Proposal for 2016 NBER Research Grant: Entrepreneurship Group
Innovation districts and inclusive entrepreneurship

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Introduction

The Brookings Institute has recently ranked cities and metropolitan areas (MSA) according to income inequality. The city of Boston has the highest income inequality in the U.S. and is also ranked as the sixth highest income inequality as part of the Boston-Cambridge-Newton, MA-NH MSA. These findings points to skewed economic development and continued marginalization of particular segments of the population from the entrepreneurial ecosystem both at the city and state level. In the context of continued inequality, the City of Boston has launched a large initiative aimed at building an inclusive economy in the context of a broader state-level focus on building opportunities for all across different segments of the Commonwealth economy. Similarly, post-industrial cities across the Commonwealth have also started initiatives aimed at economic growth and revitalization through entrepreneurship. These initiatives are all similar in their aim to address inequalities stemming from housing, disparate educational attainment, workforce development and entrepreneurship. My research aims are to understand the effectiveness of these inclusion initiatives at the city-level by focusing on innovation districts in Boston and Lowell, MA. These two cities represent distinct economies, demographics, and infrastructure and provide fruitful comparisons for understanding the effectiveness of innovation districts for fostering inclusive entrepreneurship.

Theoretical Background and Study Design

Scholars examining different policies and regulations on entrepreneurship have suggested that governments can play a vital role in either accelerating or inhibiting the growth of early-stage entrepreneurs. The biggest influences for entrepreneurs in developed countries are finance and funding, human resources, and market opportunity rather than the oft-used tax incentives, regulatory tools and grants aimed at enticing businesses and supporting entrepreneurship (see also Auerswald, 2014). The different elements of an entrepreneurial ecosystem, such as investors, intermediary support organizations, and entrepreneurs, are often connected to each other through various complex and changing relationships (Bell-Masterson and Stangler, 2015). Recent research on entrepreneurial support organizations finds they have the potential to address the gender gap in entrepreneurship through recruitment and outreach activities (Watkins et al., 2015). The complexity of an ecosystem brought about the constant flux of its elements increases the difficulty in formulating policies that can support entrepreneurship (Audrestch, Grilo and Thurik, 2007; Hart, 2003; Lundstrom and Stevenson, 2006) in an inclusive fashion.

I will examine the Polito-Baker administration's state-level policy on 'Fostering a Culture of Innovation and Entrepreneurship' through sustained efforts at supporting the community innovation infrastructure by focusing on city-level efforts in Boston and Lowell, MA. The focus will be the Neighborhood Innovation Districts in Boston and the Hamilton Canal District project at Lowell. Both these initiatives serve as examples of supporting community innovation infrastructures. The proposed study will rely on theoretical insights from academic scholarship in the fields of 1) entrepreneurship, 2) diversity and organizations, and 3) economic geography. The study design will employ mixed-methods

including qualitative fieldwork, such as interviews and observations, and quantitative analyses of data available from various surveys. The research will build upon an ongoing Kauffman-funded project examining the opportunities and challenges facing women entrepreneurs in Boston.

The proposed study will examine specific innovation districts in Boston and Lowell to understand whether they are building inclusive entrepreneurial ecosystems. The research question guiding the study is: What is the relationship between innovation districts and an inclusive economy? The study will 1) interview 60 entrepreneurs in each city (30 male/ 30 female), 2) interview 10 intermediary entrepreneurial support organizations in each city, and 3) compile start-up activity by underrepresented groups at the city level based on panel data from the Annual Survey of Entrepreneurs (available summer 2016), Survey of Business Owners, American Community Survey, and the Kauffman Index.

Data analysis will be conducted through coding and thematic analysis of content garnered from interviews with entrepreneurs (such as access to capital, sources of funding, networks, knowledge) and support organizations (such as effective outreach, recruitment, programming). Quantitative analysis using coded fieldwork and surveys will examine the relationship between the number, growth rate, profitability, and survival rates (among other variables) of businesses owned by men, women and minorities in each city across time and the size, year of founding, and location (among other variables) of innovation districts. The findings will inform city-level policies on innovation districts regarding the best-mix of constitutive elements for building inclusive ecosystems.

Budget

Research assistant	$13,000
Transcriptions of interviews	$5,000
Travel expenses to locations	$2,000
Total	$20,000

References

Audretsch, D. B., Grilo, I., and Thurik, A. R. (Eds.). (2007). *Handbook of Research on Entrepreneurship Policy*. Edward Elgar Publishing.

Auerswald, P.E. (2014). Enabling Entrepreneurial Ecosystems. In David Audretsch, Al Link, and Mary Walshok (Eds), *The Oxford Handbook of Local Competitiveness.* Oxford University Press.

Bell-Masterson, J. and Stangler, D. (2015). Measuring an Entrepreneurial Ecosystem. Available at http://ssrn.com/abstract=2580336 or http://dx.doi.org/10.2139/ssrn.2580336

Hart, D. M. (Ed.). (2003). *The Emergence of Entrepreneurship Policy: Governance, Start-Ups, and Growth in The US Knowledge Economy*. Cambridge University Press.

Lundstrom, A., & Stevenson, L. A. (2006). *Entrepreneurship Policy: Theory and Practice* (Vol. 9). Springer Science & Business Media.

Watkins, K. K., Ozkazanc-Pan, B., Clark Muntean, S., and Motoyama, Y. (2015). Support Organizations and Remediating the Gender Gap in Entrepreneurial Ecosystems: A Case Study of St. Louis (November 2, 2015). Available at http://ssrn.com/abstract=2685116

Banu Őzkazanç-Pan
Curriculum Vitae

Assistant Professor of Management
Fellow at the Entrepreneurship Center
College of Management
100 Morrissey Blvd.
University of Massachusetts, Boston, MA 02125
Email: Banu.Ozkazanc-Pan@umb.edu
Mobile: 203-654-6872

EDUCATION

University of Massachusetts, Amherst, MA – Isenberg School of Management
Ph.D. in Management/Organization Studies
Supporting field: Postcoloniality and transnationalism
Dissertation—*Globalization and Identity Formation: A Postcolonial Analysis of the International Entrepreneur*. Chair: Prof. Marta B. Calás.

Loyola College, Baltimore, MD
Master of Business Administration in International Business

Johns Hopkins University, Baltimore, MD
Bachelor of Arts with Honors in Psychology

RESEARCH INTERESTS

Research interests include examining diversity and inclusion in various contexts including organizations and entrepreneurial ecosystems; globalization and its impact on different people and organizations; cross-cultural and comparative management.

PUBLICATIONS

Journal Articles

9. Özkazanç-Pan, B., and Clark Muntean, S. (2016). International high-technology entrepreneurs: Hybrid identities and entrepreneurial practices. ***Journal for International Business and Entrepreneurship Development,*** 9(1): 23-40.

8. Clark Muntean, S., and Özkazanç-Pan, B. (2015). A gender integrative conceptualization of entrepreneurship. ***New England Journal of Entrepreneurship,*** Fall issue.

7. Osorio, A., Donnelly, P., and Özkazanç-Pan, B. (2015). An entrepreneurial context for the theory of the firm: exploring assumptions and consequences. ***New England Journal of Entrepreneurship,*** Fall issue.

6. Özkazanç-Pan, B. (2015). Secular and Islamic feminist entrepreneurship in Turkey. ***International Journal of Gender and Entrepreneurship,*** 7(1): 45-65.

5. Özkazanç-Pan, B. (2014). Postcolonial feminist analysis of high-technology entrepreneuring. ***International Journal of Entrepreneurial Behaviour and Research****,* 20(2): 155-172.

4. Özkazanç-Pan, B., P. F. Donnelly, Y. Gabriel, and Özkazanç-Pan, B. (2013). Silencing the chaos: Untold stories of the field and beyond. ***Qualitative Research in Organizations and Management****,* 8(1): 4-15.

3. Özkazanç-Pan, B. (2012). Postcolonial feminist research: Challenges and complexities. ***Equality, Diversity and Inclusion: An International Journal****,* 31(5/6): 573-591.

2. Özkazanç-Pan, B. (2012). Publishing without betrayal: Critical scholarship meets mainstream journals. ***Scandinavian Journal of Management****,* 28: 209-217.

1. Özkazanç-Pan, B. (2008). International management meets 'the rest of the world'. ***Academy of Management Review****,* 33 (4). 964-974.

Book Chapters

6. Özkazanç-Pan, B. (Forthcoming 2016). "On entrepreneurship and empowerment: Postcolonial feminist interventions" in C. Essers, P. Dey, K. Verduyn, and D. Tedmanson, (Eds.), ***Routledge Series on Critical Entrepreneurship.***

5. Özkazanç-Pan, B., and Calás, M. B. (2016). "Transnational approaches to diversity" in R. Bendl, I. Bleijenbergh, E. Henttonen, and A. Mills (Eds.), ***The Oxford Handbook of Diversity.*** Oxford, UK: Oxford University Press, pp.376-390.

4. Özkazanç-Pan, B. (2015). "Postcolonial perspectives on cross-cultural management knowledge" in N. Holden, S. Michailova and S. Tietze, (Eds.), ***Routledge Companion to Cross-Cultural Management****.* NY: Routledge, pp.371-379.

3. Kweder, M. A., and Özkazanç-Pan, B. (2015). "From teaching ethics to ethical teaching: Feminist interventions in management education" in ***Gender Equality: A Challenge for Management Education UN PRME.*** UK: Greenleaf.

2. Donnelly, P. F., and Özkazanç-Pan, B. (2014). "Postcolonial knowledge transfer and poverty alleviation" in N. Lupton and M. Pirson, (Eds.), ***Humanistic Perspectives on International Business and Management.*** Palgrave-Macmillan, pp.55-67.

1. Özkazanç-Pan, B. (2009). "Postcolonial redirections in international management research & fieldwork" in J. Hogan, P. Dolan and P. Donnelly (Eds.), ***Approaches to qualitative research: Theory & its practical applications****.* Cork, Ireland: Oak Tree Press, pp.63-96.

Reports

Reports and Blogs

K. K. Watkins, Özkazanç-Pan, B., Clark Muntean, S., and Motoyama, Y. (2015). Support Organizations and Remediating the Gender Gap in Entrepreneurial Ecosystems: A Case Study of St. Louis. Available at http://ssrn.com/abstract=2685116

Özkazanç-Pan, B. (2013). The elusive search for gender equality in organizations. http://organizationsandsocialchange.wordpress.com/2013/09/24/the-elusive-search-for-gender-equality-in-organizations/#more-449 September 24, 2013.

GRANTS

The Ewing Marion Kauffman Foundation—Uncovering Challenges and Opportunities for Women Entrepreneurs in St. Louis and Boston: An analysis of regional ecosystems and support organizations**,** Award $47,000. Principal Investigators: Özkazanç-Pan, B. and Clark Muntean, S., see http://www.kauffman.org/blogs/growthology/2015/12/womens-entrepreneurship-research-what-we-are-funding

The Ewing Marion Kauffman Foundation—Study of Minority Entrepreneurs in Boston, Award for Travel and Hotel to Present at Kauffman sponsored Conference, San Francisco, January 5-7, 2016. Principal Investigator: Özkazanç-Pan, B.

Goverment of Macau, *Analysis of Business Clusters in Macau.* HK$ 340,000 (US$80,000). 2014-2016. Collaborator on issues of inclusion and economic development. Principal investigators Alves, J., Xia, H., and Osorio, A.E.

The Ewing Marion Kauffman Foundation—Travel Grant for ongoing study with Kauffman Foundation and Skandalaris Center at Washington University, St. Louis, MO, 2014-ongoing

College of Management, University of Massachusetts, Boston
- Research and conference support of $2600, 2014-2015
- Research and conference support of $2600, 2013-2014
- Research and conference support of $2500, 2013-2014
- Research and conference support of $2500, 2012-2013
- Research and conference support of $2400, 2011-2012
- Research and conference support of $2800, 2010-2011
- Research and conference support of $3000 per year, 2008-2010

PAPERS UNDER REVIEW

Özkazanç-Pan, B., and Clark Muntean, S**.** A postcolonial feminist critique of CSR: Towards a transversal politics of engagement and accountability,

- under review at ***Business Ethics Quarterly*** (3rd revise and resubmit, April 11, 2016)

Clark Muntean, S., and Özkazanç-Pan, B. Feminist perspectives on social entrepreneurship: Critique and new directions,

- under review at ***International Journal of Gender and Entrepreneurship*** (3rd revise and resubmit, April 27, 2016)

Clark Muntean, S. and Özkazanç-Pan, B. Gender, social networking and technology-focused business incubators: towards equity?

- under review at ***Gender, Work and Organization*** (Revise and resubmit, May 2016)

Watkins, K., Özkazanç-Pan, B., Clark Muntean, S., and Motoyama, Y., Gender integration in a start-up ecosystem: From blind spots to bright spots

- under review at ***Small Business Economics*** (Revise and resubmit, August 2016)

Cetindamar, D. and Özkazanç-Pan, B. Venture capital firms as impact investors: Hybridization.

- Under review at ***Business Ethics: A European Review*** (Submitted March 15, 2016)

WORKS UNDER PROGRESS

Özkazanç-Pan, B. Transnational and postcolonial feminist perspectives on diversity. Target journal: ***Academy of Management Review.***

Özkazanç-Pan, B. and Gupta, V. Hegemonic masculinity and entrepreneurial performance by women's entrepreneurs. Target journal: ***Academy of Management Journal.***

Still, M., Clark Muntean, S., and Özkazanç-Pan, B. Work/life balance policies and gender equality. Target journal: ***Journal of Management Studies***.

Still, M. and Özkazanç-Pan, B. Corporate contests as tools of change resistance: The case of women's inequality in the U.S. Target journal: ***Organization Studies***.

Holvino, E., Özkazanç-Pan, B., and Scully, M. Simultaneity and the global woman manager. Target journal: ***Organization***

Özkazanç-Pan, B., Osorio, A., and Clark Muntean, S. Assessing outcomes in social innovation incubators. Target journal: ***Business & Society***.

Bejarano, T., Özkazanç-Pan, B., and Manning, S. How Incubators Affect Regional Entrepreneurial Eco-Systems: The Case of Clean Tech Firms. Target Journal: ***Entrepreneurship Theory and Practice.***

PEER REVIEWED CONFERENCE PRESENTATIONS AND PARTICIPATION

Academy of Management Annual Conference, Anaheim, CA, August 5-9, 2016

Discussant for professional development workshop, *Challenging Neo-liberal Feminism in Management Studies,* Sponsored by Critical Management Studies

European Group for Organization Studies (EGOS) Annual Conference, Naples, Italy, July 7-9,

2016
Paper presentation with N. Haigh and T. Arun, Paper Title: *The Good, the Bad, and the Unbalanced: Praise-criticism Tension in Hybrid Organization Scholarship,* presented in sub-theme 71: Hybrid Organizations, Tensions and Institutional Environments

Academy of Management Annual Conference, Vancouver, BC, August 7-12, 2015
Discussant for showcase symposium, *The Privatisation of Global Governance and the Asymmetries of Power,* Sponsored by Critical Management Studies, International Management and Public and Non-Profit Management Divisions,

Panelist for pre-tenure productive faculty Gender and Diversity in Organizations Division Doctoral Student Consortium

9th Annual Critical Management Studies Conference, Leicester, UK, July 8-10, 2015
Paper presentation with M. Still, Paper Title: *Corporate Contests as Tools of Change Resistance: The Case of Women's Inequality in the U.S.*

Management Faculty of Color Association Annual Conference, Bridgewater State University, Bridgewater, MA, June 11-13, 2015
Symposium presentation with A. Osorio, Symposium Title: Diversity and Inclusion in Entrepreneurial Ecosystems

DIANA Conference, Babson College, Babson Park, MA, June 8-9, 2015
Paper presentation with K. Watkins and S. Clark Muntean, Paper Title: Evaluating Gender Integration in a Start-Up Ecosystem: The Case of St. Louis

American Association of Geographers Annual Meeting, Chicago, IL, April 21-25, 2015
Presentation with K. K. Watkins, S. Clark Muntean, S., and Y. Motoyama, Title: Building start-up entrepreneurial ecosystems for inclusion and innovation: Drivers, challenges, and solutions. In stream chaired by Motoyama, Y., Qian, H., and Mack, E., Geographic Perspectives on Entrepreneurship: Factors, Processes, and Disparities 2.

Academy of International Business-Northeast, Bryant College, Providence, RI November 14-15, 2014, Presentation with A. Osorio, Title: Challenges faced by emerging ventures in urban spaces: A 21st century reality

Academy of Management Annual Conference, Philadelphia, PA, August 1-5, 2014
Paper presentation with S. Muntean, Paper Title: *A Gender Integrative Theory of Entrepreneurship,* Sponsored by Entrepreneurship Division.

Paper presentation with S. Muntean, Paper Title: *Social Networking and Technology-focused Business Incubators: A Critical Gender Perspective,* Sponsored by Gender and Diversity in Organizations Division.

Paper presentation with A. Osorio, Paper Title: *Defining The 'Urban' In Urban Entrepreneurship: Implications For Economic Development Policy,* Sponsored by Entrepreneurship Division.

Professional Development Workshop organizer and chair with A. Osorio, *Doctoral Student and New Faculty Consortium: Developing Critical Scholars and Scholarship,* Sponsored by Critical Management Studies Division

Presenter at professional development workshop, *Questions of Inequality: Gender, Race, Class. Intersectionality and Beyond*, Gender and Diversity in Organizations Division

Presenter on professional development workshop, *Using the Power of Spiritual and Religious Words to Create a Sustainable and Responsible World,* Management Spirituality and Religion Division

Member, Student Transnational Research Award Committee, Gender and Diversity in Organizations Division

Gender, Work and Organization Conference, Keele University, UK, June 24-26, 2014
Paper presentation with S. C. Muntean, Paper Title: *Corporate Responsibility and Gendered Organizations*

Work and Family Researchers Network Conference, New York, NY, June 18-21, 2014
Paper presentation with S. C. Muntean and M. Still, Paper Title: *Work Life Programs as a Case of Gendered Economic Inequality*

DIANA International Research Conference, Stockholm, Sweden, June 15-18, 2014
Paper presentation with S. C. Muntean, Paper Title: *Business Incubators, Accelerators and the Gender Gap in Entrepreneurial Outcomes*

Paper presentation with S. C. Muntean, Paper Title: *Women and Social Entrepreneurship: Intersecting Pathways to Inclusive Social and Economic Development*

Paper presentation with S. C. Muntean, Paper Title: *Embracing Diana: A Call to Value and Include the Feminine in Mainstream Entrepreneurship Theory and Practice*

USASBE Conference, Forth Worth, TX, January 10-14, 2014
Paper presentation with S.C. Muntean, Paper Title: *Social Networking and Technology-Focused Business Incubators: A Critical Gender Perspective*

Academy of Management Annual Conference, Orlando, FL, August 9-13, 2013
Panel symposium organizer and chair with A. Osorio, *Examining Urban Entrepreneurship: Forms and Varieties under Capitalist and Transition Economies,* Sponsored by Social Issues in Management, Entrepreneurship, Critical Management Studies, and All Academy Theme Divisions

Presenter at panel symposium, *Examining Urban Entrepreneurship: Forms and Varieties under Capitalist and Transition Economies,* Sponsored by Social Issues in Management,

Entrepreneurship, Critical Management Studies, and All Academy Theme Divisions, topic: Gender, migration, and urban entrepreneurship

Professional development workshop organizer and chair with A. Osorio, *Understanding Urban Entrepreneurship: Defining Concepts and Empirics,* Sponsored by Entrepreneurship Division

Presenter at paper session with P. F. Donnelly, Decolonizing Knowledge: Postcolonial Critiques of Capitalism, Sponsored by Critical Management Studies, Paper title: *Postcolonial Perspectives on 'Knowledge Transfer'*

Invited discussant for paper session, Decolonizing Knowledge: Postcolonial Critiques of Capitalism, Sponsored by Critical Management Studies

Participant at panel symposium, Unlocking Postcolonial Perspectives in International Business and Management, Sponsored by International Management and Critical Management Studies Divisions, topic: Gendered postcolonial subject

Eastern Academy of Management-International Conference: Managing in a Global Economy XV,

Collaboration, Learning, and Discovery, Seville, Spain, June 23-27, 2013
Presenter at paper session with P. F. Donnelly, Sponsored by Strategy/International Division, Critical Perspectives, Paper title: *Postcolonial Perspectives on 'Knowledge Transfer'*

Institutions and Inequality, 3rd Annual Conference, Vancouver, BC, June 6-8, 2013
Presenter and Discussant, Paper title: Institutionalized income inequality: *The case of work-life balance programs* with S. C. Muntean and M. Still

Academy of Management Annual Conference, Boston, TX, August 3-7, 2012
Facilitator for *Complicating Identity and Context: Global and Cross Cultural Perspectives on Women Leaders: Contextualizing Women Leaders,* Sponsored by Gender and Diversity in Organizations and International Management Divisions

Panel symposium organizer and chair with A. Osorio, *Urban Entrepreneurship and Socioeconomic Development Policy in Formal and Informal Economies: Urban Entrepreneurship/Policy,* Sponsored by All Academy Theme

Presenter at panel symposium, *Urban Entrepreneurship and Socioeconomic Development Policy in Formal and Informal Economies: Urban Entrepreneurship/Policy,* Sponsored by All Academy Theme, topic: Immigrant communities and entrepreneurship in urban contexts

Presenter at division roundtable paper session, Entrepreneurship, Sponsored by Gender and Diversity in Organizations Division. Paper title: *A postcolonial feminist analysis of high-technology entrepreneurship*

Panel symposium organizer and chair with P. F. Donnelly, *Reflexivity and Crafting Research Narratives: Challenges, Suggestions, and Implications,* Sponsored by Critical Management Studies and Research Methods Divisions

Member, International Theme Committee, Gender and Diversity in Organizations Division

Member, Student Transnational Research Award Committee, Gender and Diversity in Organizations Division

Academy of Management Annual Conference, San Antonio, TX, August 11-16, 2011
Panel symposium organizer with A. Osorio, *Critical Perspectives on Entrepreneurship and Urban Development,* Sponsored by the Entrepreneurship Division

European Group for Organization Studies (EGOS) Annual Conference, Gothenburg, Sweden, July 7-9, 2011, Co-sponsor with P. F. Donnelly and Y. Gabriel, Track on *Assembling tales from the field*

Academy of Management Annual Conference, Anaheim, CA, August 8-13, 2008
Discussant/ author participant as part of *Academy of Management Review* Special Topic Forum on International Management: Critique and New Directions. All Academy Symposium.

Academy of Management Annual Conference, Philadelphia, PA, August 3-8, 2007
Chosen to attend International Management Division doctoral student consortium

3rd Annual West Coast Research Symposium on Technology Entrepreneurship, Center for Technology Entrepreneurship, University of Washington, Seattle, September 8-10, 2005
Chosen to attend doctoral student consortium and research symposium focusing on the nexus between technology and entrepreneurship. Sponsored by The Center for Technology Entrepreneurship, University of Washington, and the Stanford Technology Ventures Program, Stanford University

Academy of Management Annual Conference, Honolulu, HI, August 5-10, 2005
Chosen to attend Organizational Behavior Division doctoral student consortium

Academy of Management Annual Conference, New Orleans, LA, August 6-11, 2004
Paper presenter at the Gender and Diversity in Organizations Division. Paper title: *Gendering the "Turk" in the Management Literature from Postcolonial Perspectives*

PROFESSIONAL ACTIVITIES

Invited Presentations

Speaker on women's entrepreneurship and economic development, Pakistani Delegation in conjunction with U.S. State Department, Entrepreneurship Center and College of Management, University of Massachusetts, Boston, August 25, 2015

Eastern Academy of Management, Newport, RI, May 7-10, 2014
Doctoral Student Consortium Panelist

CGO Distinguished Scholar Speaker Series, Center for Gender in Organizations, Simmons College, Boston, MA, December 6, 2012. *The global woman manager: The story behind the story* with E. Holvino and M. Scully.

Journal Editorship

Associate Editor, *New England Journal of Entrepreneurship,* July 2014-current

Journal Special Issue Co-Editor

Qualitative Research in Organizations and Management, Special Issue on Silencing the chaos: Untold stories of the field and beyond (P. F. Donnelly and Y. Gabriel), 2012

Conference Paper and Symposia Reviewer

Academy of Management Annual Conferences, 2006-2009, 2011, 2013-2014

AWARDS AND HONORS

Beta Gamma Sigma, University of Massachusetts Chapter, 2009
First recipient of the Stanley J. Young Award, University of Massachusetts, Amherst, 2008

TEACHING EXPERIENCE

College of Management, University of Massachusetts, Boston, 2008-current
Undergraduate level courses:
Managing Organizations, Fall 2008, Spring, 2009

Graduate level courses:
Organizational Analysis and Skills, Spring 2009, Fall 2009, Fall 2010, Spring 2011, Fall 2011, Fall 2012, Spring 2016, Fall 2016 (online)
Cross-Cultural Management, Fall 2010, Spring 2013, Spring 2014, Spring 2015, Spring 2016 (Blended course)
Independent Study, ongoing

Doctoral level courses:
Organizational Theory I and II, Spring 2013, Fall 2013, Spring 2014, Fall 2014, Fall 2015
Dissertation Proposal Seminar, Spring 2014

Wagner School of Public Policy, NYU, New York, 2007-2008

Graduate level courses:
Strategic Management, Spring 2008
Developing Human Resources, Fall 2007, Spring 2008

Doctoral level course:
Doctoral Seminar in Management, Fall 2007

Zarb School of Business, Hofstra University, Hempstead, NY, 2006-2007
Undergraduate level courses:
International Strategic Management, Spring 2006, Spring 2007
Management of Change and Innovation in Organizations, Fall 2006, Spring 2007
Introduction to Management, Spring 2006, Fall 2006
Readings in Management, Spring 2007

Isenberg School of Management, University of Massachusetts, Amherst, 2003
Undergraduate level courses:
Organizational Behavior, Spring 2003, Fall 2003

SERVICE

Service to profession

Co-chair for the professional development workshops for the Critical Management Studies Division, Academy of Management, Vancouver, BC August 2014-2015

Incoming co-chair for the Critical Management Studies Division scholarly program, Academy of Management, Anaheim, CA August 2015-2016

Upcoming co-chair for president elect for the Critical Management Studies Division, Atlanta, GA August 2016-2017

Upcoming co-president for the Critical Management Studies Division, August 2017-2018

Upcoming co-past president for the Critical Management Studies Division, August 2018-2019

Journal Reviewer

Equality, Diversity and Inclusion: An International Journal
Organization and Management Journal
Qualitative Research in Organizations and Management
Strategic Entrepreneurship Journal
Social Politics
International Journal of Human Resource Management
Culture and Organization

Committee work

College of Management, University of Massachusetts, Boston

Graduate Program Directors for Organizations and Social Change PhD, 2013-current
Faculty Diversity Council, 2013-2015
Global Comparative Public Policy Hiring Committee, Spring 2015
Graduate Studies Distinguished Doctoral Student Fellowship Award Committee, 2013-2014
NTT Marketing Position Hiring Committee, Spring 2014
Ex-officio, Comp and curriculum committee 2013-2015
Ex-officio, PhD Admission committee for Fall 2014 Cohort, 2013-2015

Track chair for doctoral program in Organizations and Social Change, 2012-2013
PhD Admissions Committee for Fall 2013 Cohort, 2012-2013

Member of management faculty hiring committee, 2008/09, 2009/10, 2011/12
Area coordinator for undergraduate Human Resources and Management majors and graduate level Leadership and Organizational Change MBA specialization, 2010-current
Member of faculty steering committee, 2010-2012
Member of learning assessment committee for AACSB review: MSIM focus, 2009

Professional Associations

Member of the Academy of Management, 2001-current
Member of the Academy of International Business, 2006-current
Member of Beta Gamma Sigma, 2009-current

International Experience

In-depth experiences living and traveling abroad strongly influence my interest in globalization. I was born in Turkey and lived there for six years, in Saudi Arabia for twelve years, in Switzerland for three years, and in the USA for twenty-one years. My foreign travel includes France, Germany, England, Belgium, the Netherlands, Italy, Austria, the Czech Republic, Rumania, Hungary, Greece, Cyprus, Russia, Singapore, Thailand, Portugal, Malta, and Spain. I travel frequently to Turkey to visit family and maintain personal and professional contacts.

Languages

English, native competence
Turkish, native competence
Moderate reading and writing ability in Arabic and French

References

Marta B. Calás, Professor of Organization Studies and International Management
Isenberg School of Management, 121 Presidents Dr.
University of Massachusetts, Amherst, MA 01003
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University of Massachusetts, Boston, MA 02125
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Dilek Cetindamar, Professor, Faculty of Management and Entrepreneurship
Sabanci University
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