ruppin Academic College, Emek Hefer, Israel	a. Arab Social Workers in Social Services Departments in Israel (with A. Zriker and F. Abu-Younnis)	Oral Presentation and Poster
			b. Career Commitment among Social Workers in Israel: Examining Personal and Organizational Factors (with G. Koltun)	Oral Presentation and Poster
2020	The 11 th Annual Conference of ESPAnet Israel	Ashkelon Academic College, Israel	"As They Are One from Israel": The Meaning Attributed to the Caregiving of Family Member with Intellectual-Developmental Disability in the ultra-Orthodox Society - Opportunities and Challenges in Culturally-Sensitive Intervention (with A. Zriker and R. Erlich)	Oral Presentation

b. Organization of Conferences or Sessions

Years	Name of Conference	Place of Conference	Subject of Conference	Role at Conference/ Comments
1997	Social Work in the Era of Knowledge	University of Haifa, in Collaboration with the Ministry of Labor & Welfare	Social Work in the Era of Knowledge	Organizing Committee & Chairwomen

7. Invited Addresses

Years	Name of Forum	Place of Lecture	Presentation/Comments	Role
2005	Jack, Joseph and Morton Mandel School of Applied Social Sciences	Case Western Reserve University, Cleveland, Ohio	Lecture: Social Work Education in Israel	Lecturer
2012	Faculty of Social Work	Central and Northern Region, University of Calgary	Lecture: Concerning Social Work in Israel	Lecturer
2016	2nd International Week during June 19 to June 23, 2016	Chengdu University, Chengdu City, China	a. Achievements or emerging frontier in my research field	Lecturer
			b. Multicultural context of academic life research and community in Israel	
2017	Staff & International Students Gathering	Jack, Joseph and Morton Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, Ohio	Academia in Israel: a Multicultural Perspective	Lecturer

8. Research Grants

A. Grants Awarded

Role in Research	Other Researchers	Title	Funded by (C= Competitive Fund)	Amount	Years
PI		New Innovative Organizational Community Model to Work with Children at Risk in Emek Hefer	Research Grant from the Ministry of Labor and Welfare	26,315 NIS	2001
PI	A. Drach-Zahavy Co-PI	Inter-Professional Team Effectiveness: Myth or reality? The Effects of Organizational (Role Structuring) and Personal (Organizational Commitment and Job Involvement) Factors on Inter-Professional Teamwork in the Community	Research Grant from The Israel National Institute for Health Policy and Health Services Research (C)	85,525 NIS	2003
PI		Work Attitudes of Social Workers Across Three Sectors of Welfare Organizations: Public, For-Profit, and Third Sector	"Kol Koreh": The Faculty of Social Welfare & Health Sciences	5,000 NIS	2004

Role in Research	Other Researchers	Title	Funded by (C= Competitive Fund)	Amount	Years
PI	N. Sharon Co-CI	New Innovative Organizational Change Model in Welfare Organizations in Israel	Research Grant from the Ministry of Labor and Welfare	24,000 NIS	2005
PI	H. Goldblatt & N. Arkin Co-CI's	An Assessment of the Absorption Network for Ethiopian Immigrants in One Neighborhood in Haifa	"Kol Koreh": The Faculty of Social Welfare & Health Sciences	5,000 NIS	2005
PI	D. Koren Co-CI	Evaluation Study on the Resettlement of a Caravan Site of Immigrants From Ethiopia	Research Grant from the Ministry of Labor and Welfare	37,800 NIS	2007
PI	H. Goldblatt, A. Drach-Zahavy, & G. Enosh Co-Pi's	Violence Against Healthcare Staff in Bnei-Zion Hospital	"Kol Koreh": The Faculty of Social Welfare & Health Sciences	6,000 NIS	2008
PI	B. Schaedel, R. Hertz-Lazarowitz, A. Boehm & F. Azaiza Co-Pi's	School, Family and Community Partnerships: Empowering Jewish and Arab Parents in Education	Research Grant from the Zeit Stiftung Foundation (C)	€100,000	2008-2011

Role in Research	Other Researchers	Title	Funded by (C= Competitive Fund)	Amount	Years
PI	H. Goldblatt, A. Drach-Zahavy, & G. Enosh Co-Pi's	Toward Change: Mapping Customer Violence against Employees of the Maccabi Primary Care Clinics	Research Grant from The Maccabi Institute for Health Policy and Health Services Research (C)	98,725 NIS	2009
PI	F. Azaiza & M. Cohen Co-Pi's	Facilitators and Barriers to Screening for Early Detection of Breast Cancer Among Women From Ethnic Minority Groups: A Longitudinal Comparative Study of Ultra-Orthodox Jewish and Arab Women in Israel	Research Grant from The Israel National Institute for Health Policy and Health Services Research (C)	242,440 NIS	2009-2011
PI	M. Lawenthal, M. Cohen, & H.M. Abu-Rayya Co-Pi's	Students' Attitudes (Israel-born Jewish, New Immigrants, Muslim Arab, Christian Arab, Druze) toward the Usage of Alcohol and Drugs	Research Grant from The Municipality of Haifa and the Israeli Anti-Drug Authority (C)	44,825 NIS	2017

Role in Research	Other Researchers	Title	Funded by (C= Competitive Fund)	Amount	Years
PI		“At 60 One Reaches Old Age, At 70 The Fullness Of Years” The Meaning Attributed By Ultra-Orthodox Jews To Introducing A Foreign Caregiver Into The Home: Barriers And Challenges In Culturally Sensitive Intervention	National Insurance Institute of Israel (C)	141,160NIS for two years	2018-2020
PI	A. Zriker – Co-PI	“As They Are A Part Of Israel”: The Meaning Attributed To Caregiving Of Mentally Disabled Persons In The Haredi Society From The Perspective Of Mother, Father and Social Worker	Shalem Fund (C)	49,242 NIS for two years	2019-2021

PUBLICATIONS

1. Zibolsky, A., Gutman, D., & **Freund, A.** (1986). The lifestyle of doctors, nurses and social workers in Israel after retirement. *Society & Welfare, 1*, 38-48 (in Hebrew).
2. Arkin, N., **Freund, A.**, & Saltman, I. (1999). A group supervision model for broadening multiple-method skills of social work students. *Social Work Education, 18* (1), 49-58.
3. **Freund, A.** (2001). Developing young leadership within the Ethiopian immigrant group in Israel. *International Journal of Group Tensions, 30*, 369-384.
4. **Freund, A.** (2002). A model for community-based legal counseling and aid for new immigrants. *Sociological Papers, 9* (1), 1-14.
5. Carmeli, A., & **Freund, A.** (2002). The relationship between work and workplace attitudes and perceived external prestige. *Corporate Reputation Review, 5*, 51-70.
6. **Freund, A.** (2002). Teaching successful community practice in social work: An integrative approach. *Journal of Community Practice, 10* (3), 75-92.
7. **Freund, A.**, & Carmeli, A. (2003). An empirical assessment: Reconstructed model for five universal forms of work commitment. *Journal of Managerial Psychology, 18*, 708-725.
8. Carmeli, A., & **Freund, A.** (2004). Work commitment, job satisfaction, and job performance: An empirical investigation. *International Journal of Organization Theory & Behavior, 7*, 289-309.
9. Carmeli, A., & **Freund, A.** (2004). The relationship between work commitment and organizational citizenship behavior among lawyers in the private sector. *Journal of Behavioral & Applied Management, 5*, 93-113.
10. **Freund, A.** (2005). Commitment and job satisfaction as predictors of turnover intentions among welfare workers. *Administration in Social Work, 29* (2), 5-21.
11. **Freund, A.** (2005). Work attitudes of social workers across three sectors of welfare organizations: Public, for-profit, and Third Sector. *Journal of Social Service Research, 31* (3), 69-92.
12. **Freund, A.**, & Bar-Ilan, L. (2005). Commitment of social workers in community and total welfare organizations serving the elderly: The influence of burnout and satisfaction. *Gerontology, 32* (1), 81-105 (in Hebrew)

13. **Freund, A.**, & Drach-Zahavy, A. (2005). Inter-professional team effectiveness: Myth or reality? The effects of organizational (role structuring) and personal (organizational commitment and job involvement) factors on inter-professional teamwork in the community. *Social Security*, 68, 70-101 (in Hebrew).
14. Cohen, A., & **Freund, A.** (2005). A longitudinal analysis of the relationship between multiple commitments and withdrawal cognitions. *Scandinavian Journal of Management*, 21, 329-351.
15. **Freund, A.** (2006). Work and workplace attitudes' influence on social workers: Do they predict organizational reputation? *Business & Society Review*, 111 (1), 67-87.
16. Boehm, A., & **Freund, A.** (2007). How using a marketing approach helps social work students to develop community projects successfully. *British Journal of Social Work*, 37, 695-714.
17. **Freund, A.**, & Drach-Zahavy, A. (2007) Organizational (role structuring) and personal (organizational commitment and job involvement) factors: Do they predict Inter-professional team effectiveness? *Journal of Interprofessional Care*, 21, 319-334.
18. Drach-Zahavy, A., & **Freund, A.** (2007). Team effectiveness under stress: A structural Contingency approach. *Journal of Organizational Behavior*, 28, 423-450.
19. Carmeli, A., & **Freund, A.** (2009). Linking perceived external prestige to withdrawal intentions among social workers in non-profit welfare organizations. *Journal of Social Service Research*, 35, 236-250.
20. Drach-Zahavy, A., Shadmi, E., **Freund, A.**, & Goldfracht, M. (2009). High quality diabetes care: Testing the effectiveness of strategies of regional implementation teams. *International Journal of Health Care Quality Assurance*, 22 (7), 1-34
21. **Freund, A.**, Blit-Cohen, E., Dehan, N., & Cohen, A. (2012). Commitment to the profession of novice social work students: Demographic characteristics, motives, perceptions of the profession. *Social Security*, 88, 115-143 (in Hebrew).
22. **Freund, A.**, Blit-Cohen, E., Dehan, N., & Cohen, A. (2013). Professional commitment in novice social work students: Socio-demographic characteristics, motives and perceptions of the profession. *Social Work Education*, 32, 867-887.

23. **Freund, A.,** & Band-Winterstein, T. (2013). Between tradition and modernity: Social work related change processes in the Jewish ultra-orthodox society in Israel. *International Journal of Intercultural Relations, 37*, 422-433.
24. **Freund, A.,** Cohen, M., & Azaiza, F. (2014). The doctor is just a messenger: Beliefs of Ultra-Orthodox Jewish women in regard to breast cancer and screening. *Journal of Religion & Health, 53*, 1075-1090
25. Band-Winterstein, T., & **Freund, A.** (2015). Is it enough to "speak Haredi"? Cultural sensitivity in social workers encountering Jewish Ultra-Orthodox clients in Israel. *British Journal of Social Work, 45*, 968-987.
26. Schaedel, B., **Freund, A.,** Azaiza, F., Hertz-Lazarowitz, R., Boehm, A., & Eshet, Y. (2015). School climate and teachers' perceptions of parental involvement in Jewish and Arab Primary schools in Israel. *International Journal about Parents in Education, 9* (1), 77-92
27. **Freund, A.,** Yahav, R., & Gilboa-Arama, B. (2016). Workplace spirituality in social services departments. *Journal of Religion & Spirituality in Social Work: Social Thought, 35* (3), 245-262
28. **Freund, A.** (2016). Rescue fantasy and reality check: Social work students' professional commitment on the micro and macro levels – A longitudinal study. *The Indian Journal of Social Work, 77* (3), 269-294.
29. **Freund, A.,** & Zriker, A. (2016). Past time activity or a life time activity? Commitment to the profession of novice social workers and the relations to organizational sector, role ambiguity, and attachment style. *Society & Welfare, 36* (3-4), 307-330 (in Hebrew)
30. **Freund, A.,** & Band-Winterstein, T. (2017). Social workers in multi-cultural societies: Using a phenomenological lens to develop an integrative approach. *Qualitative Social Work, 16* (1), 44-59.
31. **Freund, A.,** Cohen, A., Blit-Cohen, E., & Dehan, N. (2017). Professional socialization and commitment to the profession in social work students: A longitudinal study exploring the effect of attitudes, perception of the profession, teaching, training and supervision. *Journal of Social Work, 17*(6), 635-658

32. **Freund, A.** & Band-Winterstein, T. (2017). Cultural Psychiatry: A spotlight on the experience of clinical social workers' encounter with Jewish ultra-Orthodox mental health clients. *Community Mental Health Journal*, 53 (5), 613-625.
33. **Freund, A.** (2017). The fair sex and unfair treatment in management of community-based organizations. *International Journal of Manpower*, 38 (4), 518-532
34. Goldblatt, H., **Freund, A.**, Drach-Zahavy, A., Enosh, G., Edlis, N., & Peterfreund, I. (2017). Providing health care in the shadow of violence: Does emotion regulation vary among hospital workers from different professions? *Journal of Interpersonal Violence*. doi: 10.1177/0886260517700620.
35. **Freund, A.**, Zriker, A., & Abu-Younis, F. (2018). Between professional leadership and political leadership: Social workers in social services departments in the Arab local authorities in Israel. *Society & Welfare*, 38(1), 23-51 (in Hebrew).
36. Band-Winterstein. T. & **Freund, A.** (2018). "Walking between the raindrops": Intimate partner violence in the ultra-Orthodox society in Israel from social workers' perspective. *Journal of Interpersonal Violence*, 33(19), 3001-3024.
37. **Freund, A.** & Guez, G. (2018). Intentions to leave supervision among social work supervisors: Contributing factors. *Social Work Education: The international Journal*, 37 (4), 458-471.
38. **Freund, A.**, Schaedel, B., Azaiza, F., Boehm, A., & Hertz-Lazarowitz, R. (2018). Parental involvement among Jewish and Arab parents: Patterns and contextual predictors. *Children & Youth Services Review*, 85, 194-201
39. **Freund, A.**, & Baruchin, E. (2018). Factors associated with help-seeking among people of the Haredi faith-based community. *The Indian Journal of Social Work*, 79(4), 497-514.
40. **Freund, A.**, & Band-Winterstein. T. (2019). Social worker's attempts to navigate among the elderly, their families, and foreign home care workers in the Haredi community. *Journal of Applied Gerontology*, 38(5), 617-638.
41. **Freund, A.**, Cohen, M., & Azaiza, F. (2019). Factors associated with routine screening for the early detection of breast cancer in cultural-ethnic and faith-based communities. *Ethnicity & Health*, 24 (5), 527-543
42. **Freund, A.**, Cohen, M., & Azaiza, F. (2019). A culturally tailored intervention for promoting breast cancer screening among women from faith-based communities in Israel: A randomized controlled study. *Research on Social Work Practice*, 29 (4), 375-388.

43. **Freund, A.,** Zriker, A., & Shor, E. (2019). "All Glorious is the Princess within Her Chamber": The ideological-spiritual fulfillment of ultra-Orthodox Jewish women in the changing employment environment. *Journal of Religion & Spirituality in Social Work: Social Thought*, 38(2), 140-160.

Accepted for Publication

44. **Freund, A.,** Koltun, G.J. & Zriker, A. Career commitment among social workers: Contribution of personal and organizational factors. Accepted for publication in *Society & Welfare* (in Hebrew)
45. **Freund, A.** A Culturally based socialization to social work: Comparison of faith-based and secular students. Accepted for publication to *Social Work Education: The International Journal*. doi: 10.1080/02615479.2019.1664453.

Articles in Conference Proceeding

1. **Freund, A.,** & Krigel, M. (1991). *Multi-professional instruction in parallel parent and children groups in single parent family: A model of community interference for strengthening populations at risk*. Conference Book, pp. 235-247 (in Hebrew).
2. **Freund, A.** (1994). *Developing leadership groups for young Ethiopian immigrants*. Conference Book, p. 142 (in Hebrew).
3. * **Freund, A.,** & Band-Winterstein, T. (2016). "Walking between the raindrops": *Intimate partner violence in the ultra-Orthodox society in Israel from social workers' perspective* (a chapter). *The Domestic Abuse and Violence, 13 Conference eBook*. The authors contributed equally to this article.

Other Works and Publications

1. **Freund, A.,** & Drach-Zahavy, A. (2004). *Inter-professional team effectiveness: Myth or reality? The effects of organizational (role structuring) and personal (organizational commitment and job involvement) factors on inter-professional teamwork in the community: A research report to the Israel National Institute for Health Policy and Health Services Research*. Haifa, IL: University of Haifa.

2. **Freund, A.** (2011). Supervisors in community field work: Evaluation in community field work. In N. Arkin (Ed.), *Handbook to supervisors in field work* (pp. 169-175). Haifa, IL: University of Haifa, School of Social Work (in Hebrew).
3. Azaiza, F., **Freund, A.**, Schaedel, B., Boehm, A., & Hertz-Lazarowitz, A., (2012). *School, family and community partnerships: Empowering Jewish and Arab parents in education - A research report to Zeit Stiftung Foundation*. Haifa, IL: University of Haifa.
4. **Freund, A.**, Cohen, M., & Azaiza, F. (2012). *Facilitators and barriers to screening for early detection of breast cancer among women from ethnic minority groups: A longitudinal comparative study of Ultra-Orthodox Jewish and Arab women in Israel - A research report to the Israel National Institute for Health Policy and Health Services Research*. Haifa, IL: University of Haifa.
5. Enosh, G., Goldblatt, H., Drach-Zahavy, A., **Freund, A.**, Ofer-Bialer, G., & Gindi, M. (2014). *Toward change: Mapping client violence against healthcare providers in community based primary care clinics - A research report to Maccabi Institute for Health Services Research*. Haifa, IL: University of Haifa (in Hebrew).