

## VITA

### DUYGU BIRICIK GULSEREN

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#### Contact Information

School of Human Resources Management  
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#### Professional Appointments

2021– Present	<i>School of Human Resource Management, York University, Canada</i> Assistant Professor, tenure-track Appointed to the Faculty of Graduate Studies
2019 – 2021	<i>Haskayne School of Business, University of Calgary, Canada</i>
Jan 2020 – 2021	Senior Research Associate Canadian Centre for Advanced Leadership in Business
Aug 2019 – Jan 2020	Research Associate Canadian Centre for Advanced Leadership in Business

#### Education

2016 – 2021	Ph.D. in Industrial and Organizational Psychology <i>Saint Mary's University, Canada</i>
2011 – 2013	M.A. in Social and Organizational Psychology <i>Koc University, Turkey</i>
2006 – 2011	B.Sc. in Chemical & Biological Engineering <i>Koc University, Turkey</i>

## Academic Publications

\* indicates undergraduate students.

\*\* indicates master's students.

\*\*\* indicates PhD students.

## Peer-Reviewed Papers

1. Harlos, K., Gulseren, D., O'Farrell, G., Josephson, W., Axelrod, L., Hinds, A., & Montanino, C. (2023). Gender and perceived organizational support as moderators in the relationship between role stressors and workplace bullying. *Frontiers in Communication*.
2. Hoegh, M. & Gulseren, D.B. (2023). Work is therapy, not a goal in itself, for people with chronic pain. *Pain and Rehabilitation*, 53, 3-6.
3. Deng, C., Gulseren, D.B., Isola, C., Grocutt, K., & Turner, N. (2022). Transformational leadership effectiveness: an evidence-based primer. *Human Resource Development International*.
4. Gulseren, D.B. (2022). Physical hazards, musculoskeletal pain, and job control: Multilevel results from the European Social Survey. *Safety Science*, 156, 105901.
5. Gulseren, D.B., Sayin, F.K., Turner, N., & Kelloway, E.K. (2022). Chronic pain and pain disability: The next frontier for healthy and effective organizations. *Organizational Dynamics*, 51(4), 100926.
6. Lyubykh, Z., Gulseren, D.B., Premji, Z., Wingate, T., Deng, C., & Turner, N., (2022). Role of work breaks in well-being and performance: A systematic review and future research agenda. *Journal of Occupational Health Psychology*, 27(5), 470-487.
7. Deng, C., Gulseren, D., & Turner, N. (2022). How to match mentors and mentees: advice from the best research available. *Leadership and Organization Development Journal*, 43(3), 386-403.
8. Lyubykh, Z., Gulseren, D., Turner, N., Barling, J., & Seifert, M. (2022). Shared transformational leadership and safety behaviours of employees, leaders, and teams: A multilevel investigation. *Journal of Occupational and Organizational Psychology*, 95(2), 431-458.
9. Gulseren, D.B. (2022). Chronic pain and disability in organizations: it's time to pay attention to work and workers. *Canadian Journal of Pain*, 6(1), 45-47.
10. Grocutt, A., Gulseren, D.B., Weatherhead, J.G., & Turner, N. (2022). Can mentoring programs develop leadership?. *Human Resources Development International*, 25(4), 404-414. <http://dx.doi.org/10.1080/13678868.2020.1850090>.

11. Gulseren, D.B., Turner, N., & Weinhardt, J. (2021). What makes ethics education effective? an umbrella review and evidence-led best practices. *Journal of Business Ethics Education*, 18, 4-25.
12. Gulseren, D.B., Thibault, T., Cregan, B., & Catano, V. (2021). Questioning the universality of EI measures used in the employment setting: A comparison between Canada and Turkey. *International Journal of Employment Studies*, 29(1), 92-134.
13. Gulseren, D.B., Thibault, T., Kelloway, E. K., Mullen, J., Teed, M., Gilbert, S., & Dimoff, J. K. (2021). RIGHT leadership: Scale development and validation of a psychologically healthy leadership model. *Canadian Journal of Administrative Sciences/Revue Canadienne des Sciences de l'Administration*, 38(4), 430-441.
14. Gulseren, D.B., Lyubkyh, Z., & Turner, N. (2021). Reimagining safety behaviors in light of COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 214-216.
15. Koc, Y., Gulseren, D.B., & Lyubkyh, Z. (2021). Masculinity contest culture and organizational citizenship behaviors. *Journal of Experimental Psychology: Applied*, 27(2), 408-416.
16. Gulseren, D.B. & Kelloway, E.K. (2021). Working through the pain: the chronic pain experience of full-time employees. *Occupational Health Science*, 5, 69-93.
17. Gulseren, D.B. (2019). Career regret among university students from turkey: a test of the social cognitive career theory. *Canadian Journal of Career Development*. 18(2), 4-17.
18. Gulseren, D.B. & Aycan, Z. (2019). Health-life agreement: conceptualization of a new construct and measurement. *Journal of Workplace Behavioral Health*. 34(1), 38-61.
19. Kagitcibasi, C. & Biricik, D. (2013). "Bir insan çiz testi" sonuçlarının nesiller ve cinsiyetler arası karşılaştırması: 33 yıl sonra (A comparison of the draw a person test scores across generations and genders), *Türk Psikoloji Dergisi [Turkish Journal of Psychology]*, 28(72), 36-43.
20. Kagitcibasi, C. & Biricik, D. (2011) Generational gains on the Draw-a-Person IQ scores: A three decade comparison from Turkey, *Intelligence*, 39, 351-356.

### ***Book Chapters and Encyclopedia Entries***

1. Gulseren, D.B. & Kelloway, E.K. (in progress). Longitudinal analysis. In N. Bowling, M. Shoss, A. Zhou (Eds.), *How to Get Published in the Best Industrial-Organizational Psychology Journals*. Edward Elgar Publishing Co.

2. Gulseren, D.B. & Kelloway, E.K. (in progress). Multilevel analyses. In P. Brough (Ed.), *Research Methods for Applied Psychologists: Design, Analysis and Reporting*. New York, NY: Routledge Publishing Co. - invited for to update for the second edition
3. Gulseren, D.B. & Lyubykh, Z. (in press). Leadership interventions to foster mental health and work well-being. In A. Day & C. Cooper (Eds.), *Mental Health at Work*. Oxon, UK: Routledge.
4. Duval, A., Gulseren, D.B., & Kelloway, E.K. (2020). Supporting employees with invisible disabilities via flexible work. In S. Norgate & C. Cooper (Eds.), *Flexible Work: Designing Our Healthier Future Lives* (pp. 168-180). Oxon, UK: Routledge.
5. Gulseren, D.B., Thibault, T. & Kelloway, E.K. (2019). The role and importance of leadership in creating psychologically healthy workplaces. In R. Burke & A. Richardsen (Eds.), *Creating Psychologically Healthy Workplaces* (pp. 197-214). Cheltenham, UK: Edward Elgar.
6. Thibault, T., Gulseren, D.B., & Kelloway, E.K. (2019). The benefits of transformational leadership and transformational leadership training on health and safety outcomes. In R. Burke & A. Richardsen (Eds.), *Increasing Occupational Health and Safety in Workplaces: Research and Practice* (pp. 334–348). Cheltenham, Cheltenham, UK: Edward Elgar.
7. Gulseren, D.B. & Kelloway, E.K. (2019). Structural equation modeling. In V. Zeigler-Hill and T.K. Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences*. New York, NY: Springer. [https://doi.org/10.1007/978-3-319-28099-8\\_483-1](https://doi.org/10.1007/978-3-319-28099-8_483-1)
8. Gulseren, D.B. & Kelloway, E.K. (2019). Workplace violence: assault. In L. R. Shapiro & M. Maras (Eds.), *Encyclopedia of Security and Emergency Management*. New York, NY: Springer. [https://doi.org/10.1007/978-3-319-69891-5\\_96-1](https://doi.org/10.1007/978-3-319-69891-5_96-1)
9. Gulseren, D.B. & Kelloway, E.K. (2019). Workplace violence: sexual harassment. In L. R. Shapiro & M. Maras (Eds.), *Encyclopedia of Security and Emergency Management*. New York, NY: Springer. [https://doi.org/10.1007/978-3-319-69891-5\\_110-1](https://doi.org/10.1007/978-3-319-69891-5_110-1)
10. Gulseren, D.B. & Kelloway, E.K. (2018). Multilevel Analyses. In P. Brough (Ed.), *Research Methods for Applied Psychologists: Design, Analysis and Reporting* (pp. 271-282). New York, NY: Routledge Publishing Co.

### **Conference Presentations**

1. Gulseren, D.B., Sayin, F.K., Turner, N., & Kelloway, E.K. (2023). What role does leadership play in mitigating chronic pain disability?. In D.B. Gulseren & D. Samosh (Chairs) Theoretical and empirical advancements in research on disability and leadership. Symposium presented at Academy of Management Meeting, Boston, USA.

2. Kizilenis Ulusman\*\*\*, G., Tabassum, A.\*\*\*, Gulseren, D.B., & Lyubykh, Z. (2023). When does diversity training produce unintended outcomes in organizations?: A systematic review. Presented at the Academy of Management Meeting, Boston, USA.
3. Gulseren, D.B. (2023). Conducting research with impact. Panel presented at the Annual Convention of the Canadian Psychological Association, Toronto, Canada.
4. Lyubykh, Z. & Gulseren, D.B. (2023). A review of paradoxical leadership research: Understanding its consequences and contingencies. Paper presented at the Annual Convention of the Canadian Psychological Association, Toronto, Canada.
5. Kizilenis Ulusman\*\*\*, G., Tabassum, A.\*\*\*, Gulseren, D.B. (2023). Antecedents of organizational dehumanization. Paper presented at the Annual Convention of the Canadian Psychological Association, Toronto, Canada.
6. Fong, Z.Y.\* & Gulseren, D.B. (2022). Cyber-aggression experiences of content creators in the social media. Global Labour Research Centre Graduate Student Symposium. York University.
7. Gulseren, D.B., Sayin, F.K., Kelloway, E.K., & Turner, N. (2022). Chronic pain and work disability: two mechanisms and transformational leadership as a moderator. In S. Bonaccio (Chair), Facilitators of positive work experience for employees with disabilities. Presented at the Annual Society for Industrial and Organizational Psychology Conference, Seattle, Washington.
8. Kizilenis Ulusman, G.\*\*\* & Gulseren, D.B. (2022). Effects of feedback and job security on leadership behaviors. In R. Jones-Chick (Chair), CSIOP Graduate Student Symposium. Presented at the Canadian Psychological Association Annual Convention, Calgary, Canada.
9. Lyubykh, Z., Gulseren, D.B., Turner, N., Barling, J., & Seifert, M. (2021). Shared transformational leadership and safety performance. Presented at the Academy of Management General Meeting.
10. Gulseren, D.B., Sayin, F.K., Turner, N., Kelloway, E.K. (2020). The role of transformational leadership preventing chronic pain disability at work: Work-in-progress. Presented at Administrative Sciences Association of Canada Conference, St. John's, Canada. – Presented online due to Covid-19.
11. Gulseren, D.B. (2020). CSIOP Graduate Student Symposium: Emerging ideas in Industrial/Organizational Psychology. Symposium organized for the Annual Convention of the Canadian Psychological Association, online event.
12. Inness, M., Gulseren, D.B., Turner, N., & Barling, J. (2020). Transformational leadership and love of one's job: a within-person, between-jobs design. Accepted at the European Association for Occupational Health Psychology Conference, Nicosia, Cyprus. – Cancelled due to Covid-19.

13. Lyubykh, Z., Gulseren, D.B., & Turner, N. (2019). Shared transformational leadership and employee safety: The moderating role of perceived organizational support. Poster presented at Work, Stress, and Health conference, Philadelphia, PA.
14. Cregan, B. & Gulseren, D.B. (2019). Workplace bullying, mental health, and unhealthy habits. Poster presented at BRIC NS, Primary Healthcare Research Day. Halifax, Canada.
15. Gulseren, D.B. & Kelloway, E.K., & Francis, L. (2019). Are men more vulnerable than women?: Gender as a moderator between leadership and its health outcomes. Presented at the Annual Convention of the Canadian Psychological Association, Halifax, Canada.
16. Gulseren, D.B. (2019). CSIOP Graduate Student Symposium: The role of psychology in assessing and managing employees. Symposia organized for and presented at the Annual Convention of the Canadian Psychological Association, Halifax, Canada.
17. Harlos, K., Josephson, W., Hardy, D., Peter, T., Taylor, C., & Gulseren, D.B., O'Farrell, G. (2019). Workplace bullying, policy awareness and training, and mental health. Presented at the European Association for Work and Organizational Psychology Annual Convention, Turin, Italy.
18. Gulseren, D.B., Kelloway, E.K., & Francis, L. (2019). When your boss puts you in danger: Abusive supervision and safety outcomes. Presented at the Association for Psychological Science Annual Convention. Washington, D.C., USA.
19. Gulseren, D.B. (2019). Panelist. In K. Bielenko (Chair). The naked truth: Getting into graduate school. Panel presented at the Association for Psychological Science Annual Convention, Washington, DC.
20. Gulseren, D.B. (2019). I wish I could turn back time: Why do university students experience career regret? Invited poster presented at Cannexus. Ottawa, Canada.
21. Gulseren, D.B. & Kelloway, E.K. (2018). The effect of work-family conflict and work-family enhancement on turnover intentions. Presented at the International Congress of Applied Psychology, Montreal, Canada.
22. Gulseren, D.B. & Kelloway, E.K. (2017). Working through pain: the experience of chronic pain in the workplace. Poster presented at the Occupational Health Summer Institute. Halifax, Canada.
23. Gulseren, D.B. & Kelloway, E.K. (2017). Employees with chronic pain: results from a Canadian national survey. Presented at Work, Stress and Health. Minneapolis, USA.
24. Primrose, H., Harlos, K., Taylor, C., Josephson, W., Peter, T., O'Farrell, G., Gulseren, D.B. (2017). Sexual orientation and workplace bullying: uncovering patterns among LGBTQ

employees. Poster presented at the European Association of Work and Organizational Psychology. Dublin, Ireland.

25. Baskurt Erarslan, B. & Biricik, D. (2013). Companies go 'Glocal': A case study in Turkey. Presented at the Academy of International Business Annual Meeting. Istanbul, Turkey.
26. Biricik, D. (2012). Career-shifters: key factors in voluntary career change process. Presented at the International Congress of Psychology. Cape Town, South Africa.
27. Baskurt Erarslan, B. & Biricik, D. (2012). Taking the best of both worlds: turkey from a yin yang perspective. Presented at the Yin Yang: A New Perspective on Culture Conference. Stockholm, Sweden.
28. Biricik, D. & Kagitcibasi C. (2011). Revisiting "Drawing a Person" over a period of 3 decades in and around Turkey. Poster presented at the European Congress of Psychology. Istanbul, Turkey.
29. Biricik D. (2011). Paternalism or Maternalism?: The relationship between attitudes toward woman managers and paternalistic leadership preferences in Turkey. Poster presented at the International Association for Cross Cultural Psychology Conference. Istanbul, Turkey.

#### ***Public Outreach and Invited Talks***

1. Gulseren, D.B. (2023). Working through pain: How can leaders offer help? Institute of Work and Health, Toronto, ON, Canada.
2. Gulseren, D.B. (2023). Working through pain: How can we address chronic pain at work? Work Wellness Institute, BC, Canada.
3. Gulseren, D.B. (2023). Subordinate rejection triggers abusive Supervision. Employment Relations Unit, Queen's University, ON, Canada.
4. Gulseren, D.B. (2022). Working in pain: Important themes and potential solutions. Future of Work Institute, Curtin University, Perth, Australia.
5. Gulseren, D.B. (2022). PhD to faculty transitions. Kelloway Lab. Saint Mary's University, Halifax, NS, Canada.
6. Gulseren, D.B. (2022). Chronic pain in the workplace. Public Webinar. Lin Health Solutions, US.
7. Chowhan, J. & Gulseren, D.B. (2021)<sup>1</sup>. Preparing manuscripts for submission to academic journals. PhD Program Professional Development Series, School of Human Resources Management, York University, ON, Canada.

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<sup>1</sup> Equal contributions.

8. Gulseren, D.B. (2021). Chronic pain in the workplace. Health Psychology Graduate Diploma Program Seminar Series. Department of Psychology, York University, ON, Canada.
9. Gulseren, D.B. (2021). Work safety after Covid-19. Safety Panel. Occupational Health Psychology Summer Institute. CN Centre of Occupational Health and Safety, NS, Canada
10. Gulseren, D.B. (2021). How to lead employees with chronic pain. Annual Celebration. Canadian Centre for Advanced Leadership in Business, AB, Canada.
11. Gulseren, D.B. (2021). Shared leadership, organizational support, and work safety: Expanding our views on leadership. Edward School of Business, University of Saskatchewan, SK, Canada.
12. Gulseren, D.B. (2021). Shared leadership, organizational support, and work safety: Expanding our views on leadership. Department of Psychology, Auburn University at Montgomery, AL, USA.
13. Gulseren, D.B. (2021). Developing leaders: An evidence-based approach. Bank of Montreal Mentor Connection, AB, Canada.
14. Gulseren, D.B. (2020). Health and leadership in organizations: A focus on chronic pain. Department of Psychology, University of Auckland, NZ.
15. Gulseren, D.B. (2020). Leadership and health: Past, present, and future. Organizational Psychology Group, Birkbeck University, UK.
16. Gulseren, D.B. (2020). The role of leadership preventing chronic pain disability. The Centre for Research on Work Disability Policy, ON, Canada.  
<https://www.youtube.com/watch?v=e3ophjrQiOg&t=2s>
17. Gulseren, D.B. (2020). If I only had 15 minutes, what would I say about leadership?. Bank of Montreal Mentor Connection, AB, Canada.
18. Gulseren, D.B. (2019). Masculinity contest culture and abusive supervision. Occupational Health Psychology Summer Institute. CN Centre of Occupational Health and Safety.
19. Gulseren, D.B. (2019). Reducing employee stress using the RIGHT way of leadership. BRIC NS Foundation Speaker Series, NS, Canada.
20. Gulseren, D.B. (2019). I am the boss here: Contextual antecedents of abusive supervision. Mount Allison University, NB, Canada.
21. Gulseren, D.B. (2019). Why do university experience students' career regret? Career Services. Saint Mary's University, NS, Canada.



22. Gulseren, D.B. (2018). Cultural considerations in research. Inclusive by Design Research Lab. Saint Mary's University, NS, Canada.

### ***Applied Research Reports***

1. Isola, C., Grocutt, K., Deng, C., Gulseren, D., & Turner, N. (2021). Leadership white paper 2.0. Canadian Centre for Advanced Leadership in Business.
2. Deng, C., Gulseren, D.B., & Turner, N. (2021). How do you match mentors and mentees?. Bank of Montreal Mentorship Program, Canadian Centre for Advanced Leadership in Business.
3. Grocutt, A., Weatherhead, J.G., Gulseren, D.B., & Turner, N. (2020). Can mentoring programs develop leadership skills?. Bank of Montreal Mentorship Program, Canadian Centre for Advanced Leadership in Business.
4. Gulseren, D.B. & Turner, N. (2019). Evidence review of business ethics interventions: What works and when?. Canadian Centre for Advanced Leadership in Business.
5. Harlos, K., Peter, T., Gulseren, D.B., Josephson, W., Taylor, C., & Campbell, C. (2018). Safe and inclusive workplace project. Prepared for Manitoba Teachers Society. SSHRC Workplace Bullying and Mistreatment Partnership.
6. Smibert, D., Cregan, B., Penney, S., Thibault, T., Gulseren, D., McLeod, C., Wong, J. (2017). Heightened attention training (HAT). Prepared for Lindsay Construction.
7. Ayca, Z., Biricik, D., Ikizer, E. G., Kilic, B., Karataylioglu, I., Soylu, N., & Tuncer, E. (2012). Successful school-industry collaborations in vocational education: what works and why. Prepared for Education Reform Initiative.

### ***Knowledge Dissemination***

1. Lyubykh, Z. & Gulseren, D.B. (2023, May 31). *How to take better breaks at work, according to research.*
2. Gulseren, D.B., Sayin, F.K., Turner, N., Kelloway, E.K. (2021, July 19). *When someone on your team has chronic pain. Harvard Business Review.* <https://hbr.org/2021/07/when-someone-on-your-team-has-chronic-pain>
3. Psychology Today Column – Workplace Health and Wellness - <https://www.psychologytoday.com/ca/contributors/duygu-biricik-gulseren-phd>

### ***Media Appearance***

1. Which leadership model is [the] best? EDOS (Norwegian Simula Metropolitan Center for Digital Engineering newsletter) (by Leif Knutsen) <https://enedos.substack.com/p/edos-2023-week-05>

2. Should you take more breaks at work? Wealth Professional (by John Dujay).  
<https://www.wealthprofessional.ca/your-practice/practice-management/should-you-take-more-breaks-at-work/369722>
3. Signs that your team is suffering from hustle culture. Forbes (by Rhett Power).  
<https://www.forbes.com/sites/rhettpower/2022/11/13/4-signs-your-team-is-suffering-from-hustle-culture/?sh=5103f635370f>
4. Returning to Office after Covid. 770 CHQR Radio in Calgary (Host: Dave McIvor).
5. The hidden benefits of shared leadership. Smith Business Insight. (by Alan Morantz)  
<https://smith.queensu.ca/insight/content/The-Hidden-Benefits-of-Shared-Leadership.php>
6. Are wellness programs a waste of money for employers? Canadian HR Reporter (Interviewer: John Dujay). Toronto, ON, Canada. <https://www.hrreporter.com/focus-areas/compensation-and-benefits/are-wellness-programs-a-waste-of-money-for-employers/359440>
7. Chronic pain at work. Strictly Business Show (Host: Lamar Gray). Berkeley, CA, USA.  
<https://www.strictlybizshow.com/>
8. The Intersection (S3E8). The Pain Podcast (Host: Mel Forrest). Los Angeles, CA, USA.  
<https://www.bloodstreammedia.com/the-pain-podcast-episodes/s3e8-the-intersection> or  
<https://www.youtube.com/watch?v=xKpjuLzqgWI&t=264s>

## Grants, Awards & Scholarships

2023 – 2025	SSHRC Insight Development Grant (Principal Investigator - Inconsistent Leadership: Scale Development and Measurement) (\$69,415.00)
2023	Canadian Journal of Administrative Sciences – Most Downloaded Paper
2023	LA&PS Seed Grant for Collaborative Research Initiatives (\$4,900)
2022	Experiential Education Grant, York University (\$1,000)
2022	Minor Research Grant, York University (\$5,000)
2022	Dean Award for Research Excellence – To support undergraduate student, Zanta Yee Fong (\$5,000)
2022	Governor General’s Medal - Nomination
2021	Canadian Psychological Association, Certificate of Academic Excellence for PhD Dissertation
2019 – 2021	SSHRC Graduate Student Research Stipend (\$30,000)
2019 – 2010	Nova Scotia Health Research Foundation Scotia Scholar Award (turned down the award) (\$14,000)
2019 – 2020	Nova Scotia Graduate Scholarship (turned down the scholarship)(\$15,000)
2018	BRIC NS Graduate Student Research Award (\$1,500)
2018-2019	Nova Scotia Graduate Scholarship (\$15,000)
2018	Canadian Education and Research Institute for Counselling Graduate Student Research Award (\$1,000)
2018	Canadian Centres for Occupational Health and Safety Conference Travel Grant
2017	Canadian Centres for Occupational Health and Safety Conference Travel Grant
2017	Dr. Kelloway’s Canada Research Chair Fund

	Student Fellowship, Doctoral Award (\$15,000)
2016 – 2019	Saint Mary’s University FGSR Scholarship (\$55,000)
2011 – 2013	Vehbi Koc Graduate Scholarship
2013	Turkish Science and Technology Council Publication Incentive
2012	Turkish Science and Technology Council Conference and Travel Grant
2012	Koc University Conference and Travel Grant
2011	Turkish Science and Technology Council Publication Incentive

## **Teaching**

### ***York University, School of Human Resource Management***

Teaching, Learning, & Pedagogical Processes (Doctorate)  
 Staffing in Organizations (Executive-stye master’s)  
 Occupational Health & Safety (Undergraduate)  
 Compensation (Undergraduate)  
 Recruitment, Selection, and Performance Appraisal (Undergraduate)

### ***University of Calgary, Haskayne School of Business***

Organizational Behaviour (Undergraduate)

### ***Saint Mary’s University, Department of Psychology***

Industrial and Organizational Psychology (Undergraduate)  
 Organizational Development (Undergraduate)  
 Psychological Statistics (Lab. Sessions) (Undergraduate)  
 Occupational Health Psychology (Undergraduate)

### ***Saint Mary’s University, Sobey School of Business, Management***

Staffing & Selection (Undergraduate)

## **Teaching Innovation**

The OHS Project - [www.theohsproject.ca](http://www.theohsproject.ca)

## **Student Supervision & Dissertation Committees**

### ***York University, School of Human Resource Management***

in progress    PhD Dissertation (Committee Member), Daniela Petrovski  
                     PhD Dissertation (Committee Member), Guler Kizilenis Ulusman  
 2022             MHRM Major Research Project (Supervisor), Shawn Matadeen

## **Service**

### **Service to the School or University**

*University Level Service - York University*

2022 – 2024 Joint Occupational Health & Safety Committee Member

*School Level Service - School of Human Resource Management*

Fall 2022 Research Release Program (Adjudication Committee) Member  
Winter 2022 Tenure & Promotion (Adjudication Committee) Ad-hoc Member  
Winter 2022 PhD & Master's Programs Selection Committee Member  
Winter 2022 Hiring Committee Member  
Fall 2021 Tenure & Promotion (Adjudication Committee) Ad-hoc Member

**Professional Leadership and Service**

*Leadership*

2023 – present Chair-elect, Canadian Society for Industrial/Organizational Psychology

*Service*

2023 Academy of Management Meeting OB Division Outstanding Practical Implications for Management Paper Award – Committee Member  
2018 – 2020 Executive Committee Member – Canadian Industrial and Organizational Psychology  
2019 Occupational Health Psychology Summer Institute (SMU) – Organizing Team Member  
2019 Psychology Department Chairperson Search Committee – Saint Mary's University  
2018 Academic and Practical Research Committee – Canadian Education and Research Institute for Counselling  
2017 – 2018 Canadian Society of Industrial and Organizational Psychology – Special Collaborator – Webmaster  
2017 Judge to the Undergraduate Research Conference – Saint Mary's University  
2017 Psychologically Healthy Workplace Awards (APA, NS) – Inspector  
2017 Occupational Health Psychology Summer Institute (SMU) – Volunteer  
2011 International Association for Cross-Cultural Psychology (IACCP), Istanbul Congress – Head of the Organization Team

**Editorial Board Memberships**

2023 – Present Human Resource Management (US)  
2023 – Present International Journal of Stress Management  
2023 – Present Journal of Experimental Psychology: Applied

**Ad-hoc Reviewing for Journals and Conferences**

*Reviewing for Academic Journals*

Academy of Management Review  
Human Relations

Transactions on Engineering Management  
Safety Science  
Stress and Health  
Group & Organization Management  
Canadian Journal of Administrative Sciences  
International Journal of Selection and Assessment  
Canadian Journal of Behavioural Science  
Journal of Clinical Psychology  
Occupational Health Science  
International Journal of Workplace Health Management  
Canadian Journal of Pain  
Health Psychology Open

*Reviewing for Tri-Council and Other Agencies*

SSHRC – Insight Grant (Assessor, 2 times)  
Mitacs – Accelerate (Reviewer)

*Reviewing for Academic Conferences*

Academy of Management Meetings  
American Psychological Association  
Administrative Sciences Association of Canada Conference  
Canadian Psychological Association

**Professional Development**

2022 Summer	Certificate in Teaching Practices	York University
2021 Fall	Theory Development	Erasmus University Rotterdam
2018 Fall	Reviewer Development Workshop	SIOP & Carma
2018 Summer	Instructional Skills Workshop	Saint Mary's University
2016 Fall	Structural Equation Modeling with Mplus	Mount Allison University

**Consulting**

2013 – 2018	Independent HR Consultant	Self-employed
2015 – 2016	Leadership Research Analyst	Viewpoint Group Calgary
2014 – 2015	Career Coach & Counsellor	Istanbul Bilgi University

**Professional Memberships**

- Academy of Management – Member
- Administrative Sciences Association of Canada – Member
- Society for Occupational Health Psychology – Member
- Canadian Psychological Association – CSIOP Division – Member