

DUYGU BIRICIK GULSEREN
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ACADEMIC POSITIONS

2021– Present	<i>School of Human Resource Management, York University, Canada</i> Assistant Professor, tenure-track Appointed to the Faculty of Graduate Studies
April 2025	<i>Jyväskylä University School of Business and Economics, University of Jyväskylä, Finland</i> Visiting Fellow
2019 – 2021 Jan 2020 – 2021	<i>Haskayne School of Business, University of Calgary, Canada</i> Senior Research Associate Canadian Centre for Advanced Leadership in Business
Aug 2019 – Jan 2020	Research Associate Canadian Centre for Advanced Leadership in Business

EDUCATION

2021 – present	M.Sc. in Psychology (with counselling focus) <i>California Coast University, the US</i>
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>

RESEARCH INTERESTS

- Workplace health & well-being
- Work disabilities
- Leadership
- Sustainable HR practices

RESEARCH GRANTS**External (Total = \$118,479)**

- 2023 Developing Transformational Leaders to Prevent Chronic Pain and Pain Disability: An Evaluation Study
Applied Innovation Grant, WorkSafeBC (\$49,064.00)
Sole Investigator
- Media Mention: Training leaders to address chronic pain issues. Human Resources Director (by Laura Johnson) <https://www.hcamag.com/ca/specialization/learning-development/training-leaders-to-address-chronic-pain-issues/483115>
- 2023 – 2025 Inconsistent Leadership: Scale Development and Measurement
Insight Development Grant, SSHRC (\$69,415.00)
Ranked 1st
Principal Investigator, Co-investigators: Zhanna Lyubykh, E. Kevin Kelloway

Internal (Total = \$24,883.88)

- 2024 York University Research Support Grant (\$5,000.00)
2024 Minor Research Grant, York University (\$5,000)
2023 York University Research Support Grant (\$4,983.88)
2023 LA&PS Seed Grant for Collaborative Research Initiatives (\$4,900)
2022 Minor Research Grant, York University (\$5,000)

Funding obtained on behalf of students

- 2023 Dean Award for Research Excellence
Zanta Yee Fong (\$5,000)
2023 Dean Award for Research Excellence
Royce Luu (\$5,000)

Graduate and early career funding

- 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 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

RESEARCH

Refereed Journal Articles

(† denotes student coauthor at time of submission)

1. **Gulseren, D.B.** & Tabassum, A.† (in-press). Designing an online training program: A pilot experiential learning exercise. *Journal of Organizational Behavior Education*.
2. Selseleh, M.†, Fragomeni, P.†, & **Gulseren, D.B.** (2024). Accommodating employees with learning disabilities: A review of the universal design for learning principles. *Human Resource Development International*. doi.org/10.1080/13678868.2024.2397603
3. Nguyen, N. †, Ganesh, N. †, Versteeg, S. †, & **Gulseren, D.B.** (2024). Discrimination against women in the workplace: Review and recommendations for more inclusive organizations. *International Journal of Employment Studies*, 32(1), 72–108. doi.org/10.3316/informit.T2024043000024590141429955
4. Mercer†, M., & **Gulseren, D.B.** (2023). When negative feedback harms: A systematic review of the unintended consequences of negative feedback on psychological, attitudinal, and behavioral responses. *Studies in Higher Education*, 1-15. doi.org/10.1080/03075079.2023.2248490
5. Lyubykh, Z. & **Gulseren, D.B.** (2023, May 31). How to take better breaks at work, according to research. *Harvard Business Review*. <https://hbr.org/2023/05/how-to-take-better-breaks-at-work-according-to-research>
 - Adapted version of this article included in two Harvard Business Review books: *Overcoming Overwork*, HBR Women at Work series (2024, August) and *Boundaries, Priorities, and Finding Work-Life Balance*, HBR Work Smart series (2024, May).
6. Harlos, K., **Gulseren, D.B.**, 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*, 1-10. doi.org/10.3389/fcomm.2023.1176846
7. 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.

8. Deng, C., **Gulseren, D.B.**, Isola, C., Grocutt, K., & Turner, N. (2022). Transformational leadership effectiveness: An evidence-based primer. *Human Resource Development International*, 1-17. doi.org/10.1080/13678868.2022.2135938
 - Media Mention: 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>
9. **Gulseren, D.B.** (2022). Physical hazards, musculoskeletal pain, and job control: Multilevel results from the European Social Survey. *Safety Science*, 156, 105901. doi.org/10.1016/j.ssci.2022.105901
10. **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. doi.org/10.1016/j.orgdyn.2022.100926
 - Media Invitation: This working life. Australian Broadcasting Corporation (by Lisa Leong and Zoe Ferguson). <https://www.abc.net.au/listen/programs/this-working-life/part-two-chronic-pain/103544976>
11. 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. doi.org/10.1037/ocp0000337
 - Media Mention: How to take proper breaks from work. The Economist. <https://www.economist.com/business/2024/08/15/how-to-take-proper-breaks-from-work>
 - Media Mention: How just a 10-minute work break could improve your mental and physical health. CBC (by Isabelle Gallant) <https://www.cbc.ca/radio/whitecoat/10-minute-work-break-1.6987596>
 - Media Mention: 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>
 - Media Mention: 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>
12. Deng, C., **Gulseren, D.B.**, & Turner, N. (2022). How to match mentors and mentees: Advice from the best research available. *Leadership and Organization Development Journal*, 43(3), 386-403. doi.org/10.1108/LODJ-01-2021-0032
13. Lyubykh, Z., **Gulseren, D.B.**, Turner, N., Barling, J., & Seifert, M. (2022). Shared transformational leadership and safety behaviors of employees, leaders, and teams: A multilevel investigation. *Journal of Occupational and Organizational Psychology*, 95(2), 431-458. doi.org/10.1111/joop.12381
 - Recognized as a top cited article by Wiley in 2022-2023

- Media mention: 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>
14. **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. doi.org/10.1080/24740527.2021.2010023
15. Grocutt, A., **Gulseren, D.B.**, Weatherhead, J.G., & Turner, N. (2022). Can mentoring programs develop leadership?. *Human Resources Development International*, 25(4), 404-414. doi.org/10.1080/13678868.2020.1850090
16. **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>
- Media Mention: Chronic pain at work. *Strictly Business Show* (Host: Lamar Gray). Berkeley, CA, USA. <https://www.strictlybizshow.com/>
 - Media Mention: 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>
17. **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. doi.org/10.5840/jbee2021182
18. **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. doi.org/10.3316/informit.020546499734112
19. **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. doi.org/10.1002/cjas.1640
- Recognized as a top downloaded article by Wiley in 2021-2022
20. **Gulseren, D.B.**, Lyubykh, Z., & Turner, N. (2021). Reimagining safety behaviors in light of COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 214-216. doi.org/10.1017/iop.2021.45
21. Koc, Y., **Gulseren, D.B.**, & Lyubykh, Z. (2021). Masculinity contest culture and organizational citizenship behaviors. *Journal of Experimental Psychology: Applied*, 27(2), 408-416. doi.org/10.1037/xap0000351

22. **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. doi.org/10.1007/s41542-020-00078-x
23. **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.
24. **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. doi.org/10.1080/15555240.2019.1568253
25. 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.
26. Kagitcibasi, C., & **Biricik, D.** (2011). Generational gains on the Draw-a-Person IQ scores: A three-decade comparison from Turkey. *Intelligence*, 39, 351-356. doi.org/10.1016/j.intell.2011.06.001

Manuscripts under Review & Advanced Review

1. Lyubych, Z. & **Gulseren, D.B.** (proposal revised and resubmitted). Substances at work and beyond: An integrative review of employee and organizational perspectives. *Academy of Management Annals*.
2. Mercer, M.[†], Sharifi, T.[†], & **Gulseren, D.B.** (under review). damned if you do, damned if you don't: Exploring how women's disclosure of endometriosis impacts their authenticity in the workplace. *Journal of Organizational Behavior*.
3. **Gulseren, D.B.**, Kelloway, E.K., & Turner, N. (under review). Employee rejection triggers abusive supervision. *Journal of Organizational Behavior*.
4. **Gulseren, D.B.**, Sayin, F.K., Turner, N., & Kelloway, E.K. (revised and resubmitted). Transformational leadership and chronic pain at work: Psychological and behavioral mechanisms of pain interference reduction. *Journal of Business and Psychology*.
5. **Gulseren, D.B.**, Arman, G., Asyali, A.[†], Gur, C.[†], Aksu, A.[†], & Baylar, B.[†] (under review). Contextual factors impacting different stages of voluntary occupational change: The case of knowledge workers in Turkey. *Applied Psychology: An International Review*.
6. Lyubych, Z., **Gulseren, D.B.**, & Mercer, M.[†] (under review). A meta-analysis of antecedents and outcomes of paradoxical leadership. *Journal of Leadership and Organizational Studies*.

7. Deng, C. †, **Gulseren, D.B.**, & Turner, N. (invited for revision & resubmission). “Microdose” leadership development programs work: A case study of the ‘learning with leaders’ program. *Active Learning in Higher Education*.
8. **Gulseren, D.B.** (under review). Supporting employees with chronic pain: a pain-focused transformational leadership intervention. *Journal of Occupational Health Psychology*.

Book Chapters and Encyclopedia Entries

1. Mizuki, I., Khan, Z., & **Gulseren, D. B.** (2005). Artificial intelligence and disability inclusion in human resource management. In C. Van Slyke & K. Lukaszewski (Eds.), *Research in Human Resource Management* (pp. xx-xx). Information Age Publishing.
2. **Gulseren, D.B.** & Kelloway, E.K. (in press). 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.
3. **Gulseren, D.B.** & Kelloway, E.K. (in press). Multilevel analyses. In P. Brough (Ed.), *Research Methods for Applied Psychologists: Design, Analysis and Reporting*. New York, NY: Routledge Publishing Co.
 - Invited to update for the second edition of the book.
4. Lyubykh, Z., & **Gulseren, D.B.** (2024). How to take better breaks at work, according to research. In *Work Smart: Boundaries, Priorities, and Finding Work-Life Balance* (pp. xx). Harvard Business Review Press.
Selected to be included in the upcoming HBR book.
5. **Gulseren, D.B.** & Lyubykh, Z. (2023). Leadership interventions to foster mental health and work well-being. In A. Day & C. Cooper (Eds.), *Mental Health at Work*. Oxon, UK: Routledge.
6. 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.
doi.org/10.4324/9780429326585-16
7. **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. doi.org/10.4337/9781788113427.00018
8. 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.
doi.org/10.4337/9781788118095.00027

9. **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. doi.org/10.1007/978-3-319-28099-8_483-1
10. **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. doi.org/10.1007/978-3-319-69891-5_96-1
11. **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. doi.org/10.1007/978-3-319-69891-5_110-1
12. **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. doi.org/10.4324/9781315517971-25

Refereed Conference Presentations

1. **Gulseren, D.B.**, Lyubykh, Z., Wang, L., & Kelloway, E.K. (2025). Assessing inconsistent leadership: developing and validating a new scale. European Association for Work and Organizational Psychology, Leadership small group meeting, Reims, France.
2. **Gulseren, D.B.**, Lyubykh, Z., Wang, L., & Kelloway, E.K. (2025). Inconsistent Leadership: Scale Development and Validation. In J. Völker & J. Iser-Potempa (Co-chairs), *Interpersonal Interactions and Employee Well-Being: Exploring Coworker, Leader, and Follower Roles*. Symposium presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
3. **Gulseren, D.B.**, von Bonsdorff, M., Yestrepky, J., Piszczek, M. (2025). Alignment of CSR Efforts on Employees' Social Cohesion. In J. Yestrepky (Chair), *New Directions in Micro-CSR: How Employees Sensemake, Sell, and React to CSR*. Symposium presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
4. Vuong, T., **Gulseren, D.B.**, & Turner, N. (2025). The rise and fall of pseudo-transformational leadership: revisiting its relevance in leadership theory. Paper presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
5. **Gulseren, D.B.** (2025). Pain-focused transformational leadership intervention. Paper presented at the Western Academy of Management Conference, Kelowna, Canada.
6. Lyubykh, Z., & **Gulseren, D.B.** (2025, March). An Integrative Review of Substances in the Workplace. Paper presented at the Western Academy of Management Conference, Kelowna, Canada.

7. **Gulseren, D.B.** (2025). Transformational leadership intervention for chronic pain. In E. Zur & L. Liang (Co-Chairs), *Leadership and well-being*. Symposium presented at the Annual Convention of the Canadian Psychological Association, St. John's, Canada.
8. Mercer, M., Sharifi, T., **Gulseren, D.B.** (2025). Unmasking the Silent Struggle: Exploring How Women's Disclosure of Endometriosis Impacts Their Authenticity in the Workplace. Poster presented at the Annual Convention of the Canadian Psychological Association, St. John's, Canada.
9. **Gulseren, D.B.**, Lyubykh, Z., Wang, L., & Kelloway, E.K. (2025). Assessing inconsistent leadership: developing and validating a new scale. In E.K. Kelloway (Chair), *Leadership and health*. Symposium presented at the Annual Convention of the Canadian Psychological Association, Ottawa, Canada.
10. **Gulseren, D.B.**, Lyubykh, Z., Wang, L., & Kelloway, E.K. (2025). Assessing inconsistent leadership: developing and validating a new scale. In E.K. Kelloway (Chair), *Leadership and health*. Symposium presented at the Annual Convention of the Canadian Psychological Association, Ottawa, Canada.
11. **Gulseren, D.B.**, Lyubykh, Z., Wang, L., & Kelloway, E.K. (2024). Assessing inconsistent leadership: developing and validating a new scale. In E.K. Kelloway (Chair), *Leadership and health*. Symposium presented at the Annual Convention of the Canadian Psychological Association, Ottawa, Canada.
12. **Gulseren, D.B.**, Lyubykh, Z., Wang, L., & Kelloway, E.K. (2024). Inconsistent leadership: Scale development and validation. Poster presented at the European Association for Occupational Health Psychology Conference, Granada, Andalusia, Spain.
13. **Gulseren, D.B.**, Arman, G., Asyali, A.N., Gur, S.C., Aksu, A. & Baylar, B. (2024). Contextual factors impacting different stages of voluntary occupational change: The case of knowledge workers in Turkey. Careers Division Community Conference of Academy of Management, Amsterdam, the Netherlands.
14. **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 the 83th Annual Meeting of the Academy of Management, Boston, USA.
15. 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 83th Annual Meeting of the Academy of Management, Boston, USA.
16. **Gulseren, D.B.** (2023). Conducting research with impact. Panel presented at the Annual Convention of the Canadian Psychological Association, Toronto, Canada.

17. 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.
18. 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.
19. 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.
20. **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.
21. 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.
22. 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*.
23. **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.
24. 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.
25. 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.
26. Cregan, B. & **Gulseren, D.B.** (2019). Workplace bullying, mental health, and unhealthy habits. Poster presented at *BRIC NS, Primary Healthcare Research Day*, Halifax, Canada.

27. **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.
28. 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.
29. **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.
30. **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.
31. **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.
32. **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.
33. **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.
34. **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.
35. 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.
36. 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.
37. **Biricik, D.** (2012). Career-shifters: key factors in voluntary career change process. Presented at the *International Congress of Psychology*, Cape Town, South Africa.
38. 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.

39. **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.
40. **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.

Organized Symposia

1. **Gulseren, D.B.**, & Samosh, D. (2023), *Theoretical and empirical advancements in research on disability and leadership*. Symposium presented at the Academy of Management Meeting, Boston, USA.
2. **Gulseren, D.B.** (2020). *Emerging ideas in Industrial/Organizational Psychology*. Symposium organized for the Annual Convention of the Canadian Psychological Association, online event.
3. **Gulseren, D.B.** (2019). *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.

HONORS & AWARDS

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| 2024 | CSIOP Outstanding Early Career Researcher Award |
| | <ul style="list-style-type: none"> • Media Invitation: Practice makes perfect (host: Michael Vodiano) https://www.linkedin.com/events/makinganimpactinorganizationalp7150868181639680000/comments/ |
| 2023 | Graduate Student Mentoring Award (Nomination) |
| 2023 | CPA President's New Researcher Award (Nomination) |
| 2022 | Governor General's Medal (Nomination) |
| 2021 | CPA, Certificate of Academic Excellence for PhD Dissertation |
| 2018 | Canadian Education and Research Institute for Counselling
Graduate Student Research Award (\$1,000) |

PUBLIC OUTREACH AND INVITED TALKS

1. **Gulseren, D.B.** (2024). The truth about mental health at work. Wellbeing at Work Summit, Canada.
2. **Gulseren, D.B.** (2024). Inconsistent leadership: Measurement and consequences. Social Psychology Seminar Series, Department of Psychology, York University.
3. **Gulseren, D.B.** (2024). Mental health in the workplace: Thriving, not just surviving. Scholar's Hub, York University.

4. **Gulseren, D.B.** (2024). Caring for caregivers: Practical strategies for understanding and managing chronic pain at work. Canadian Association for Mental Health, Vancouver, BC, Canada.
5. **Gulseren, D.B.** (2024). Case study: Creating health and safety focussed training for leaders in your organization. Learning and Development Summit Canada.
6. **Gulseren, D.B.** (2023). Chronic pain in the workplace: The role of transformational leadership. Manchester Alliance Business School, Manchester, UK.
7. **Gulseren, D.B.** (2023). Working through pain: How can leaders offer help? Institute of Work and Health, Toronto, ON, Canada.
8. **Gulseren, D.B.** (2023). Working through pain: How can we address chronic pain at work? Work Wellness Institute, BC, Canada.
9. **Gulseren, D.B.** (2023). Subordinate rejection triggers abusive Supervision. Employment Relations Unit, Queen's University, ON, Canada.
10. **Gulseren, D.B.** (2022). Working in pain: Important themes and potential solutions. Future of Work Institute, Curtin University, Perth, Australia.
11. **Gulseren, D.B.** (2022). PhD to faculty transitions. Kelloway Lab. Saint Mary's University, Halifax, NS, Canada.
12. **Gulseren, D.B.** (2022). Chronic pain in the workplace. Public Webinar. Lin Health Solutions, US.
13. Chowhan, J. & **Gulseren, D.B.** (2021). Preparing manuscripts for submission to academic journals. PhD Program Professional Development Series, School of Human Resources Management, York University, ON, Canada.
14. **Gulseren, D.B.** (2021). Chronic pain in the workplace. Health Psychology Graduate Diploma Program Seminar Series. Department of Psychology, York University, ON, Canada.
15. **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.
16. **Gulseren, D.B.** (2021). How to lead employees with chronic pain. Annual Celebration. Canadian Centre for Advanced Leadership in Business, AB, Canada.
17. **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.

18. **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.
19. **Gulseren, D.B.** (2021). Developing leaders: An evidence-based approach. Bank of Montreal Mentor Connection, AB, Canada.
20. **Gulseren, D.B.** (2020). Health and leadership in organizations: A focus on chronic pain. Department of Psychology, University of Auckland, NZ.
21. **Gulseren, D.B.** (2020). Leadership and health: Past, present, and future. Organizational Psychology Group, Birkbeck University, UK.
22. **Gulseren, D.B.** (2020). The role of leadership preventing chronic pain disability. The Centre for Research on Work Disability Policy, ON, Canada. Watch here
23. **Gulseren, D.B.** (2020). If I only had 15 minutes, what would I say about leadership? Bank of Montreal Mentor Connection, AB, Canada.
24. **Gulseren, D.B.** (2019). Masculinity contest culture and abusive supervision. Occupational Health Psychology Summer Institute. CN Centre of Occupational Health and Safety.
25. **Gulseren, D.B.** (2019). Reducing employee stress using the RIGHT way of leadership. BRIC NS Foundation Speaker Series, NS, Canada.
26. **Gulseren, D.B.** (2019). I am the boss here: Contextual antecedents of abusive supervision. Mount Allison University, NB, Canada.
27. **Gulseren, D.B.** (2019). Why do university experience students' career regret? Career Services. Saint Mary's University, NS, Canada.
28. **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.B.**, & 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.B.**, McLeod, C., Wong, J. (2017). *Heightened attention training (HAT)*. Prepared for Lindsay Construction.
7. Aycan, 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. Mercer, M., Sharifi, T., & **Gulseren, D.B.** (2024). Endometriosis and leadership attainment: navigating challenges and solutions. *Psynopsis*.
2. Psychology Today Column – Workplace Health and Wellness - <https://www.psychologytoday.com/ca/contributors/duygu-biricik-gulseren-phd>

Media Interviews

1. Is ‘quiet thriving’ the solution to burnout? Experts weigh in. Globe and Mail (by Rebecca Gao) <https://www.theglobeandmail.com/life/article-is-quiet-thriving-the-solution-to-burnout-experts-weigh-in/>
2. Rapid work force change is increasing workload. Managers should ask ‘what do we need to subtract?’. Globe and Mail (by Nicole Edwards) <https://www.theglobeandmail.com/business/careers/article-rapid-work-force-change-is-increasing-workload-managers-should-ask/>
3. Return to Work Obligations. HR Reporter (by Laura Johnson) <https://www.hrreporter.com/focus-areas/compensation-and-benefits/employers-lose-out-on-3-valuable-employee-segments-with-rto-mandates-survey/383862>
4. Wellbeing: Focusing on the work, not just the worker. HR Reporter (by Sarah Dobson) <https://www.hrreporter.com/focus-areas/compensation-and-benefits/wellbeing-focusing-on-the-work-not-just-the-worker/382918>
5. Returning to Office after Covid. 770 CHQR Radio in Calgary (Host: Dave McIvor).
6. How men are complicit in making women feel unsafe and what can be done about it. The Canterbury Hub (by Lillian Ogunfuwa). <https://thecanterburyhub.co.uk/snowball/how-men-are-complicit-in-making-women-feel-unsafe-and-what-can-be-done-about-it/>
7. 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>

TEACHING EXPERIENCE

York University, School of Human Resource Management

- Teaching, Learning, & Pedagogical Processes (Doctorate)
- Staffing (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
- HALO Lab. (Health And Leadership in Organizations) - <https://twitter.com/HALOLabCA>

Curriculum Development

- Thriving at Work – Course proposal submitted for review on behalf of the School of HRM

STUDENT SUPERVISION

External Examination for Graduate Defences

2024 Ian Goulding (MSc. in Applied Psychology, Saint Mary's University)

Student Supervision & Dissertation Committees

Supervision

2025 Zoya (York University, HRM, PhD)

2022 Shawn Matadeen (York University, HRM, Master's MRP)

Committee Membership

On going Natalia Vukic (York University, HRM, PhD)

	Rachna Dewan (York University, HRM, PhD)
	Guler Kizilenis Ulusman (York University, HRM, PhD)
	Minoo Selseleh (York University, HRM, PhD)
	Vanessa Myers (Saint Mary's University, I/O Psychology, PhD)
2021-2024	Daniela Petrovski (York University, HRM, PhD)

SERVICE

Service to the School or University

University Level Service - York University

2022 – 2024	Joint Occupational Health & Safety Committee Member
2024	Hiring Committee for the Assistant and Associate Professors, School of Sports Management – Member
2024	Hiring Committee for the Tier 1 Canada Research Chair in Technology, Society and Disability, Department of Sociology and Connected Minds Initiative – Member

School Level Service - School of Human Resource Management

2024 – present	Graduate Programs Steering Committee – Member
2024 – present	PhD Comprehensive Exams Committee – Member
2023 – present	Monica Belcourt HR Talks – Organizer
2022 – 2023	SHRM Research Seminars (Kelloway, Connelly) – Volunteer organizer
2021 – present	Tenure & Promotion (Adjudication Committee)
2023 – 2024	File Preparation Committee (Dr. Jelena Zikic's promotion) – Member
Fall 2022	Research Release Program (Adjudication Committee) – Member
2022, 2024	PhD & Master's Programs Selection Committee – Member
Winter 2022	Hiring Committee for the School of HRM – Member

Service to the Profession

Leadership

2024 – Present	Chair, Canadian Society for Industrial/Organizational Psychology
2023 – 2024	Chair-elect, Canadian Society for Industrial/Organizational Psychology
2024	Chair, Academy of Management, Organizational Behavior Division, Best Paper with Practical Implications Committee

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 Roles

2024 – Present	Journal of Managerial Psychology (Guest Co-editor, SI: Evidence-based Mental Health in the Workplace)
2023 – Present	Human Resource Management (US) (Editorial board member)
2023 – Present	Journal of Business and Psychology (Editorial board member)
2023 – Present	International Journal of Stress Management (Editorial board member)
2023 – Present	Journal of Experimental Psychology: Applied (Editorial board member)

Ad-hoc Reviewing for Journals and Conferences

Reviewing for Academic Journals

Academy of Management Review
 Human Relations
 Journal of Business Research
 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 Business Ethics Education
 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

OTHER PROFESSIONAL ACTIVITIES

Professional Training

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
- Canadian Psychological Association – CSIOP Division