

GAMZE ARMAN

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EDUCATION

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

ACADEMIC POSITIONS

Present:

MEF University (Faculty member since Fall'16)
Faculty of Economics, Administrative and Social Sciences
Psychology & Business Administration Departments (*Interdepartmental appointment*)

Former appointments:

Koc University (Part-time instructor, Spring'16)
Yeditepe University (Part-time instructor, Fall'13 – Fall'14)
Dogus University (Part-time instructor, Spring'13)
Bahcesehir University (Part-time instructor, Fall'12 – Summer'14)
DePaul University (Teaching and Research Assistant, Sep'08 – May'12)
Koc University (Teaching and Research Assistant, Sep'05 – Sep'07)

RESEARCH INTERESTS

- Teams
- Perception of abusive supervision
- Attitudes toward expatriates
- Attitudes toward occupational health and safety
- Identity and self concept in the workplace

PUBLICATIONS

Peer Reviewed:

- Towler, A.J., **Arman, G.**, Quesnell, T., & Hofmann, L. (2014). How charismatic trainers inspire others to learn through positive affect. *Computers in Human Behavior*, 32, 221 – 228. (IF: 2.3)
- Arman, G.**, & Aycan, Z. (2013). Host country nationals' attitudes toward expatriates: Development of a measure. *The International Journal of Human Resource Management*, 24, 2927 – 2947. (IF: 0.9)
- Arman, G.**, & Adair, C.K. (2012). Cross-cultural differences in perception of time: Implications for multinational teams. *European Journal of Work and Organizational Psychology*, 21, 657 – 680. (IF: 2.5)

Other:

Towler, A.J., & **Arman, G.** (2013). Trainer communication style and training outcomes. In M. Paludi (Ed.), *Psychology for business success* (Vol. 3, pp. 103 - 114). Santa Barbara, CA : Praeger

Arman, G. (2009). Repatriation adjustment: Literature review. *Journal of European Psychology Students*,1, doi: 10.5334/jeps.af

CONFERENCE PRESENTATIONS

Arman, G. (2016, September). *The impact of gender on perception and consequences of leadership*. Panel at the 19th National Congress of Psychology, Izmir, Turkey.

Arman, G., Hofmann, L., & Towler, A.J. (2013, June). *Perception of abusive supervision and helping the victim: Effects of observers' gender and cultural orientations*. Oral presentation at the 13th Conference of European Academy of Management, Istanbul, Turkey.

Bell, S. T., Mann, K.E., Marentette, B.J., Adair, C.K., Fisher, D., & **Arman, G.** (2013, May). *Assertiveness and concern as predictors of shared mental models and team performance*. Poster presentation at the 25th Annual Meeting of the Association for Psychological Science, Washington, D.C., USA.

Adair, C.K., & **Arman, G.** (2012, April). *Cross-cultural differences in perception of time: Implications for multinational teams*. Poster presentation at the 27th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.

Arman, G., Quesnell, T., Hofmann, L., & Towler, A.J. (2012, April). *How charismatic trainers inspire others to learn through positive affectivity*. Poster presentation at the 27th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.

Bell, S.B., Marentette, B.J., Adair, C.K., Fisher, D., **Arman, G.,** & Mann, K.E. (2012, April). *Keeping tabs on teammates: Reliance, team processes, and team performance*. Oral presentation at the 27th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.

Adair, C.K., **Arman, G.,** Quesnell, T., Marentette, B.J., Fisher, D., Mann, K.E., & Bell, S.T. (2012, April). *Team-level personality and its relationship with team processes*. Poster presentation at the 27th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, USA.

Arman, G., & Hofmann, L. (2011, March). *Perception of abusive supervision: Effects of observer's sex*. Poster presentation at the 32nd Industrial - Organizational Psychology & Organizational Behavior Conference, San Diego, CA, USA.

Arman, G., & Aycan, Z. (2010, June). *Attitudes of host-country nationals toward expatriates: Development and validity of a new measure*. Oral presentation at the 12th Conference of the International Society for the Study of Work and Organizational Values, Lisbon, Portugal.

Arman, G., & Okay, B. (2007, May). *Through the glass ceiling: Do women executives lend a hand to their female subordinates?* Poster presentation at the 13th Congress of European Association of Work and Organizational Psychology, Stockholm, Sweden.

TEACHING EXPERIENCE

Classes Taught:

- Introduction to Industrial/Organizational Psychology
- Selected Topics in Industrial/Organizational Psychology
- Gender Issues in Organizations
- Psychological Measurement
- Essentials of Psychology

Teaching Assistance:

(DePaul University)

- Psychology and Social Justice
- Statistics I & II
- Introduction to Psychology
- Quantitative Reasoning and Technological Literacy

(Koc University)

- Introduction to Psychology
- Research Methods
- Social Psychology

GUEST LECTURES & SEMINARS

- Guest speaker, "Being a Woman in Business" (February 16th, 2016): Koc University Psychology Club
- Guest lecturer, Industrial/Organizational Psychology (December 3rd, 2015): "Being an I/O Psychologist in the Field", Bahcesehir University
- Guest speaker, "Understanding Working People" (March 29th, 2014): Istanbul Commerce University
- Seminar on "Attitudes toward Expatriates" (April 9th, 2013): Bahcesehir University
- Guest lecturer, Introductory Psychology (April 7th, 2011): "Introduction to Industrial/Organizational Psychology", DePaul University
- Guest lecturer, Psychology of Business and Industry (May 19th, 2009): "Stress and Worker Well-Being", DePaul University

MENTORSHIP & ADVISING

- Mentoring Lisa Hofmann as a part of "Doctoral-Undergraduate Opportunities Program" at DePaul University (May'10 – June'12)
- Advising undergraduate research assistants at DePaul University (Sep'09 – May'11)

CONSULTING

- Attitudes toward Occupational Health and Safety Practices: In-Depth Analysis at Two Factories
 - *Role:* Project lead
 - *Client:* A global manufacturing organization, Turkey (Mar'15 – June'15)
 - *Content:* Qualitative and quantitative research examining employees' perceptions and attitudes
 - *Output:* Tech report summarizing the problems and suggested solutions
- HR Practices for Blue Collar Employees
 - *Role:* Project lead
 - *Client:* A major employers' association, Turkey (July'14 – May'15)
 - *Content:* Qualitative and quantitative research examining the challenges and suggested practices
 - *Output:* Workshops delivered to HR employees
- Training Program Analysis
 - *Role:* Project team member
 - *Client:* Equity Risk Partners, Chicago, IL, USA (Mar'11 – June'11)
 - *Content:* Cross-cultural analysis of a training program prepared for brokers worldwide
 - *Output:* Tech report summarizing the strengths and weaknesses of the training program along with suggestions for improvement
- Job Satisfaction Questionnaire Development
 - *Role:* Project team member
 - *Client:* National Runaway Switchboard, Chicago, IL, USA (Mar'10 – June'10)
 - *Content:* Development of a job satisfaction questionnaire
 - *Output:* The questionnaire and the report of job satisfaction levels of employees

WORK EXPERIENCE

- Sep'14 – Oct'15 **Leading Employee Assistance Program (LEAP)**
Industrial/Organizational Psychologist (Part-Time)
- Preparation of utility reports based on client data
 - Organizational analyses
 - Development of specific training programs
 - Training the trainers
- Sep'07 – May'08 **Accenture Consulting**
Human Resources Assistant
- Organization of the recruitment and selection processes
 - Interviews
- Apr'07 – Aug'07 **Schott Glass**
Human Resources Intern
- Feb'05 – May'05 **Interium Organization**
Volunteer work during the organization of EAWOP conference in Istanbul
- Sep'04 – Nov'04 **Pirelli Tires**
Human Resources Intern
- Apr'04 – Sep'04 **Avon Cosmetics**
Human Resources Intern

PROFESSIONAL TRAININGS & WORKSHOPS

- Debt Collection Skills - Psychology of Debtors (Oct'14 - Jan'15)
Training program designed by LEAP for debt collectors and lawyers working at DenizBank
- Industrial Psychology for HR Employees (May'14 – June'14)
Taught one of the modules of a professional certification program for HR employees developed by Turkish Employers' Association of Metal Industries (MESS) and People Management Association of Turkey (PERYON)

EDITORIAL POSITIONS

- Europe's Journal of Psychology (Reviewer, Sep'09 – Sep'16)
- Journal of European Psychology Students (Reviewer, Sep'08 – Sep'16)
- Sage Open (Ad hoc reviewer)
- International Journal of Human Resource Management (Ad hoc reviewer)

MEDIA

- Report on "Repatriation Adjustment and Attitudes toward Expatriates" published in Fortune Magazine (Turkish edition) (Oct'08)
- Report on "Through the Glass Ceiling: Do Women Executives Lend a Hand to their Female Subordinates?" published in Milliyet (January 29th, 2006)

SCHOLARSHIPS

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

FUNDS

- DePaul University: Graduate Research Funding (2011; 2012; 2013; 2016)
- DePaul University: Doctoral-Undergraduate Opportunities for Scholarship (2010)
- Fulbright Commission: Opportunity Initiative Grant for Ph.D. Program Applications (2008)
- Koc University: Travel Fund for EAWOP Congress in Stockholm, Sweden (2007)

MEMBERSHIP

- Society of Industrial and Organizational Psychology
- European Academy of Management
- Turkish Association of Psychologists