

## VITA

### DUYGU BIRICIK GULSEREN

March 2021

#### Contact Information

Haskayne School of Business  
University of Calgary  
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#### Citizenship

Canada, Turkey

#### Professional Appointments

2019 – Present	<i>Haskayne School of Business, University of Calgary, Canada</i>
Jan 2020 – Present	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 – Present	Ph.D. in Industrial and Organizational Psychology <i>Saint Mary's University, Canada</i>
2015 – 2016	Open Studies in Industrial and Organizational Psychology <i>University of Calgary, 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

### *Peer-Reviewed Papers*

1. Gulseren, D.B., Thibault, T., Kelloway, E.K., Mullen, J., Teed, M., Gilbert, S., Dimoff, J. (accepted with minor revisions). R.I.G.H.T. Leadership: Scale development and validation of a psychologically healthy leadership model. *Canadian Journal of Administrative Sciences*. . (AJG 2\*)
2. Koc, Y., Gulseren, D.B., & Lyubykh, Z. (in press). Masculinity contest culture and organizational citizenship behaviors. *Journal of Experimental Psychology: Applied*. (AJG 4\*)
3. Gulseren, D.B., Lyubykh, Z., & Turner, N. (in press). Work safety behaviors and COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. (AJG 1\*)
4. Gulseren, D.B. & Kelloway, E.K. (2021). Working through the pain: the chronic pain experience of full-time employees. *Occupational Health Science*.  
<http://dx.doi.org/10.1007%2Fs41542-020-00078-x>
5. 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>. (AJG 2\*)
6. 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.
7. 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.
8. 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.
9. 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. Weinhardt, J., Dumainisil, A., Gulseren, D.B., & Turner, N. (under review). Leadership aphorisms. *Journal of Applied Psychology*.

2. Lyubykh, Z., Gulseren, D.B., Turner, N., & Barling, J. (under review). Shared transformational leadership and safety performance. *Journal of Occupational Health Psychology*.
3. Gulseren, D.B., Turner, N., & Weinhardt, J. (under review). Business ethics interventions: what works and when. *Journal of Business Ethics Education*.
4. Gulseren, D.B., Cregan, B., Thibault, T., & Catano, V. (under review). Questioning the universality of EI measures used in the employment setting: A comparison between Canada and Turkey. *International Journal of Employment Studies*.
5. Deng, C., Gulseren, D., & Turner, N. (under review). How to match mentors and mentees: advice from the best research available. *Leadership and Organizational Development Journal*.
6. Gulseren, D.B., Sayin, F.K., Turner, N., Kelloway, E.K. (under review). Learning to lead those with chronic pain: The next frontier for healthy and effective organizations. *Harvard Business Review*.

### ***Manuscripts in Preparation***

1. Weatherhead, J.G., Barling, J., & Gulseren, D.B. (in preparation). Transformational leadership and emotions. (Target journal: *Journal of Applied Psychology*).
2. Lyubykh, Z., Premji, Z., Deng, C., Gulseren, D.B., Wingate, T., Belanger, L., & Turner, N., (in preparation). Systematic review on work breaks. (Target journal: *Journal of Occupational Health Psychology*).
3. Catano, V., Kelloway, E.K., Gulseren, D.B., Day, A., Cameron, J. & Francis, L. (in preparation). The duty to accommodate psychological disorders and Canadian workplaces. (Target journal: *Canadian Psychology*).
4. Gulseren, D.B., & Kelloway, E.K. (in preparation). Work-family fit and turnover intentions. (Target journal: *Applied Psychology: An International Review*).

### ***Manuscripts under Development***

1. Gulseren, D.B., Hershcovis, S., Kelloway, E.K., & Turner, N. (under development). Stopping the cycle of abusive supervision. (Target journal: *Journal of Applied Psychology*).
2. Gulseren, D.B., Sayin, F.K., Turner, N., Kelloway, E.K. (under development). Leadership and chronic pain disability. (Target journal: *Journal of Applied Psychology*).

3. Gulseren, D.B., Turner, N., Barling, J. (under development). The genealogy of pseudo-transformational leadership. (Target journal: *Leadership Quarterly*).
4. Gulseren, D.B., Turner, N., Weatherhead, J. (under development). Evaluation of a 9-month mentoring intervention with a focus on leadership development. (Target journal: *Leadership Quarterly*).
5. Gulseren, D.B. & Turner, N. (under development). Evaluation of a student leadership development intervention. (Target journal: *Leadership Quarterly*).
6. Inness, M., Gulseren, D.B., & Turner, N. (under development). Transformational leadership and well-being outcomes: A within-person, between-jobs design. (Target journal: *Leadership Quarterly*).
7. Monzani, L., Gulseren, D.B., & Harlos, K. (under development). The heuristic model of workplace mistreatment. (Target journal: *Human Relations*).

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

1. Duval, A., Gulseren, D.B., & Kelloway, E.K. (2020). Flexibility and Invisible Disabilities. In Sarah Norgate & Cary Cooper (Eds.), *Flexible Work: Designing Our Healthier Future Lives* (pp. 168-180). Oxon, UK: Taylor Francis.
2. 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.
3. 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.
4. 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)
5. 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)
6. 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)

7. 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. (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.
2. 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.
3. 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.
4. 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.
5. Cregan, B. & Gulseren, D.B. (2019). Workplace bullying, mental health, and unhealthy habits. Poster presented at BRIC NS, Primary Healthcare Research Day. Halifax, Canada.
6. 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.
7. 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.
8. 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.
9. 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.

10. 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.
11. 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.
12. 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.
13. 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.
14. Biricik-Gulseren, D. & Kelloway, E.K. (2017). Employees with chronic pain: results from a Canadian national survey. Work, Stress and Health. Minneapolis, USA.
15. 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.
16. Baskurt Erarslan, B. & Biricik, D. (2013). Companies go 'Glocal': A case study in Turkey. Academy of International Business Annual Meeting. Istanbul, Turkey.
17. Biricik, D. (2012). Career-shifters: key factors in voluntary career change process. International Congress of Psychology. Cape Town, South Africa.
18. 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.
19. 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.
20. 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.

### ***Invited Talks and Campus Presentations***

1. Gulseren, D.B. (2021). Developing Leaders: An evidence-based approach. BMO – Haskayne Mentor Connection. Canadian Centre for Advanced Leadership in Business.

2. Gulseren, D.B. (2020). The role of leadership preventing chronic pain disability. The Centre for Research on Work Disability Policy (SSHRC).
3. Gulseren, D.B. (2020). If I only had 15 minutes, what would I say about leadership?. BMO – Haskayne Mentor Connection. Canadian Centre for Advanced Leadership in Business.
4. Gulseren, D.B. (2019). Masculinity contest culture and abusive supervision. Occupational Health Psychology Summer Institute. CN Centre of Occupational Health and Safety.
5. Gulseren, D.B. (2019). Reducing employee stress using the RIGHT way of leadership. BRIC NS Foundation – Saint Mary’s University.
6. Gulseren, D.B. (2019). I am the boss here: Contextual antecedents of abusive supervision. Mount Allison University.
7. Gulseren, D.B. (2019). Why do university experience students’ career regret? Why?. Career Services. Saint Mary’s University.
8. Gulseren, D.B. (2018). Cultural considerations in research. Inclusive by Design Research Lab. Saint Mary’s University.

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

1. Deng, C., Gulseren, D., & Turner, N. (in preparation). How do you match mentors and mentees?. Bank of Montreal Mentorship Program, Canadian Centre for Advanced Leadership in Business.
2. 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.
3. Gulseren, D.B. & Turner, N. (2019). Evidence Review of Business Ethics Interventions: what works and when?. Canadian Centre for Advanced Leadership in Business.
4. 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.
5. Smibert, D., Cregan, B., Penney, S., Thibault, T., Gulseren, D., McLeod, C., Wong, J. (2017). Heightened attention training (HAT). Prepared for Lindsay Construction.
6. 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.

### ***Mass Media Articles***

1. Gulseren, D.B. (2020) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(04).
2. Gulseren, D.B. (2020) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(03).
3. Gulseren, D.B. (2019) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(02).
4. Gulseren, D.B. (2018) Student update. *The Canadian Industrial and Organizational Psychologist*. 36(01).
5. Gulseren, D.B. (2018) Student update. *The Canadian Industrial and Organizational Psychologist*. 35(04).
6. 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).
7. 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/>

### **Grants, Awards & Scholarships**

2019 – 2021	SSHRC Graduate Student Research Stipend
2019 – 2010	Nova Scotia Health Research Foundation Scotia Scholar Award (turned down the award)
2019 – 2020	Nova Scotia Graduate Scholarship (turned down the scholarship)
2018	BRIC NS Graduate Student Research Award
2018-2019	Nova Scotia Graduate Scholarship
2018	Canadian Education and Research Institute for Counselling Graduate Student Research Award
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 Canadian Research Chair Fund Student Fellowship, Doctoral Award
2016 – 2019	Saint Mary's University FGSR Scholarship
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**

#### **Saint Mary's University, Psychology**

Winter 2019	Industrial and Organizational Psychology Organizational Development
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Summer 2018	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)

**Professional Development**

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

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

*Human Relations, Safety Science, Academy of Management Meetings, Canadian Journal of Behavioural Science, Administrative Sciences Association of Canada Conference*

**Service to Universities and Field**

2019	Occupational Health Psychology Summer Institute (SMU) – Organizing Team Member
2019	Psychology Department Chairperson Search Committee – Saint Mary's University
2018 - present	Elected Student Representative – Canadian Industrial and Organizational Psychology
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

### **Professional Memberships**

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