

# GAMZE ARMAN

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## EDUCATION

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- 2016 **DePaul University**, Chicago - IL, USA  
Ph.D. in Industrial/Organizational Psychology  
Minor Degree Concentration in Communication  
*Dissertation:* Effects of multinational team and team member characteristics on subgroup formation, group identification, and trust in team  
*Advisor:* Prof. Suzanne T. Bell
- 2008 **Koc University**, Istanbul, Turkey  
M.A. in Industrial/Organizational Psychology  
*Thesis:* Attitudes toward expatriates: Development of a measure  
*Advisor:* Prof. Zeynep Aycan
- 2005 **Bogazici University**, Istanbul, Turkey  
B.A. in Psychology

## ACADEMIC POSITIONS

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Fall 2018 - Present	<b>University of the West of England (UWE)</b> (Bristol, UK)	Senior Lecturer in Occupational Psychology Department of Social Sciences
Fall 2016 - Spring 2018	<b>MEF University</b> (Istanbul, Turkey)	Assistant Professor Business Administration & Psychology Departments (Interdepartmental appointment)
Spring 2016	<b>Koc University</b> (Istanbul, Turkey)	Part-Time Instructor Psychology Department
Fall 2013 - Fall 2014	<b>Yeditepe University</b> (Istanbul, Turkey)	Part-Time Instructor Psychology Department
Spring 2013	<b>Dogus University</b> (Istanbul, Turkey)	Part-Time Instructor Psychology Department
Fall 2012 - Summer 2014	<b>Bahcesehir University</b> (Istanbul, Turkey)	Part-Time Instructor Psychology Department
Fall 2008 - Spring 2012	<b>DePaul University</b> (Chicago - IL, USA)	Teaching and Research Assistant Psychology Department
Fall 2005 - Spring 2007	<b>Koc University</b> (Istanbul, Turkey)	Teaching and Research Assistant Psychology Department

## RESEARCH

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### PUBLICATIONS

- Okay-Somerville, B., & **Arman, G.** (2021). Senior executive women's views on female solidarity: The role of socio-economic context. In J. Marques (Ed.), *Exploring gender at work: Multiple perspectives* (pp. 339 – 359). Cham : Palgrave Macmillan.
- Pizarro, I. V., & **Arman, G.** (2021). The impact of collectivism orientation and gender identity on work-life balance and life satisfaction relationship: A UK–Spain comparison. *Journal of Management and Business Education*, 4(1), 61-48.
- Arman, G.** (2020) Bystander intervention in the context of abusive supervision: Effects of power distance orientation and gender, *Journal of Work and Organizational Psychology*, 36, 111-124.
- Colakoglu, S., Yunlu, D., & **Arman, G.** (2018). High-skilled female immigrants: Career strategies and experiences. *Journal of Global Mobility: The Home of Expatriate Management Research*, 6, 258-284.
- Towler, A.J., **Arman, G.**, Quesnell, T., & Hofmann, L. (2014). How charismatic trainers inspire others to learn through positive affect. *Computers in Human Behavior*, 32, 221 – 228.
- Arman, G.**, & Aycan, Z. (2013). Host country nationals' attitudes toward expatriates: Development of a measure. *The International Journal of Human Resource Management*, 24, 2927 – 2947. (Impact Factor: 1.3)
- Towler, A.J., & **Arman, G.** (2013). Trainer communication style and training outcomes. In M. Paludi (Ed.), *Psychology for business success* (Vol. 3, pp. 103 – 114). Santa Barbara, CA: Praeger.
- Arman, G.**, & Adair, C.K. (2012). Cross-cultural differences in perception of time: Implications for multinational teams. *European Journal of Work and Organizational Psychology*, 21, 657 – 680.
- Arman, G.** (2009). Repatriation adjustment: Literature review. *Journal of European Psychology Students*, 1, doi: 10.5334/jeps.af

### CONFERENCE PRESENTATIONS

- Arman, G.**, & Okay-Somerville, B. (2020, February). *Careers to and fro the Bosphorus: Rationalizing commuting in Istanbul despite the personal costs*. Oral presentation at the 1<sup>st</sup> Careers Division Community Conference of Academy of Management, Vienna, Austria.
- Okay-Somerville, B., & **Arman, G.** (2019, May). *Commute-to-work and employee wellbeing in Istanbul*. Oral presentation at the 19<sup>th</sup> Congress of European Association of Work and Organizational Psychology, Turin, Italy.
- Arman, G.** & Gencay, O. (2019, May). *Acceptability of abusive supervision by third-party observers: The role of attributions*. Oral presentation at the 19<sup>th</sup> Congress of European Association of Work and Organizational Psychology, Turin, Italy.
- Arman, G.**, & Yuce-Selvi, U. (2018, September). *Compliance in safety: The effect of perceived managerial attitudes*. Oral presentation at the 32<sup>nd</sup> Conference of British Academy of Management, Bristol, England.
- Arman, G.**, & Bell, S. (2018, September). *Subgroup identification and trust in multinational teams*. Oral presentation at the 32<sup>nd</sup> Conference of British Academy of Management, Bristol, England.
- Okay-Somerville, B., & **Arman, G.** (2018, September). *Senior women on junior Women: Exploring managerial support for female career development in Turkey*. Oral presentation at the 32<sup>nd</sup> Conference of British Academy of Management, Bristol, England.

- Arman, G., & Bell, S.** (2017, June). *Subgroup formation and identification in multinational teams: Do birds of a feather flock together?* Oral presentation at the 17<sup>th</sup> Conference of European Academy of Management, Glasgow, Scotland.
- Colakoglu, S., Yunlu, D., & **Arman, G.** (2017, June). *High-skilled female immigrants: Career strategies and experiences.* Oral presentation at the 17<sup>th</sup> Conference of European Academy of Management, Glasgow, Scotland.
- Arman, G.,** Yuce-Selvi, U., Aydogdu, T., & Bayir, F.N. (2017, May). *The impact of perceptions of managerial attitudes on occupational health and safety behaviors.* Oral presentation at 25<sup>th</sup> National Congress of Management and Organization, Ankara, Turkey.
- Arman, G.,** Karanfil, D., Kosova, J.E., & Cetin, D. (2017, May). *People management in production organizations in Turkey.* Oral presentation at 25<sup>th</sup> National Congress of Management and Organization, Ankara, Turkey.
- Arman, G.,** Uysal-Irak, D., Aydınlı-Karakulak, A., & Guleryuz, E. (2016, September). *The impact of gender on perception and consequences of leadership.* Panel at the 19<sup>th</sup> National Congress of Psychology, Izmir, Turkey.
- Arman, G.,** Hofmann, L., & Towler, A.J. (2013, June). *Perception of abusive supervision and helping the victim: Effects of observers' gender and cultural orientations.* Oral presentation at the 13<sup>th</sup> Conference of European Academy of Management, Istanbul, Turkey.
- Bell, S. T., Mann, K.E., Marentette, B.J., Adair, C.K., Fisher, D., & **Arman, G.** (2013, May). *Assertiveness and concern as predictors of shared mental models and team performance.* Poster presentation at the 25<sup>th</sup> Annual Meeting of the Association for Psychological Science, Washington, D.C., USA.
- Adair, C.K., & **Arman, G.** (2012, April). *Cross-cultural differences in perception of time: Implications for multinational teams.* Poster presentation at the 27<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.
- Arman, G.,** Quesnell, T., Hofmann, L., & Towler, A.J. (2012, April). *How charismatic trainers inspire others to learn through positive affectivity.* Poster presentation at the 27<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.
- Bell, S.B., Marentette, B.J., Adair, C.K., Fisher, D., **Arman, G.,** & Mann, K.E. (2012, April). *Keeping tabs on teammates: Reliance, team processes, and team performance.* Oral presentation at the 27<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.
- Adair, C.K., **Arman, G.,** Quesnell, T., Marentette, B.J., Fisher, D., Mann, K.E., & Bell, S.T. (2012, April). *Team-level personality and its relationship with team processes.* Poster presentation at the 27<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.
- Arman, G., & Hofmann, L.** (2011, March). *Perception of abusive supervision: Effects of observer's sex.* Poster presentation at the 32<sup>nd</sup> Industrial - Organizational Psychology & Organizational Behavior Conference, San Diego, CA, USA.
- Arman, G., & Aycan, Z.** (2010, June). *Attitudes of host country nationals toward expatriates: Development and validity of a new measure.* Oral presentation at the 12<sup>th</sup> Conference of the International Society for the Study of Work and Organizational Values, Lisbon, Portugal.
- Arman, G., & Okay, B.** (2007, May). *Through the glass ceiling: Do women executives lend a hand to their female subordinates?* Poster presentation at the 13<sup>th</sup> Congress of European Association of Work and Organizational Psychology, Stockholm, Sweden.

## MEDIA

- Contribution to BBC Radio 4 Programme “Why Time Flies (and How to Slow it Down)” (May’21)
- Report on “Turkish Immigrant Women of Corporate America” published in Fortune Magazine (Turkish edition) (Dec’17)
- Report on “Repatriation Adjustment and Attitudes toward Expatriates” published in Fortune Magazine (Turkish edition) (Oct’08)
- Report on “Through the Glass Ceiling: Do Women Executives Lend a Hand to their Female Subordinates?” published in Milliyet (January 29<sup>th</sup>, 2006) (a leading national newspaper)

## TEACHING

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### MODULES TAUGHT

#### *Postgraduate-level:*

- Work Design, Organizational Change and Organizational Development (Role: Module Leader & Tutor)
- Learning, Training, and Development (Role: Module Leader & Tutor)
- Psychological Assessment at Work (Role: Tutor)
- Applying Psychology to Work and Organizations (Role: Supervisor)

#### *Undergraduate-level:*

- Research Design and Analysis
- Human Resource Management
- Introduction to Industrial/Organizational Psychology
- Measurement and Evaluation in Psychology
- Gender Issues in Organizations
- Selected Topics in Industrial/Organizational Psychology
- Essentials of Psychology

### GUEST LECTURES & SEMINARS

- Guest speaker, “Careers in Foreign Countries” (November 6<sup>th</sup>, 2020): Bogazici University Career Center, Turkey
- Guest lecturer, “Employee Assistance Programs” (April 10<sup>th</sup>, 2018): Bilgi University, Turkey.
- Guest speaker, “Measuring EQ” (January 25<sup>th</sup>, 2018): Turkish Women's International Network.
- Guest speaker, “Being a Woman in Business” (December 22<sup>nd</sup>, 2017): Bahcesehir University Psychology Club, Turkey.
- Guest speaker, “Cross-Cultural Communication: Turkey vs. USA” (August 26<sup>th</sup>, 2016): Class of Prof. Alfredo Behrens as a virtual guest speaker, FIA Business School, São Paulo, Brazil.
- Seminar on “Subgroup Formation in Multinational Teams: Do Birds of a Feather Flock Together?” (May 26<sup>th</sup>, 2016): Koc University, Turkey.
- Guest speaker, “Being a Woman in Business” (February 16<sup>th</sup>, 2016): Koc University Psychology Club, Turkey.
- Guest lecturer, Industrial/Organizational Psychology (December 3<sup>rd</sup>, 2015): “Being an I/O Psychologist in the Field”, Bahcesehir University, Turkey.
- Guest speaker, “Understanding Working People” (March 29<sup>th</sup>, 2014): Istanbul Commerce University, Turkey.
- Seminar on “Attitudes toward Expatriates” (April 9<sup>th</sup>, 2013): Bahcesehir University, Turkey
- Guest lecturer, Introductory Psychology (April 7<sup>th</sup>, 2011): “Introduction to Industrial/Organizational Psychology”, DePaul University, USA.
- Guest lecturer, Psychology of Business and Industry (May 19<sup>th</sup>, 2009): “Stress and Worker Well-Being”, DePaul University, USA.

## PRACTICE

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### CONSULTING

- Perceptions of Employer: An Analysis based on Employer Branding  
*Role:* Project co-lead  
*Client:* Yurtici Kargo, Turkey (March'18 – Dec'18) (a leading national firm specialized in logistics)  
*Content:* Quantitative research examining employees' perceptions of the company  
*Output:* Tech report summarizing the perceptions of employees in different clusters
- Attitudes toward Occupational Health and Safety Practices: In-Depth Analysis at Two Factories  
*Role:* Project lead  
*Client:* Sisecam, Turkey (March'15 – June'15) (a global firm manufacturing glass products)  
*Content:* Qualitative and quantitative research examining employees' perceptions and attitudes  
*Output:* Tech report summarizing the problems and suggested solutions
- HR Practices for Blue Collar Employees  
*Role:* Project lead  
*Client:* Turkish Employers' Association of Metal Industries, Turkey (July'14 – May'15)  
*Content:* Qualitative and quantitative research examining the challenges and suggested practices  
*Output:* Workshops delivered to HR employees
- Training Program Analysis  
*Role:* Project team member  
*Client:* Equity Risk Partners, Chicago, IL, USA (March'11 – June'11) (a global equity firm)  
*Content:* Cross-cultural analysis of a training program prepared for brokers worldwide  
*Output:* Tech report summarizing the strengths and weaknesses of the training program along with the suggestions for improvement
- Job Satisfaction Questionnaire Development  
*Role:* Project team member  
*Client:* National Runaway Switchboard, Chicago, IL, USA (March'10 – June'10) (an NGO)  
*Content:* Development of a job satisfaction questionnaire  
*Output:* The questionnaire and the report of job satisfaction levels of employees

### PROFESSIONAL TRAININGS DELIVERED

- Managing Oneself (Apr'18)  
*Workshop for trainees of the entrepreneurship program organized by Hamdi Ulukaya Foundation*
- Employer Branding and Leadership for Entrepreneurs (Jan'18)  
*Workshop for trainees of the entrepreneurship program organized by Hamdi Ulukaya Foundation*
- Psychological Processes in Legal Moderation (May' 17)  
*Intensive training as a component of the official certification program at MEF University*
- Debt Collection Skills based on Psychology of Debtors (Oct'14 – Jan'15)  
*Training program for debt collectors and lawyers working at DenizBank*
- Industrial Psychology for HR Employees (May'14 – June'14)  
*One of the modules of a professional certification program for HR employees developed by Turkish Employers' Association of Metal Industries and People Management Association of Turkey*

## WORK EXPERIENCE

- Sep'14 – Oct'15      **Leading Employee Assistance Program (LEAP), Turkey**  
Industrial/Organizational Psychologist (Part-Time)
- Preparation of utility reports based on client data
  - Organizational analyses relevant to services provided
  - Development of specific training programs and training of the trainers
- Sep'07 – May'08      **Accenture Consulting, Turkey**  
Human Resources Assistant
- Planning and organization of the recruitment and selection processes
  - Follow-up of and support for all HR processes
- Feb'05 – May'05      **Interium Organization, Turkey**  
Volunteer work during the organization of the EAWOP conference in Istanbul

## OTHER

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### SERVICE

- Co-chair of the Organisational Psychology track of British Academy of Management (*Jan'19 – Present*)
- Acting department chair at MEF University Psychology Department (*July'17 – Jan'18*)
- Internship advisor at MEF University Psychology Department (*Sep'16 – June'18*)

### THESIS COMMITTEES

- Ulker Isayeva, Koc University - MA in Social/Organizational Psychology, proposed (committee member)
- Seyda Eryasar, Bahcesehir University - MA in Clinical Psychology, 2017 (committee member)

### MENTORSHIP & ADVISING

- Founder of a group consisting of early career academics in Turkey specialized in industrial/organizational psychology- “Group for Study of Psychology at Work” (*Sep'16 – Present*)
- Mentoring Lisa Hofmann as a part of “Doctoral-Undergraduate Opportunities Program” at DePaul University (*May'10 – June'12*)
- Advising undergraduate research assistants at Dr. Annette Towler’s Lab at DePaul University (*Sep'09 – May'11*)

### REVIEWER POSITIONS

- Journal of Social and Political Psychology (*Ad hoc reviewer*)
- Journal of Global Mobility (*Ad hoc reviewer*)
- Journal of Occupational and Organisational Psychology (*Ad hoc reviewer*)
- European Management Review (*Ad hoc reviewer*)
- International Journal of Human Resource Management (*Ad hoc reviewer*)
- Personality and Social Psychology Bulletin (*Ad hoc reviewer*)
- Sage Open (*Ad hoc reviewer*)
- Europe’s Journal of Psychology (*Sep'09 – Sep'16*)
- Journal of European Psychology Students (*Sep'08 – Sep'16*)

### SCHOLARSHIPS

- DePaul University: Full Tuition Waiver & Stipend
- Koc University: Full Tuition Waiver & Stipend

### FUNDS

- UWE Bristol – Psychological Sciences Research Group: Internship Scheme (2020)
- DePaul University: Graduate Research Funding (2011; 2012; 2013; 2016)
- DePaul University: Doctoral-Undergraduate Opportunities for Scholarship (2010)

- Fulbright Commission: Opportunity Initiative Grant for Ph.D. Program Applications (2008)
- Koc University: Travel Fund for EAWOP Congress in Stockholm, Sweden (2007)

MEMBERSHIP

- British Academy of Management
- European Association of Work and Organizational Psychology