

VITA

DUYGU BIRICIK GULSEREN

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Contact Information

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Citizenship

Canada, Turkey

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 student collaborators.

Peer-Reviewed Papers

1. Deng, C., Gulseren, D., & Turner, N. (2022). How to match mentors and mentees: advice from the best research available. *Leadership and Organization Development Journal*.
2. Lyubykh, Z., Gulseren, D.B., Turner, N., Barling, J., Seifert, M. (2022). Shared transformational leadership and safety performance. *Journal of Occupational and Organizational Psychology*.
3. Gulseren, D.B. (2022). Chronic pain and disability in organizations: it's time to pay attention to work and workers. *Canadian Journal of Pain*.
4. 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, 1-20.
5. 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.
6. 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.
7. 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.
8. Koc, Y., Gulseren, D.B., & Lyubykh, Z. (2021). Masculinity contest culture and organizational citizenship behaviors. *Journal of Experimental Psychology: Applied*, 27(2), 408-416.
9. 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.
10. Grocutt, A., Gulseren, D.B., Weatherhead, J.G., & Turner, N. (2020). Can mentoring programs develop leadership?. *Human Resources Development International*. <http://dx.doi.org/10.1080/13678868.2020.1850090>.
11. 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.

12. 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.
13. Kagıtcıbası, 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.
14. Kagıtcıbası, C. & Biricik, D. (2011) Generational gains on the Draw-a-Person IQ scores: A three decade comparison from Turkey, *Intelligence*, 39, 351-356.

Manuscripts under Review & Advanced Review

1. Gulseren, D.B., Sayin, F.K., Kelloway, E.K., & Turner, N. (2nd round revised & resubmitted). Chronic pain and disability. ABDC list: A level journal. Paper and journal names are removed to protect the review process.
2. Lyubykh, Z., Gulseren, D.B., Premji, Z., Wingate, T., Deng, C., & Turner, N., (revised & resubmitted). Work breaks. ABDC list: A level journal. Paper and journal names are removed to protect the review process.
3. Gulseren, D.B. (invited for revision & resubmission). The role of job control in buffering the association between physical hazards and musculoskeletal pain: a multilevel study. ABDC list: A level journal. Journal name is removed to protect the review process. (pre-print available at <https://ssrn.com/author=5137224>).

Book Chapters and Encyclopedia Entries

1. 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.
2. 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.
3. 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.
4. 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.

5. 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
6. 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
7. 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
8. 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., 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*. Accepted at the Annual Society for Industrial and Organizational Psychology Conference, Seattle, Washington.
2. Kizilenis Ulusman, G.*, & Gulseren, D.B. (2022). The Role of Feedback in Abusive Supervision. In R. Jones-Chick (Chair), *CSIOP Graduate Student Symposium*. Accepted at the Canadian Psychological Association Annual Convention, Calgary, Canada.
3. Lyubykh, Z., Gulseren, D.B., Turner, N., Barling, J., & Seifert, M. (2021). Shared transformational leadership and safety performance. Presented at 2021 Academy of Management General Meeting.
4. 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.
5. Gulseren, D.B. (2020). *CSIOP Graduate Student Symposium: Emerging ideas in Industrial/Organizational Psychology*. Symposia organized for the Annual Convention of the Canadian Psychological Association, online event.
6. 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.

7. Lyubykh, Z., Gulseren, D.B., & Turner, N. (2019). Shared transformational leadership and employee safety: The moderating role of perceived organizational support. Poster presented at the 13th Work, Stress, and Health conference, Philadelphia, PA.
8. Cregan, B. & Gulseren, D.B. (2019). Workplace bullying, mental health, and unhealthy habits. Poster presented at BRIC NS, Primary Healthcare Research Day. Halifax, Canada.
9. 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. To be presented at the Annual Convention of the Canadian Psychological Association, Halifax, Canada.
10. Gulseren, D.B. (2019). CSIOP Graduate Student Symposium: The Role of Psychology in Assessing and Managing Employees. Symposia organized for the Annual Convention of the Canadian Psychological Association, Halifax, Canada.
11. 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. To be presented at the European Association for Work and Organizational Psychology Annual Convention, Turin, Italy.
12. 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.
13. Gulseren, D.B. (2019). Panelist. In K. Bielenko (Chair). The naked truth: Getting into graduate school. Panel at the Association for Psychological Science Annual Convention, Washington, DC.
14. 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.
15. Gulseren, D.B. & Kelloway, E.K. (2018). The effect of work-family conflict and work-family enhancement on turnover intentions. International Congress of Applied Psychology, Montreal, Canada.
16. 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.
17. Gulseren, D.B. & Kelloway, E.K. (2017). Employees with chronic pain: results from a Canadian national survey. Work, Stress and Health. Minneapolis, USA.
18. 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.

19. Baskurt Erarslan, B. & Biricik, D. (2013). Companies go 'Glocal': A case study in Turkey. Academy of International Business Annual Meeting. Istanbul, Turkey.
20. Biricik, D. (2012). Career-shifters: key factors in voluntary career change process. International Congress of Psychology. Cape Town, South Africa.
21. Baskurt Erarslan, B. & Biricik, D. (2012). Taking the best of both worlds: turkey from a yin yang perspective. Yin Yang: A New Perspective on Culture Conference. Stockholm, Sweden.
22. 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.
23. 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. & Chowhan, J. (2021)¹. Preparing manuscripts for submission at academic journals. PhD Program Professional Development Series, School of Human Resources Management, York University, ON, Canada.
2. Gulseren, D.B. (2021). Chronic Pain in the Workplace. Health Psychology Graduate Diploma Program Seminar Series. Department of Psychology, York University, ON, Canada.
3. 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
4. Gulseren, D.B. (2021). How to lead employees with chronic pain. Annual Celebration. Canadian Centre for Advanced Leadership in Business, AB, Canada.
5. 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.
6. 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.

¹ Equal contributions.

7. Gulseren, D.B. (2021). Developing leaders: An evidence-based approach. Bank of Montreal Mentor Connection, AB, Canada.
8. Gulseren, D.B. (2020). Health and leadership in organizations: A focus on chronic pain. Department of Psychology, University of Auckland, NZ.
9. Gulseren, D.B. (2020). Leadership and health: Past, present, and future. Organizational Psychology Group, Birkbeck University, UK.
10. 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=e3ophjrQiQg&t=2s>
11. Gulseren, D.B. (2020). If I only had 15 minutes, what would I say about leadership?. Bank of Montreal Mentor Connection, AB, Canada.
12. Gulseren, D.B. (2019). Masculinity contest culture and abusive supervision. Occupational Health Psychology Summer Institute. CN Centre of Occupational Health and Safety.
13. Gulseren, D.B. (2019). Reducing employee stress using the RIGHT way of leadership. BRIC NS Foundation Speaker Series, NS, Canada.
14. Gulseren, D.B. (2019). I am the boss here: Contextual antecedents of abusive supervision. Mount Allison University, NB, Canada.
15. Gulseren, D.B. (2019). Why do university experience students' career regret? Career Services. Saint Mary's University, NS, Canada.
16. 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. (in preparation). 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. 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. Aycan, Z., Biricik, D., Ikizer, E. G., Kilic, B., Karataylioglu, I., Soyly, N., & Tuncer, E. (2012). Successful school-industry collaborations in vocational education: what works and why. Prepared for Education Reform Initiative.

Popular Media Articles

1. 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>
2. Gulseren, D.B. (2020) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(04).
3. Gulseren, D.B. (2020) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(03).
4. Gulseren, D.B. (2019). *Preventing career regret among university students*. CareerWise. https://careerwise.ceric.ca/2019/11/13/preventing-career-regret-among-university-students/#.YT_x1p1KiuU
5. Gulseren, D.B. (2019) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(02).
6. Gulseren, D.B. (2018) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(01).
7. Gulseren, D.B. (2018) Student update. *The Canadian Industrial and Organizational Psychologist*. 35(04).
8. Gulseren, D.B., Thibault, T., Smibert, D. & Cregan, B. (2018). Seminal works of industrial and organizational psychology. *The Canadian Industrial and Organizational Psychologist*. 35(03).
9. Gulseren, D.B. (2016). Who does technology threaten in the first place? Society for Canadian Industrial and Organizational Psychology. <http://csiop-scpio.ca/academics-blog/2017/04/11/who-does-technology-threaten-in-the-first-place/>

Media Appearance

1. 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>
2. 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>

3. Chronic pain at work. Strictly Business Show (Host: Lamar Gray). Berkeley, CA, USA. <https://www.strictlybizshow.com/>
4. 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

2022	Minor Research Grant, York University (\$5,000)
2022	Dean Award for Research Excellence – Zanta Yee Fong (\$5,000)
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

2021 – 2022	Occupational Health & Safety (Online, Asynchronous)
2022 – 2022	Recruitment, Selection, and Performance Appraisal (Online, Asynchronous)

Haskayne School of Business, Organizational Behaviour & Human Resource Management

Spring 2021	Organizational Behaviour (Online, Synchronous)
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Saint Mary’s University, Psychology

Winter 2019	Industrial and Organizational Psychology
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Summer 2018	Organizational Development Industrial and Organizational Psychology Psychological Statistics (Lab. Sessions)
Fall 2018	Occupational Health Psychology
Fall 2017	Occupational Health Psychology

Sobey School of Business, Management

Fall 2016	Staffing & Selection
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Invited Guest Lecturing

Winter 2021	Haskayne School of Business	Organizational Behaviour (Online)
Winter 2021	Sobey School of Business	Organizational Behaviour (Online)

Student Supervision & Dissertation Committees

York University, School of Human Resource Management

2021 – 2023	PhD Dissertation Committee Member, Daniela Petrovski
2021 – 2022	PhD Seminar Supervisor, Guler Kizilenis Ulusman
2021 – 2022	MHRM Major Research Project Supervisor, Shawn Metadeen

Service

Service to the School or University

York University, School of Human Resource Management

Winter 2022	Tenure & Promotion (Adjudication Committee) Ad-hoc Member
Winter 2022	PhD Selection Committee Member
Winter 2022	Hiring Committee Member
Fall 2021	Tenure & Promotion (Adjudication Committee) Ad-hoc Member

Service to the Profession

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

Ad-hoc Reviewing for Journals and Conferences

Reviewing for Academic Journals

Academy of Management Review
 Human Relations
 Group & Organization Management
 Transactions on Engineering Management
 Safety Science
 Canadian Journal of Administrative Sciences (2 times)
 International Journal of Selection and Assessment
 Canadian Journal of Behavioural Science (2 times)
 Occupational Health Science
 International Journal of Workplace Health Management
 Canadian Journal of Pain

Reviewing for Tri-Council and Other Agencies

SSHRC – Insight Grant (Assessor)
 Mitacs – Accelerate (Reviewer)

Reviewing for Academic Conferences

Academy of Management Meetings (2 times)
 Administrative Sciences Association of Canada Conference (2 times)

Professional Development

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