

Zeynep Aycan
Curriculum Vitae
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Department of Psychology & Faculty of Management
Koc University*
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* 36th in THE rankings of universities less than 50 years old

Current Position

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| ▪ Koc Holding Chair of Management & Strategy (Endowed Chair)
Koc University, Faculty of Management | 2012-present |
| ▪ Founder and Director, Koc University Leadership Lab | 2014-present |

Academic & Invited Scholar Positions

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| ▪ Koc University
Assistant Professor
Associate Professor | 1997-2002 |
| 2002 | |
| ▪ Full Professor
<i>(dual appointment: Department of Psychology & Faculty of Management)</i> | 2007 – present |
| ▪ McGill University, Faculty of Management
Adjunct Professor
MBA and undergraduate courses on
Cross-Cultural Management | 1996-1997 |
| ▪ ESCP European School of Management
Invited scholar | 1999 |
| ▪ Bordeaux School of Management, France
Invited to teach Organizational Behavior in
International MBA program | 2002 |
| ▪ Tartu School of Economics, Estonia
Invited lecturer in Ph.D. program; taught Culture, Leadership
and Human Resource Management | 2004 |
| ▪ Aston Business School
Aston University, Birmingham, UK | 2005 |

Invited researcher

- IESE Business School, Spain 2005
Invited lecturer in Ph.D. program; taught theory and methodology of cross-cultural management research
- Renmin University of China 2012-2013
Visiting Professor in Department of Psychology
- Harvard University 2015
Visiting Scholar

Education

- Post-Doctoral Research Associate
McGill University, Faculty of Management, Montreal, Canada 1996-1997
- Ph.D., Applied Psychology (Cross-Cultural Industrial/Organizational Psychology)
Queen's University, Department of Psychology, Kingston, Canada 1992-1996
- M.A., Social Psychology 1990-1992
Department of Psychology, Bosphorous University, Istanbul, Turkey
- B.A., Psychology 1986-1990
Department of Psychology, Bosphorous University, Istanbul, Turkey

Honors & Awards

- Knappert, L., Peretz, H., Aycan, Z., & Budhwar, P. (2019). National institutions, staffing effectiveness, and the role of tightness-looseness. **Best Paper Award** of Human Resource Management Journal, presented at the Global Conference on IHRM, Penn State University, May 9-11.
- American Psychological Association Ursula Gielen Global Psychology Book Award 2016
Award is presented to the author(s) or editor(s) of a recent book that makes the greatest contribution to psychology as an international discipline and profession, or more specifically, the degree to which the book adds to our understanding of global phenomena and problems from a psychological point of view. (<http://www.apa.org/about/awards/div-52-gielen.aspx>)
- Management and Leadership Textbook of the Year Award, Chartered Management Institute (<http://yearbook.managers.org.uk/blog/management-book-of-the-year-award/>) 2015
- TUBITAK Science Award 2014

The highest recognition of scientific achievement in Turkey awarded by the President of the Turkish Republic to a scientist who has made significant contributions to the advancement of universal science.

- Outstanding Faculty Award, Koç University Presidential Recognition 2014
- Elected Fellow, Association for Psychological Sciences (APS) 2013
"...for the sustained and outstanding distinguished contributions to psychological sciences"
- Elected Fellow, Society for Industrial and Organizational Psychology (SIOP) 2013
"In recognition of her outstanding contributions to the field of Industrial and Organizational Psychology"
- Outstanding Teaching Award, Renmin University of China 2013
- 2012 Gordon Allport Intergroup Relations Prize by Study of Social Issues 2012
 Gelfand, M.J., Raver, J.L., Nishii, L., Leslie, L.M., Lun, J., Lim, B.C., Duan, L., Almaliah, A., Ang, S., Arnadottir, J., Aycan, et al. (2011). Differences between tight and loose cultures: A 33-Nation Study. *Science*, May, 332, 1100-1104.
- Member of the Science Academy of Turkey 2012
- Outstanding Faculty Award, College of Social Sciences and Humanities 2011
- Honorary Professor, Renmin University of China 2010
- Academy of Management, Caroline Dexter Award 2010
 for the initial version of:
 Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, A.N., Brannen, M.Y., Davison, S.C., Dietz, J., Gluesing, J., Kwantes, C.T., Lazarova, M., Madzar, S., Maloney, M.M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D.T., Weber, T.J. (2010). Scientific mindfulness: A foundation for future themes in International Business. *Advances in International Management*, 23, 43-73.
- Best Student Paper Award to an MA Thesis supervised 2010
 Goncu, A., Aycan, Z., & Johnson, R.E. (2010). *Effects of Paternalistic and Transformational Leadership on Follower Outcomes*. Presented at the International Association of Management and Business Conference, May.
- Research Fellow, Center for Global Workforce Strategy, Simon Fraser University 2009
- Global Young Academy, Member 2009

The GYA brings outstanding young scientists from around the world together to address topics of global importance. The 172 current members include leading young scientists (average age of 35 years and at the beginning of their independent academic career) from 54 countries and all continents. The members are selected for the excellence of their science and their commitment to service. (<http://www.globalyoungacademy.net>)

- Outstanding Young Scholar, World Economic Forum Inter-Academy Panel 2008
- Elected Associate Member, Turkish Academy of Sciences 2007

- Academy of Management, Caroline Dexter Best Paper Award Nomination 2004
Aycan, Z. & Eskin, M. (2004). Relative Contribution of Childcare, Spousal, and Organizational Support in Reducing Work-Family Conflict for Males and Females: The Case of Turkey. Paper presented at the Annual Academy of Management Conference, August, New Orleans.
- Turkish Academy of Sciences Outstanding Young Scientists Award 2003
- Turkish Academy of Sciences Recognition Award 2001
- Best Paper Award 2000
Aycan, Z. & Kanungo, R.N., Mendonca, M.; Yu, K., Deller, J.; Stahl, G.; Khursid, A. (2000). Impact of culture on human resource management practices: A ten country comparison. *Applied Psychology: An International Review*, 49(1), 192-220.

Publications

Journal Articles

- Biricik Gulseren, D. & Aycan, Z. (2019). Health-life agreement: conceptualization of a new construct and measurement. *Journal of Workplace Behavioral Health*. DOI: 10.1080/15555240.2019.1568253.
- Aycan, Z. & Shelia, S. (2019). "Leadership, no thanks!" A new construct: Worries about leadership. *European Management Review*, 16, 21-35. DOI: 10.1111/emre.12322.
- Adler, N. J. & Aycan, Z. (2018). Cross-Cultural Interaction: What We Know and What We Need to Know. *Annual Review of Organizational Psychology and Organizational Behavior*, Volume 5, 307-333. **Impact factor: 6.95**
- Gelfand, M.J., Aycan, Z., Erez, M., & Leung, K. (2017). Cross-Cultural Industrial Organizational Psychology and Organizational Behavior: A Hundred Year Journey. *Journal of Applied Psychology*, 102 (3), 514-529. **Impact factor: 7.13**
- Dietz, J., Fitzsimmons, S.R., Aycan, Z., Francesco, A.M., Jonsen, K., Osland, J., Sackmann, S.A., Lee, H-Y., & Boyacigiller, N.A. (2017). Cross-cultural management education rebooted: Creating positive value through scientific mindfulness. *Cross-Cultural and Strategic Management*, 24 (1), 125-151.
- Durantea, F., Fiske, S., Gelfand, M.J., Crippaa, F., Suttora, C., Stillwelld, A., Asbrocke, F., Aycan, Z., Byeg, H.H., Carlssonh, R., Björklundi, F., Dagherj, M., Gellerk, A., Larsenl, C. A., Latif, A-H. A., Mähönenn, T.A., Jasinskaja-Lahtin, I, & Teymoori, A. (2016). Ambivalent stereotypes link to peace, conflict, and inequality across 38 nations. *PNAS*, 114 (4), 669-674. **Impact factor: 10.3**
- Varma, A., Aycan, Z., Budhwar, P., Pichler, S., Uygur, U., Paluch, R. (2016). Host country nationals'

- support to expatriates. *European Journal of International Management*, 10 (6), 605-623.
- Thomas, D., Liao, Y., Aycan, Z., Cerdin, J.-J., Pekerti, A.A., Ravlin, E.C., Stahl, G.K., Lazarova, M.B., Fock, H., Arli, D., Moeller, M., Okimoto, T.G., van de Vijver, F. (2015). Cultural intelligence: A theory-based short form measure. *Journal of International Business Studies*, 46(9), 1099-1118.
- Aycan, Z., Shyns, B., Sun, J., Felfe, J., & Saher, N. (2013). Convergence and divergence of paternalistic leadership: A cross-cultural investigation of prototypes. *Journal of International Business Studies*, 44(9), 962-969.
- Arman, G. & Aycan, Z. (2013). Host country nationals' attitudes towards expatriates: Development and validation of a measure. *International Journal of Human Resource Management*, 24 (15), pp. 2927–2947.
- Ertureten, A., Cemalcilar, Z., & Aycan, Z. (2013). The Relationship of Downward Mobbing with Leadership Style and Organizational Attitudes. *Journal of Business Ethics*, 116 (1), 205-216.
- Gelfand, M.J., Shteynberg, G., Lee, T., Lun, J., Lyons, S., Bell, S., Chiao, J.Y., Bruss, J.B., Al Dubbagh, M., Aycan, Z., Abdel-Latif, A.H., Dagher, M., Khashan, H., & Soomro, S. (2012). The Cultural Transmission of Intergroup Conflict. *Philosophical Transactions of the Royal Society: B Biological Sciences*, 367 (1589), 692-703.
- Gelfand, M.J., Raver, J.L., Nishii, L., Leslie, L.M., Lun, J., Lim, B.C., Duan, L., Almaliach, A., Ang, S., Arnadottir, J., Aycan, Z., Boehnke, K., Boski, P., Cabecinhas, R., Chan, D., Chhokar, J., D'Amato, A., Ferrer, M., Fischlmayr, I., Fischer, R., Fulop, M., Georgas, J., Kashima, E.S., Kashima, Y., Kim, K., Lempereur, A., Marquez, P., Othman, R., Overlaet, B., Panagiotopoulou, P., Peltzer, K., Perez-Florizno, L.R., Petrovna, L., Realo, A., Schei, V., Schmitt, M., Smith, P.B., Soomro, N., Szabo, E., Taveesin, E., Toyama, M., Van de Vliert, E., Vohra, N., Ward, C., Yamaguchi, S. (2011). Differences between tight and loose cultures: A 33-Nation Study. *Science*, May, 332, 1100-1104.
- Yavuz, S., & Aycan, Z. (2011). The Relationship of Managerial Values and Assumptions with Performance Management: Understanding within Culture Variability. *International Journal of Human Resource Management*, 22(15), 3080-3098.
- Aycan, Z., Bayazit, M., Berkman, Y., & Boratav, H.B. (2011). Attitudes towards women managers: Development of a new measure. *European Journal of Work and Organizational Psychology*, 21(3), 426-455.
- Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, A.N., Brannen, M.Y., Davison, S.C., Dietz, J., Gluesing, J., Kwantes, C.T., Lazarova, M., Madzar, S., Maloney, M.M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D.T., Weber, T.J. (2010). Scientific mindfulness: A foundation for future themes in International Business. *Advances in International Management*, 23, 43-73.

- Yildirim, D., & Aycan, Z. (2008). Work-family conflict of nurses: A comparison between academic and clinical nurses. *International Journal of Nursing Studies*, 45(6), 1366 – 1378.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Pekerti, A., Maznevski, M., Lazarova, M.B., Jackson, D.J.R., Elron, E., Ekelud, B.Z., Cerdin, J-L., Brislin, R., Aycan, Z., & Au, K. (2008). Cultural Intelligence: Domain and Assessment. *International Journal of Cross-Cultural Management*, Vol.:8 (2), pp. 123-143.
- Tung, R. & Aycan, Z. (2008). Key success factors and indigenous management practices in SMEs in emerging economies. *Journal of World Business*, 43, 381-384.
- Gelfand, M.J., Erez, M., & Aycan, Z. (2007). Cross-Cultural approaches to organizational behavior. *Annual Review of Psychology*, 58, 479-515.
- Aycan, Z., Al-Hamadi, A.B., Davis, A., Budhwar, P. (2007). Cultural Orientations and Preference for HRM Policies and Practices: The case of Oman. *International Journal of Human Resource Management*, 18(1), 11-33.
- Aycan, Z., & Kirmanoglu, H. (2007). Managerial Subcultures in Turkey: How does membership to business associations impact managerial values and assumptions. *European Journal of International Management*, 1(1/2), 111-128.
- Mohr, G., Rigotti, T., & Aycan, Z. (2006). The cross-cultural assessment of psychological strain in work contexts: Concerning the measurement equivalency of 11 adaptations of the Irritation-scale. *European Journal of Psychological Assessment*, 22(3), 198-206.
- Metcalf, L.E., Bird, A, Shankarmahesh, M., Aycan, Z., Larimo, J., Valdelamar, D.D. (2006). Cultural tendencies in negotiation: A comparison of Finland, India, Mexico, Turkey and the United States. *Journal of World Business*, 41(4), 382-394.
- Aycan, Z., & Kabasakal, H. (2006). Social Contract and Perceived Justice of Workplace Practices to Cope with Financial Crises. *Group and Organization Management*, 31(4), 469-503.
- Aycan, Z., & Eskin, M. (2005). Childcare, Spousal, and Organizational Support in Predicting Work-Family Conflict for Females and Males in Dual-Earner Families with Preschool Children. *Sex Roles*, 53(7), 453-471.
- Aycan, Z. (2005). The interface between cultural and institutional / structural contingencies in human resource management. *International Journal of Human Resource Management*, 16(7), 1083-1120.
- Aycan, Z. (2004). Key success factors for women in management in Turkey. *Applied Psychology: An International Review*, 53(3), 453-477.

- Aycan, Z., & Fikret-Pasa, S. (2003). Career Choices, Job Selection Criteria and Leadership Preferences in a Transitional Nation: The Case of Turkey. *Journal of Career Development, 30*(2), 129-144.
- Sagie, R., & Aycan, Z. (2003). A cross-Cultural Analysis of Participative Decision Making in Organizations. *Human Relations, 56*(4), 453-473.
- Aycan, Z. (2001). Whatever happened to individual-level studies of work motivation? *Cross-Cultural Bulletin, 35*(2), 6-13.
- Aycan, Z. & Balci, H. (2001). Individual and organizational factors facilitating training effectiveness. *Turkish Journal of Psychology, 16*(48), 13-31.
- Aycan, Z. (2001). Human Resource Management in Turkey: Current Challenges and Future Trends. *International Journal of Manpower, 22*(3), 252-261.
- Aycan, Z. & Kanungo, R.N., Mendonca, M.; Yu, K., Deller, J.; Stahl, G.; Khursid, A. (2000). Impact of culture on human resource management practices: A ten country comparison. *Applied Psychology: An International Review, 49*(1), 192-220.
- Aycan, Z. (2000). Cross-cultural Industrial and Organizational Psychology: Contributions, Past developments and Future Directions. *Journal of Cross-Cultural Psychology, 31*(1), 110-128.
- Aycan, Z. (1999). Effects of problems with participation in economic life on the psychological health and adaptation to the county for expatriates. *Turkish Journal of Psychology, 14*(43), 17-35.
- Wang, X., Aycan, Z., Kanungo, R.N., & Yu, K.C. (1999). Cultural and Human Resource Management Practices: A Comparison Between China and India. *Indian Psychological Review, 52*(2).
- Aycan, Z., Kanungo, R.N. & Sinha, J.B.P. (1999). Organizational culture and human resource management practices: The Model of Culture Fit. *Journal of Cross-Cultural Psychology, 30*(4), 501-527.
- Aycan, Z. & Kanungo, R.N. (1998). Impact of acculturation on socialization beliefs and behavioral occurrences among Indo-Canadian immigrants. *Journal of Comparative Family Studies, 29*(3).
- Aycan, Z. (1997). Expatriate adjustment as a multifaceted phenomenon: Individual and organizational level predictors. *International Journal of Human Resource Management, 8*(4), 434-456.
- Mathur, P., Aycan, Z., & Kanungo, R.N. (1996). Work cultures in Indian organizations: A comparison between public and private sector. *Psychology and Developing Societies, 8*(2), 199-223.
- Aycan, Z. & Kanungo, R.N. (1996). Immigration and its impacts on second-generation Indo-Canadian adolescents. *Social Engineering: A Journal of International Perspective on Development, 5*(1), 30-38.

Aycan, Z. & Berry, J.W. (1996). Impact of employment-related experiences on psychological well-being of and adaptation of immigrants. *Canadian Journal of Behavioral Sciences*, 28(3), 240-251.

Journal Articles under Review

Knapper, L., Peretz, H., Aycan, Z., & Budhwar, P. (under review). Recruitment and selection in 11 countries: Institutional theory perspective. *Journal of World Business*.

Gelfand, M.J., Nishii, L., Raver, N., Lun, J., Lim, B.C., Duan, L., Ang, S., Aycan, Z., Boski, P., et al. (under review). The differences between “Tight” and “Loose” societies revisited: Mapping its correlates in modern nations. *Journal of Cross-Cultural Psychology*.

Gelfand, M.J., Fulmer, J.A., Kruglanski, A.W., Aycan, Z., Abdel-Latif, A.H., Shabka, H., Sally, A., Khashan, H., Moaddel, M. (under review). The Unintended Consequences of Leaving It to Fate: Predestination Beliefs, Risky Health Behaviors, and Mortality. *Psychological Sciences*.

Books

Korabik, K., Aycan, Z., & Ayman, R. (2017). *Work-family interface in global context*. New York: Routledge.

Aycan, Z., Kanungo, R.N., & Mendonca, M. (2014). *Management and organizations in cross-cultural context*. London: Sage Inc.

Winner of the Management and Leadership Book of the Year, 2015

Winner of American Psychological Association Ursula Gielen Global Psychology Book Award, 2016

Aycan, Z., Eskin, M., & Yavuz, S. (2007). *Life Balance: The art of balancing work, family and personal life*. Istanbul: Sistem Press.

Aycan, Z. (2000) (Ed.). *Management, Leadership and Human Resource Practices in Turkey*. Ankara: Turkish Psychological Association Press.

Aycan, Z. (1997) (Ed.). *Expatriate management: Theory and research*. Greenwich, Connecticut: JAI Press Inc.

Book Chapters

Lun, J., Gelfand, M.J., Bruss, B., Assaad, L., Aycan, Z., Dagher, M.M., & Abdel-Latif, A-H. (2017). An analysis of subjective culture in the Middle East: Lessons learned from a qualitative research program. In M. Moaddel & M.J. Gelfand (Eds.). *Values, political action, and change in the Middle East and the Arab Spring* (pp. 325-351). London: Oxford University Press.

Aycan, Z. (2015). Paternalistic Leadership. In Cooper, C. (Eds.). *Wiley Encyclopedia of Management*. NJ: Wiley & Sons.

- Aycan, Z. & Gelfand, M.J. (2012). Cross-Cultural Industrial and Organizational Psychology. In S. Koslowski & K. Klein (Eds.). *Handbook of Industrial and Organizational Psychology*. New Jersey: Blackwell.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Pekerti, A., Maznevski, M., Lazarova, M.B., Jackson, D.J.R., Elron, E., Ekelud, B.Z., Cerdin, J-L., Brislin, R., Aycan, Z., & Au, K. (2012). Development of a Cultural Intelligence Assessment. In W.H. Mobley, Y. Wang, & M. Li (Eds.). *Advances in Global Leadership* (pp. 216-254). UK: Emerald Group Publishing.
- Kabasakal, H., Aycan, Z., Karakas, F., Maden, C. (2010). Women in Management in Turkey. In M.J. Davidson & R. Burke (Eds.). *Women in Management Worldwide: Progress and Prospects*. UK: Ashgate.
- Dağlı, T. & Aycan, Z. (2010). Nepotism in HRM practices. In R. Erdem (Eds.). *Nepotism in Management and Organizations* (pp. 167-179). Istanbul: Beta Press.
- Aycan, Z. (2009). Perspectives on human development, family and culture: Career development of women in Turkey. In S. Bekman, & A. Koc (Eds.) *Perspectives in human development, family, and culture* (pp. 284-299). Cambridge: Cambridge University Press.
- Aycan, Z. & Yavuz, S. (2008). Performance management in Turkey. In A.Varma, P.S. Budhwar, A. DeNisi (Eds.) *Performance management in emerging economies* (pp. 168-180). London: Routledge.
- Aycan, Z. (2008). Cross-cultural perspectives in Work-family conflict. In K. Korabik, D. S. Lero, & D. L. Whitehead (Eds.) *Handbook of Work-Family Conflict* (pp. 353-371). London, Academic Press.
- Aycan, Z. (2008). Leadership in cultural context. In P. Smith, M. Peterson, & D.T. Thomas (Eds.). *Handbook of cross-cultural management* (pp. 219-239). London, Sage Publication.
- Aycan, Z., Kabasakal, H, Erkovan, H. (2009). The strategic role of HRM in coping with economic crisis. In H. Sümer (Eds.) *Kriz yönetimi: Araştırma ve Uygulamalar* (pp. 615-639). Istanbul: Bilgi University Press.
- Aycan, Z. (2007). İnsan kaynakları yönetiminde kültürün ve kurumsal yapının etkileşimi. (Interaction of culture and institutional structure in human resources management). In R. Erdem (Ed.). *Kültür ve Yönetim* (Culture and Management) (pp. 305-346). Istanbul: Turkish Psychological Association Press.
- Aycan, Z. (2006). Human resource management in Turkey. In P.Budhwar & K. Mellahi (Eds.). *Managing human resources in the Middle East* (pp. 160-180). New Jersey: Routledge.
- Aycan, Z. (2006). Paternalism: Towards Conceptual refinement and operationalization. In Yang, K.S., Hwang, K.K., & Kim, U. (Eds.). *Scientific Advances in Indigenous Psychologies: Empirical, Philosophical, and Cultural Contributions* (pp. 445-466). London: Cambridge University Press.

- Aycan, Z. (2004). Leadership and teamwork in developing countries: Challenges and opportunities. In Lonner, W. Dinnel, D.L., Hayes, S.A., & Sattler, D.N. (Eds.). *On-line Readings in Psychology and Culture* (<http://www.ac.wvu.edu/~culture/readings.htm>).
- Aycan, Z. (2004). Cross-Cultural Industrial and Organizational Psychology. In Spielberger, C.D. (Ed.). *Encyclopedia of Applied Psychology* (pp. 271-285). New York: Academic Press.
- Kabasakal, H., Aycan, Z., & Karakas, F. (2004). Women in management in Turkey. In M.J. Davidson & R. Burke (Eds.). *Women in Management Worldwide: Progress and Prospects* (pp. 273-294). UK: Ashgate.
- Aycan, Z. (2004). Managing Inequalities: Leadership and teamwork in developing country context. In Lane, H., Mendenhall, M. & Maznevski, M. *International Handbook of Management* (pp. 406-423). NY: Blackwell.
- Aycan, Z. & Kanungo, R.N. (2001). Cross-Cultural Industrial and Organizational Psychology: A Critical Appraisal of the Field and Future Directions. In N.Anderson, D.S.Ones, H.Kepir-Sinangil, Viswesvaran, C. (Eds.). *International Handbook of Work and Organizational Psychology*, Vol.1 (pp. 285-409). London: Sage.
- Aycan, Z. (2000). Expatriation: A critical stage towards developing global leaders. In M. Mendenhall, T.M. Kuhlmann, & G. Stahl (Eds.). *Developing global business leaders: Policies, processes and innovations* (pp. 119-137). Connecticut: Quorum Books.
- Aycan, Z. & Kanungo, R.N. (2000). Toplumsal kulturun, kurumsal kultur ve IK uygulamalari uzerine etkileri (Effects of societal culture on institutional culture and HR practices). In Z. Aycan (Ed.). *Turkiye'de yonetim, liderlik ve insan kaynaklari uygulamalari* (Management, leadership and human resources practices in Turkey; pp.25-57). Ankara: Turk Psikologlar Dernegi.
- Kanungo, R., Aycan, Z., & Sinha, J.B.P. (1999). Socio-Cultural Environment, Work Culture and HRM Practices: The Model of Culture Fit. In J.C.Lasry (Ed.). *Latest contributions to cross-cultural psychology* (pp.269-286). Lisse: Swets & Zeitlinger.
- Aycan, Z. & Kanungo, R.N. (1997). Current issues and future challenges in expatriate management. In Z. Aycan (Ed.), *Expatriate management: Theory and research* (pp. 245-260). Greenwich, Connecticut: JAI Press.
- Aycan, Z. (1997). Acculturation of expatriate managers: A process model of adjustment and performance. In Z. Aycan (Ed.), *Expatriate management: Theory and research* (pp. 1-41). Greenwich, Connecticut: JAI Press.

Papers in Conference Proceedings

- Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N.A., Brannen, M.Y., Davison, S.C., Dietz, J., Gluesing, J., Kwantes, C. T., Lazarova, M., Madzar, S., Maloney, M.M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D.C., & Weber, T., J. (2010). Scientific

Mindfulness: A Foundation for Future Themes in International Business. Selected for Inclusion in the **Best Paper Proceedings** of the 2010 Academy of Management Meeting.

- Aycan, Z. (2000). Trends and emerging values in Human resource management: The Turkish Scene. *Proceedings of the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values* (pp. 25-32).
- Sagie, A., & Aycan, Z. (2000). Participative decision making in organizations: Cross-cultural analysis. *Proceedings of the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values* (pp. 42-50).
- Aycan, Z. (2000). Paternalizm: Ozgun yonetim ve liderlik analizine iliskin uc gorgul calisma (Paternalism: 3 studies on the understanding of authentic management and leadership). *Proceedings of the 8th National Congress of Management and Organizational Sciences* (353-357).
- Aycan, Z. & Balci, H. (2000). Sirketlerde hizmet-ici egitimin etkinligini belirleyen faktorler (Factors which determine the efficiency of in-service trainings in companies). *Proceedings of the 8th National Congress of Management and Organizational Sciences* (727-731).
- Aycan, Z. (1996). Antecedents and consequences of expatriate adjustment. In V.V. Baba (Ed.). *Work values and behaviour: Research and Applications* (pp. 129-140), Montreal: Concordia University Press.
- Aycan, Z. & Berry, J.W. (1996). The relationship between unemployment and psychological well-being: Role of social causation and social selection. *International Journal of Psychology*, 31(3), 452.
- Aycan, Z. & Kanungo, R.N. (1996). Acculturation within the family unit. *International Journal of Psychology*, 31(3), 376.
- Mathur, P., Aycan, Z., & Kanungo, R.N. (1996). Work cultures in Indian organizations: A comparison between public and private sector. In V.V. Baba (Ed.). *Work values and behaviour: Research and Applications* (pp. 569-579), Montreal: Concordia University Press.

Keynote Addresses & Invited Presentations (selected)

- Aycan, Z. (2015). *Keynote address*. Leadership: Cultural Perspectives & new directions. European Association for Work and Organizational Psychology Congress, Norway.
- Aycan, Z., Boyacigiller, N., Cabbaroglu, E. (2015). *Invited panel*. Who wants to be a leader? Personnel Management Association of Turkey (PERYON), Annual Conference, Istanbul.
- Aycan, Z. (2015). *Invited address*. Leadership: Cultural Effects and New approaches. Koc-Kyoto Workshop of Management and Strategy, Istanbul.
- Aycan, Z. (2012). *Invited Speaker*. Cross-cultural, cross-domain, and cross-over effects in work-life interface. International Congress of Psychology, July, Cape Town.

- Aycan, Z. (2011). *State-of-the-art Presentation*. Cross cultural approaches to leadership: Universals and culture specifics. European Congress of Psychology, July, Istanbul.
- Aycan, Z. (2010). *Invited Address*. Cultural adaptation of Foreign Ministry Personnel and Families, Ministry of Foreign Affairs, Ankara, April.
- Aycan, Z. (2010). *Invited Address*. Paternalism in social and organizational context. Workshop on theoretical and methodological issues in the study of values in Islamic countries. Cairo, May.
- Aycan, Z. (2010). *Keynote Address*. Contributions of cross cultural perspectives to Industrial and Organizational Psychology: Advances in theory and research. International Forum, Renmin Univeristy of China, May.
- Aycan, Z. (2010). *Invited Address*. Work-Family interface: Cross-cultural perspectives. Arab Women Leadership Forum, Dubai, UAE, January.
- Aycan, Z. (2009). *Invited Address*. Women climbing the career leader: What helps and what hurts. Reuters & Thomson Women Leadership Development, Istanbul, March.
- Aycan, Z. (2008). *Invited Address*. Is Our Science Sound and Is It Practical?: Critical Appraisal of Cross-Cultural Research. Presented at Academy of International Business, Milan, July.
- Aycan, Z. (2008). *Invited Address*. Contributions of Cross-Cultural Perspectives to Industrial and Organizational Psychology: Advancements in Theory and Research. Presented at 29th International Congress of Psychology, Berlin, July.
- Aycan, Z. (2006). *Invited Address*. Disability and employment: The impact of employers' attitudes. Presented at Istanbul University, Istanbul, May.
- Aycan, Z. (2006). *Invited Address*. Leadership in cultural context. Presented at Bilgi University, Istanbul, March.
- Aycan, Z. (2005). *Keynote Address*. Cross-cultural approaches to work-family conflict. Presented at the Inaugural Conference on International Work-family Conflict Research. Barcelona, Spain, July.
- Aycan, Z. (2004). *Keynote Address*. Cross-Cultural management: A critical appraisal of the field and directions for future frontiers. Presented at the European Institute of Advanced Studies of Management (EIASM), 2nd Workshop on International Strategy and Cross-Cultural Management, Edinburg, September.
- Aycan, Z. (2004). *Keynote Address*. Leadership in cultural context: The case of paternalism. Presented at the Conference on Cross-Cultural Leadership and Management Studies, Korea, June.
- Aycan, Z. (2004). *Invited Address*. Three dimensional glass ceiling: Who puts barriers to women and why? Presented at the 2nd Summit of Women Managers in Turkey, Istanbul, January.

Aycan, Z. (2003). *Keynote Address*. Cultural context and HRM: The issue of culture fit. Presented at the International Human Resource Management Conference. June, Ireland.

Aycan, Z. (2003). *Keynote Address*. Managing people across borders: A cross-cultural perspective to human resource management. Presented at the Slovenian Association of Human Resource Management and Industrial Relations, Redenci, November.

Aycan, Z. (2003). *Invited Address*. Leadership in cultural context: Global leadership with cultural sensitivity. Presented at the Center for Leadership Alliances Conference organized by East-West Center, June, Istanbul.

Aycan, Z. (2003). *Invited Address*. Women and careers. Presented at the Ministry of Labor, Gaziantep, December.

Research Grants & Funds

FP7 European Council POCARIM Research Grant 2011-2014
Amount to Turkey: 65,000 Euros (Turkish PI: Zeynep Aycan)

Research Fund, Koc University Center for Gender Studies 2011-2014
Key Success Factors for Entrepreneurial Success: Male-Female Comparison. Amount: 21,000 USD (PI: Zeynep Aycan & Hayat Kabasakal)

Research Fund, Education Reform Platform, Sabanci University 2011-2012
Best practices in collaboration between vocational schools and industry
Amount: 15,000 USD (PI: Zeynep Aycan)

Disability Employment Project 2010
6 Nokta Körler Vakfı ve Türk Psikologlar Derneği Ortak Projesi
Sabancı Foundation Fund
Amount: 43,500 USD (PI: Zeynep Aycan & Ebru Anse)

Multidisciplinary University Research Initiative Program (MURI) 2008
United States Army Research Office, the Office of Naval Research
and the Air Force Office of Scientific Research.

Grant to the Research on Dynamic Models of the
Effect of Culture on Collaboration and Negotiation
Amount: 500,000 USD (PI: Michele J. Gelfand)

Social Science and Humanities Research Council, Canada 2004
Grant to the International Work-Family Conflict Research
Amount: 120,000 Can\$ (PI: Karen Korabik)

Social Science and Humanities Research Council, Canada Grant to the Cultural Intelligence Research Project Amount: 114,000 Can\$ (PI: David Thomas)	2004
KUMPEM Research Grant (with Mahmut Bayazit) to the Individual and Organizational level predictors of Empowerment Project	2004
Turkish Council of Science and Technology Research Grant Individual, organizational and societal factors affecting disability employment in Turkey	2001-2003
Corporate Sponsorship to the Work-Family Conflict Project Turkish Economy Bank, Garanti Bank, Pamukbank, Esbank	2000-2001
FIAT Research Award	1999
Dissertation Award, Queen's University	1995
Queen's Graduate Fellowship	1993-1995
Dean's Award, Queen's University	1993

Leadership Positions

Academic Leadership

Graduate Dean, Graduate School of Social Sciences and Humanities <i>Managed 28 MA and Ph.D. programs in wide range of disciplines ranging from Law, Economics to Design, Archeology</i>	2009-2018
Founder and Academic Advisor of the 'Academic and Life Skills Program' (ALIS) at Koç University http://dos.ku.edu.tr/alis_faculty	2010 – Present
Co-founder & President of the Executive Board 'Koc University Social Impact Forum' http://kusif.ku.edu.tr/executive-board	2012 -Present

Editorial Leadership

Co-Founder and Co-Editor (with Terence Jackson), <i>International Journal of Cross-Cultural Management</i> , https://uk.sagepub.com/en-gb/eur/international-journal-of-cross-cultural-management/journal201498#editorial-board	1999 - 2012
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Professional Association Leadership

General Secretary of Division 10 (Psychology and National Development) International Association of Applied Psychology	2002-2008
President, International Society for the Study of Work and Organizational Values	2006-2008
President, Turkish Psychological Association (Istanbul Branch)	2008-2012
Executive Committee Member, International Association for Cross-Cultural Psychology (IACCP)	2010-2012

Editorial Board Memberships

<i>Leadership Quarterly</i>	2018-present
<i>Journal of International Business Studies (JIBS)</i>	2010 - 2011
<i>Applied Psychology: An International Review</i>	1998 – 2006
<i>Asian Journal of Social Psychology</i>	1999 - 2002
<i>Turkish Journal of Psychology</i>	1999 - present

Reviewer

- *Journal of Applied Psychology*
- *Journal of International Business Studies*
- *Academy of Management Review*
- *Academy of Management Journal*
- *Journal of Cross-Cultural Psychology*
- *Organizational Research Methods*
- *Canadian Journal of Administrative Sciences*
- *International Journal of Selection and Assessment*
- *International Journal of Manpower*
- *International Management Review*

Scientific Committees

Scientific Committee Chair 9 th International Conference of Work Values and Behavior	2002-2004
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Scientific Committee Membership

8 th International Society for the Study of Work and Organizational Behavior (ISSWOV)	2000-2002
Society for Industrial and Organizational Psychology (SIOP) Conference	2002, 2003
International Conference of Applied Psychology	2002

Conference Organization

Conference President, International Association for Cross-Cultural Psychology	2010 - 2011
Organizing Committee Chair Annual Meeting of International Organization Network	2009
Organizing Committee Chair 5 th Workshop on International Strategy and Cross-cultural management, European Institute of Advanced Studies in Management (EAISM)	2006-2007
Organizing Committee Chair 6 th International Conference of Work Values and Organizational Behaviour	1996-1998

Professional Association Memberships

American Psychology Association	1994-present
International Association for Cross-Cultural Psychology	1994-present
International Association of Applied Psychology	1994-present
International Society for the Study of Work and Organizational Values	1996-present
Society of Industrial and Organizational Psychology	1997-present
Turkish Psychological Association	1997- present

Selected Conference Presentations

Ekle:

SIOP 2019 symposium.

IHRM conference.

- Aycan, Z., Erarşlan Başkurt, B., Bıçaker, E., Özkuvancı, C., Sandal, C., Yaman, E., & Yürekli, E. (2014). *Fear of Leadership: Conceptualization & measurement*. Paper Presented at the International Congress of Psychology, Paris.
- Aycan, Z., Erarşlan Başkurt, B., Bıçaker, E., Özkuvancı, C., Sandal, C., Yaman, E., & Yürekli, E. (2014). *Fear of Leadership in Men and Women*. Paper presented at the 14th Biennial Conference of the International Society for the Study of Work and Organizational Values, Riga, Latvia.
- Aycan, Z. & Sun, JM. (2014). *Innovation through gratitude: Affective event theory perspective*. Paper presented at the Annual Meeting of Association of Psychological Sciences. San Francisco, May.
- Erdogan, I., Baskurt Erarşlan, B., Kabasakal, H., Aycan, Z. & Varnali, R. (2013). *Effects of Continuous Innovation as a Strategic Orientation on Success in SMEs*. 6th Annual Conference for the Academy of Innovation and Entrepreneurship (AIE 2013), August 29-30, 2013, University of Oxford, UK.
- Korabik, K. & Aycan, Z. (2011). *Advancing understanding of work family interface: Findings from multinational project*. Paper presented at the IACCP Regional Conference, July, Istanbul.
- Aycan, Z., Bayazit, M., Berkman, Y., & Boratav, H.B. (2010). *Attitudes towards women managers: Development and Validation of an attitude scale*. Paper presented at the Academy of Management Meeting, Montreal, August.
- Aycan, Z. (2010). *Work-family conflict in Turkey*. Paper presented at the Academy of Management Meeting, Montreal, August.
- Arman, G. & Aycan, Z. (2010). *Attitudes towards expatriates: Development and validation of a measure*. Paper presented in ISSWOV Conference, Estoril, June.
- Aycan, Z., Schyns, B., Sun, J., & Felfe, J. (2010). *Paternalistic leadership: Cross cultural comparison of the construct and nomological net*. Paper presented in ISSWOV Conference, Estoril, June.
- Aycan, Z., Zahavy, A.D., Erkovan, H., & Derya, S. (2010). *Work-life interface: Spillover, cross-over and cross-cultural effects*. Paper presented in ISSWOV Conference, Estoril, June.
- Aycan, Z., Jackson, T. (2008). *Publishing Cross-cultural Management Research: Theory and Methodology*. Paper presented at the ISSWOV, Singapur, June.
- Erkovan, H., Atik, A., Aycan, Z. (2008). *Work-family and personal life balance: Antecedents, consequences and coping*. Paper presented at the Cross Cultural Conference, Bremen, July.

- Varma, A., Pichler, S., Aycan, Z., & Budhwar, P.S. (2008). *Expatriates in Turkey – Host Country Nationals' Willingness to Help*. Paper presented at the Academy of Management Conference, Anaheim, CA.
- Bayazit, M., Aycan, Z., Aksoy, E., Göncü, A. & Öztekin, T. (2006). *Leadership and Organizational Climate as Predictors of Contextual Performance*. Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Bayazit, M., Aycan, Z., Öztekin, T., Göncü, A. & Aksoy, E. (2006). *Influence of Managerial Practices on Employee Contextual Performance: Does Workplace Climate Matter?* Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Aycan, Z. & Yavuz, S. (2006). *How does the Interface between Managerial Values and Work Unit Characteristics Influence PM Practices?* Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Aycan, Z. & Schyns, B. (2006). *Paternalistic Leadership Questionnaire (PLQ): Cross-Cultural Replicability and the Nomological Network*. Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Aycan, Z. & Berkman, Y. (2006). *Attitudes towards Women Managers: Development and Validation of a New Measure*. Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Aycan, Z. (2006). *Work-Family Conflict in Turkey: Societal Change and Policy Implications*. Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Aycan, Z. (2006). *Acculturation to the Global Values through Human Resource Management Practices: The Case of Developing Countries*. Presented at the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Gelfand, M., Erez, M. & Aycan, Z. (2006). *Cultural Organizational Behavior: A Critical Review and Future Directions*. Presented at the 18th International Congress of International Association for Cross-Cultural Psychology, Greece, July.
- Aycan, Z. & Kirmanoğlu, H (2006). *Social Capital as a Function of Income Distribution and Individualism-Collectivism*. Presented at the 18th International Congress of International Association for Cross-Cultural Psychology, Greece, July.
- Aycan, Z. (2006). *Paternalistic Leadership: Relationship with other Leadership Styles and Employee Attitudes*. Presented at the 18th International Congress of International Association for Cross-Cultural Psychology, Greece, July.
- Aycan, Z. (2006). *Cross-Cultural Psychology: Current Issues, Future Directions, and the role of LACCP*. Presented at the 18th International Congress of International Association for Cross-Cultural Psychology, Greece, July.

- Aycan, Z., Al-Hamadi, A. B., Davis, A. & Budhwar, P. (2006). *Cultural Orientations and Preference for HRM Policies and Practices: The Case of Oman*. Presented at the Annual Academy of International Business Conference, Beijing, June.
- Kirmanoglu, H. & Aycan, Z. (2004) (Invited Presentation). *Impact of Membership to Industrial Associations on Organizational Culture: A Comparison of Members of MUSLAD ("Independent Industrialists and Businessmen Association") with Non-Members*. Presented at the 3rd Workshop of Culture, Management and Organizations. Istanbul, October.
- Aycan, Z. & Eskin, M. (2004). *Relative Contribution of Childcare, Spousal, and Organizational Support in Reducing Work-Family Conflict for Males and Females: The Case of Turkey*. Presented at the Annual Academy of Management Conference, August, New Orleans.
- Aycan, Z. (2004). *Understanding Leadership in Cultural Context as a way of Bridging with the "Other"*. Presented at the Annual Academy of International Business Conference, July, Stockholm.
- Aycan, Z. (2004). *Cross-Cultural Internet Project (CCIP) as a Teaching tool of Cross-Cultural Management*. Presented at the Teaching Roundtables (Cross-Cultural and International Management). Academy of International Business Meeting, Sweden, July.
- Bird, A., Metcalf, L., & Aycan, Z. (2004). *Variations in Negotiation Behavior: A Three-Country Comparison of Turkey, Mexico and the United States*. Presented at the Annual Academy of International Business Conference, July, Stockholm.
- Aycan, Z., Ayman, R., Bardoel, A., Pande Desai, Drach-Zahavy, A., Hammer, L., Huang, P., Korabik, K., Lero, D., Mawardi, A., Poelmans, S., Rajadhyaksha, U., Shafiro, M., Somech, A. (2004). *Cross-cultural approach to work-family conflict: A ten-country investigation*. Paper presented at SIOP Conference, Chicago, USA, May.
- Aycan, Z. & Kabasakal, H. (2002). *Ekonomik Kriz Sonrası Uygulamalarda Adalet Algısının Tutumlar, Performans ve Psikolojik Sağlık Üzerindeki Etkisi* (Effects of justice perception of the applications after the economic crises on the attitudes, performance, and psychological health). Presented at the 12th National Congress of Psychology, Ankara, September.
- Aycan, Z. & Safrati, Y. (2002). *Gençlerin Annelerinin Çalışmasının Etkileri Üzerine Algıları ve Buna Bağlı Olarak Kariyer Planları* (Perception of adolescents about the working effects of their mothers, and their career plans depending on this). Presented at the 12th National Congress of Psychology, Ankara, September.
- Aycan, Z. (2002). *'Family at Work': Paternalism (Maternalism/Fraternalism)*. Presented at the East-West Institute, Central European Leadership Alliance (CELA) Meeting, Koc University, Istanbul, July.
- Aycan, Z. (2002). *The Scientist, the Practitioner, and the Scientist-Practitioner in I/O Psychology: "The Good, The Bad, The Ugly"*. Presented at the 25th International Congress of Applied Psychology, July, Singapore.

- Aycan, Z. & Kanungo, R.N. (2002). *The Model of Culture Fit: Theoretical Developments and Implications for Human Resource Management Practices*. Presented at the 25th International Congress of Applied Psychology, July, Singapore.
- Aycan, Z. (2002). *Industrial and Organizational Psychology Across Cultures*. Presented at the 25th International Congress of Applied Psychology, July, Singapore.
- Aycan, Z. (2002). *Paternalism at the Societal, Organizational, and Individual Level: A Conceptual Framework and Practical Implications for Cross-cultural Management*. Presented at the 16th International Conference of Cross-Cultural Psychology, July, Indonesia.
- Aycan, Z. & Safrati, Y. (2002). *Perceived Impact of Maternal Employment on Children's Intellectual, Emotional and Social Development: A Contingency Framework*. Presented at the 16th International Conference of Cross-Cultural Psychology, July, Indonesia.
- Aycan, Z. (2002). *Individual, Organizational and Societal Level Predictors of Disability Employment in Turkey: Implications for Diversity Management*. Presented at the 16th International Conference of Cross-Cultural Psychology, July, Indonesia.
- Aycan, Z. & Kabasakal, H. (2002). *Effects of Perceived Justice of Workplace Practices to Cope with Economic Crisis in Turkey*. Presented at the 16th International Conference of Cross-Cultural Psychology, July, Indonesia.
- Aycan, Z. & Eskin, M. (2002). *A Support Framework to Predict the Effects of Work-Family Conflict on Psychological Well-Being, Quality of Family Life and Job Performance*. Presented at the 8th Congress of ISSWOV Poland, June.
- Aycan, Z. (2002). *Leadership and Teamwork in Developing Country Context: Challenges and Opportunities*. Presented at the 8th Congress of ISSWOV Poland, June.
- Aycan, Z. (2001). *Paternalism: An indigenous management construct*. Presented at the Workshop on Scientific Advances in Indigenous Psychologies: Empirical, Philosophical, and Cultural Contributions. Taipei, Taiwan, October.
- Aycan, Z. and Kanungo, R.N. (2001). *Cross-cultural industrial and organizational psychology: A critical appraisal of the field and future directions*. Presented at the 10th European Congress of Work and Organizational Psychology, Prague, May.
- Aycan, Z. (2001). *Leadership, management and teamwork in developing countries*. Presented at the International Organizational Network Workshop, Boston, February.
- Aycan, Z. & Fikret-Pasa, S. (2000). *Motivasyon, Kariyer Seçimi ve İdeal Lider Özellikleri: Ulusal Profil ve Bölgesel Farklılıklar* (Motivation, career choice and qualifications of the ideal leader: A national profile and regional differences). Presented at the 11th National Congress of Psychology. September 19-22, 2000. Izmir, Turkey.

- Aycan, Z. (2000). *Implication of paternalism for HRM practices: A cross-cultural perspective*. Presented at the 15th International Congress of the International Association for Cross-Cultural Psychology. July 16-21, 2000. Pultusk, Poland.
- Aycan, Z. (2000). *"It's not right, but it's okay": A critical appraisal of methodologies in cross-cultural organizational research: Suggestions towards new directions*. Presented at the 15th International Congress of the International Association for Cross-Cultural Psychology. July 16-21, 2000. Pultusk, Poland.
- Aycan, Z. & Eskin, M. (2000). *A cultural perspective to work-family conflict in dual-career families with preschool children: The case of Turkey*. Presented at the 15th International Congress of the International Association for Cross-Cultural Psychology. July 16-21, 2000. Pultusk, Poland.
- Aycan, Z. & Fikret-Pasa, S. (2000). *Leadership preferences, career choices and work motivation in Turkey: A national profile and regional differences*. Presented at the 15th International Congress of the International Association for Cross-Cultural Psychology. July 16-21, 2000. Pultusk, Poland.
- Aycan, Z. (2000). *HRM in Turkey: Current challenges and new trends*. Presented at the 7th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values. June 25-28, 2000. Jarusalem: Israel.
- Eskin, M. & Aycan, Z. (2000). *Values and attitudes towards women's work and work-family conflict in Turkish families with preschool children*. Presented at the 7th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values. June 25-28, 2000. Jarusalem: Israel.
- Sagie, A., & Aycan, Z. (2000). *Participative decision making in organizations: Cross-cultural analysis*. Presented at the 7th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values. June 25-28, 2000. Jarusalem: Israel.
- Fikret-Pasa, S. & Aycan, Z. (2000). *The impact of culture on work motivation and career choices: The case of Turkey*. Presented at the 7th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values. June 25-28, 2000. Jarusalem: Israel.
- Watson, M., Miguel, M., & Aycan, Z. (1999). *Can technology really build global learning communities?* Presented at European International Organizational Behavior Teaching Conference, July 15-17, Milan, Italy.
- Aycan, Z. & Kepir-Sinangil, H. (1999). *The interface between societal and organizational culture: A four-country comparison*. Presented at the 6th European Congress of Psychology, July 4-9, Rome, Italy.
- Aycan, Z. (1999). *Key success factors for women's career advancement in Turkey*. Presented at the 6th European Congress of Psychology, July 4-9, Rome, Italy.
- Aycan, Z. (1999). *The scientist-practitioner model in I/O psychology: An asset or a liability?* Presented at the 6th European Congress of Psychology, July 4-9, Rome, Italy.

- Aycan, Z. (1999). *Anadolu Kaplanlari: Insan Kaynaklari Uygulamalari ve Yonetim Sistemleri* (Human resources practices and management systems). Presented at the 7th National Congress of Management and Organization. Bilgi University, May 26-28, Istanbul.
- Sumer, C., Aycan, Z., Sinangil, H., Ergin, C. (1998). *Endustri ve Orgut Psikolojisinin Dunu, Bugunu, Yarini* (The past, today and future of industrial and organizational psychology). Presented at the 10th Congress of Turkish Psychological Association, Ankara, September.
- Kanungo, R.N., & Aycan, Z. (1998). *Test of the Model of Culture Fit: A 10-country comparison*. Presented at the 24th International Congress of Applied Psychology, USA, August.
- Aycan, Z., & Ones, D. (1998). *Structure of attitudes toward cultural diversity: Implications formultinational corporations*. Presented at the 14th International Cogress of Cross-Cultural Psychology, USA, August.
- Aycan, Z., Watson, M., Miguel, M., & Jaeger, J. (1998). *Towards development of Culture-Free Cultural Tolerance Scale*. Presented at the 14th International Cogress of Cross-Cultural Psychology, USA, August.
- Aycan, Z., & Kanungo, R.N. (1998). *Paternalism: Towards Conceptual refinement and operationalization*. Presented at the 14th International Cogress of Cross-Cultural Psychology, USA, August.
- Aycan, Z. (1998). *A model of expatriate acculturation: Theoretical framework and longitudinal research evidence*. Presented at the 24th International Congress of Applied Psychology, USA, August.
- Aycan, Z. (1998). *Can Industrial and organizational psychology offer solutions to developing country problems?* Presented at the 14th International Cogress of Cross-Cultural Psychology, USA, August.
- Aycan, Z. (1998). *The role of 'culture' in industrial and organizational psychology*. Presented at the 14th International Cogress of Cross-Cultural Psychology, USA, August
- Aycan, Z. (1998). *A model of expatriate acculturation: Factors predicting adjustment and performance*. Presented at the International Meeting on Cutting Edge Issues in Human Resource Management, Bayreuth, Germany, July.
- Sinangil, H., & Aycan, Z. (1998). *Test of the Model of Culture Fit in Turkish organizational context*. Presented at the 6th International Conference on Work and Organizational Behavior, Istanbul, Turkey, July.
- Aycan, Z. (1998). *Work and family conflict: Where does culture fit into it?*. Presented at the 6th International Conference on Work and Organizational Behavior, Istanbul, Turkey, July.
- Aycan, Z. (1998). *Women in Managemen in Turkey: Stereotypes and Realities*. Presented at the Symposium on Management of People in Organizations, Izmir, April.

- Kanungo, R.N. & Aycan, Z. (1997). *Organizational culture and human resource practices from a cross-cultural perspective*. Presented at the 58th Convention of Canadian Psychology Association, Toronto, Canada, June.
- Kanungo, R.N. & Aycan, Z. (1997). *Human resource management practices across cultures: The issue of culture fit*. Presented at the Society for Industrial and Organizational Psychology Conference, St.Louise, U.S.A., April.
- Mathur, P., Aycan, Z., & Kanungo (1996). *Work cultures in Indian context: A comparison between public and private sector organizations*. Presented at the 5th International Conference of Work Values and Behaviour, Montreal, Canada, August.
- Aycan, Z. & Kanungo, R.N. (1996). *Role of acculturation attitudes in predicting socialization beliefs and behavioral problems among adolescents*. Presented at the 5th ISSBD Conference, Quebec City, Canada, August.
- Kanungo, R.N., & Aycan, Z. (1996). *Role of socio-cultural environment in shaping work culture and job characteristics*. Presented at the 26th International Congress of Psychology, Montreal, Canada, August.
- Aycan, Z. (1996). *Role of acculturation attitudes in predicting adaptation among Turkish immigrants in Montreal*. Presented at the 26th International Congress of Psychology, Montreal, Canada, August.
- Aycan, Z. & Kanungo, R.N. (1996). *Acculturation within the family unit*. Presented at the 26th International Congress of Psychology, Montreal, Canada, August.
- Aycan, Z. & Berry, J.W. (1996). *Relationship between unemployment and psychological well-being: Role of social causation and social selection*. Presented at the 26th International Congress of Psychology, Montreal, Canada, August.
- Aycan, Z. (1996). *Antecedents and consequences of expatriate adjustment*. Presented at (organized and chaired by Z.Aycan) the 5th International Conference on Work Values and Behavior, Montreal, Canada, August.
- Kanungo, R.N., & Aycan, Z. (1996). *A cross-cultural study on work values and managerial practices*. Presented at (organized and co-chaired by Z.Aycan) the 13th Congress of International Association for Cross-Cultural Psychology, Montreal, Canada, August.
- Aycan, Z. (1996). *Expatriate adjustment as a multifaceted phenomenon: A conceptual model*. Presented at the Society for Industrial and Organizational Psychology Conference, San Diego, U.S.A., April.
- Aycan, Z. & Kanungo, R.N. (1995). *Acculturation Attitudes as Predictors of Behavioral Problems of Indo-Canadian Adolescents*. Presented at the American Psychology Association 103rd Annual Convention, New York, U.S.A., August.

- Aycan, Z. & Kanungo, R.N. (1995). *Impact of Acculturation on Beliefs and Behaviours Among First and Second Generation Indo-Canadian Immigrants*. Presented at the 4th European Congress of Psychology, Athens, Greece, July.
- Aycan, Z. & Berry, J.W. (1995). *Cross-Cultural Adaptation as a Multifaceted Phenomenon*. Presented at the 4th European Congress of Psychology, Athens, Greece, July.
- Aycan, Z. & Kanungo, R.N. (1995). *Acculturation of First and Second Generation of Indo-Canadian Immigrants*. Presented at the Canadian Psychology Association 56th Annual Convention, Charlottetown, Canada, June.
- Aycan, Z. (1995). *Economic Adjustment and Immigrants' Adaptation to Canada*. Presented at the 3rd National Conference of Canadian Council on Multicultural Health, Montreal, Canada, May.
- Aycan, Z. (1994). *Participation in Ethnic Voluntary Associations*. Presented at the 23rd International Congress of Applied Psychology, Madrid, Spain, July.
- Aycan, Z. & Berry, J.W. (1994). *Impact of Economic Adjustment on Immigrants' Psychological Well-Being and Adaptation*. Presented at the 12th International Congress of the International Associations for Cross- Cultural Psychology, Pamplona, Spain, July.

Scientific Workshops

- Erez, M., Aycan, Z. & Hall, B. (2006). *Driving Business Success through Understanding and leveraging Corporate and National Cultures*. Pre-conference workshop for the Society for Industrial and Organizational Psychology Conference, Dallas, USA, May.
- Erez, M. & Aycan, Z. (2006). *Adaptation to the Global Work Environment: How to Develop Global Values and a Global Identity*. Pre-conference workshop for the 26th International Conference of Applied Psychology, Athens, Greece, July.
- Aycan, Z. (2003). *New trends in performance appraisal*. Workshop at the 5th National Congress of Total Quality Management, April, Izmir.
- Aycan, Z. (2002). *New approaches to performance management*. Workshop at the 12th National Congress of Psychology, Ankara, September.
- Aycan, Z. (2002). *Cross-Cultural Research: Theory & Methodology*. Workshop at the 12th National Congress of Psychology, Ankara, September.
- Aycan, Z. (2002). *Cross-Cultural communication: A simulation*. AISEC Training Committee Organization, Istanbul, May.

<h3><i>Teaching and Thesis Supervising</i></h3>
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Teaching at Graduate and Undergraduate Levels

Graduate Courses

Cross-cultural management
Human Resource Management
Organizational Behavior
Advanced Industrial and Organizational Psychology

Undergraduate Courses

Organizational Behaviour
Industrial and Organizational Psychology
Human Resource Management
Psychological Testing and Measurement
Introduction to Psychology

Ph.D. Theses Supervised

Erarslan, A.B. (2017). Career regrets: Antecedents & Consequences.

Sheila, S. (in preparation). Emotional Affectivity associated with Worries about Leadership.

Mutluer, A. (in preparation). Typology of Followers: A participative theatre framework.

Demirag, E.G. (in preparation). Embodied cues for leadership emergence.

Ozcan, M. (in preparation). Gender and leadership emergence: Bottleneck Theory perspective.

Master's Theses Supervised

Yavuz, S. (2005). The relationship of managerial values, assumptions and work unit characteristics with performance management. Unpublished MA Thesis, Koc University.

Demir, D. (2005). Global Standardization versus local adaptation of human resource management practices in multinational corporations in Turkey. Unpublished MA Thesis, Koc University.

Berkman, Y.A. (2005). Attitudes towards women managers: Development of a new measure. Unpublished MA Thesis, Koc University.

Goncu, A. (2006). Motivational processes involved in a relationship between leadership and organizational citizenship behavior. Unpublished MA Thesis, Koc University.

Dagli, T. (2007). Willingness to share knowledge with the workgroup: Contextual antecedents, instrumental and relational motivational states. Unpublished MA Thesis, Koc University.

Soner Dumani (2008): Why dissatisfied employees don't leave? The moderating effect of organizational commitment. Unpublished MA Thesis, Koc University.

Gamze Arman (2008): Developing a measurement of attitudes towards expatriates. Unpublished MA Thesis, Koc University.

Selin Derya (2008): Cross-over effect of work-family conflict. Unpublished MA Thesis, Koc University.

Hilal Erkovan (2008): Work-life-personal life: Testing a tripartite model of life balance. Unpublished MA Thesis, Koc University.

Meric Esen (2008): Evaluation errors in employee selection. Unpublished MA Thesis, Koc University.

Ayca Atik (2009): The role of coping in work-family conflict. Unpublished MA Thesis, Koc University.

Gokcen Erder (2010): The impact of work-family conflict on parenting behavior and children's socio-emotional development. Unpublished MA Thesis, Koc University.

Gozde Ozbek (2012): Antecedents and consequences of positive and negative spillover between work and family. Unpublished MA Thesis, Koc University.

Didem Isik (2012): Local vs. global balance in HRM practices of multinational organizations. Unpublished MA Thesis, Koc University.

Petek Demirer (2012): Paternalistic Leadership and Empowerment: Moderating effects of self-construal and job enrichment. Unpublished MA Thesis, Koc University.

Sandal, Cemre (2014): Effect of role modeling in fear of leadership. Unpublished MA Thesis, Koc University.

Yurekli, Ozlem (2015): Fear of leadership: Explicit and implicit measures. Unpublished MA Thesis, Koc University.

Ozkuvanci, Ceyda (2015): Fear of leadership and regulatory focus. Unpublished MA Thesis, Koc University.

Consulting and Executive Development

Advisor to the Global Leadership Development Project
Center for Creative Leadership, NC 1997-1998

Consultant in a Project on Upward Feedback towards
360-degree Performance Evaluation , ALCATEL 1999

Consultant as country specialist in cross-cultural management training

to Bechtel-Enka Expatriates in Kazakhstan	1998
Executive Training designed and delivered onn Organizational Behavior and Human Resource Management in the Sertificate Program of Migros Executives	2000-2001
Training on Women’s Career Development, Phillip-Morris SA	2002
Seminar on culture and management, Efes Ltd.	2003
Designed and delivered a coaching program to Human Resource Management Department, Glaxo-Smith-Kline	2004
Training on leadership, motivation, and teamwork Pfizer	2004
Finansbank	2004
Designed and delivered a training on work-family balance (with Dr. Mehmet Eskin) Fritolay	2004
Türk Ekonomi Bank	2000
Garanti Bank	2000
Assessment of Employees’ Job Satisfaction and Turnover Intention, Finansbank	2006
Transformational Leadership: Cultural Change from Power to Empowerment Training & Consulting Program, LCWaikiki	2016
Koc University Executives	2017

<i>Personal Background Information</i>

Date of birth: September 16, 1969
Citizenship: Turkish & Canadian (dual citizenship)
Marital status: Married, 26 years
Child: Son, 18 years old
Hobby and personal development: Oil painting, transandantal meditation (since 1988), yoga & pilates