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| **NAME:**Özlem Atay**CORRESPONDENCE ADDRESS:****OFFICE**: Ankara University Faculty of Political Sciences Department of Management 06590 Cebeci Ankara Turkey**E-MAIL ADDRESSES**:ozkanli@politics.ankara.edu.tr            :ozlematayozkanli@yahoo.com**WEB LINKS:** https://ozlemataysbf.blogspot.comhttps://www.ihs.ac.at/events/research-platforms/gd/women-in-higher-education-management/ <https://orcid.org/0000-0002-2563-825X> |  |

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**EDUCATIONAL BACKGROUND**

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| **A. FORMAL EDUCATION** |  |  |
| **SUBJECT** | **INSTITUTION** | **YEARS** |
| Management, Ph.D. | Ankara University | 1992-1995 |
| Management, M.B.A | Hacettepe University | 1988-1991 |
| Management, B.A. | Ankara University | 1984-1988 |
| High School | TED Ankara College | 1981-1984 |
| **B. SPECIAL TRAINING PROGRAMS ATTENDED** |
| German,Certificate(Goethe Institut Zertifikat Deutsch Als Fremdsprache) | Deutsches Kultur Institute | 1984-1995 |
| Proficiency English (Conversation) | Turkish-American Association | 1984-1986 |
| Proficiency English (Advanced) | British Council | 1986-1987 |
| Certificate Professional English (Business Administration) | International Language Center | 1987-1988 |
| Certificate Basic (Accredited Fortran By The Minister of Education) | Çankaya Public Education Center | 1987-1988 |
| School of Dendrology and Ecology (Certificate) | The Research Association of Rural Environment and Forestry Problems | 26.11-24.12.1994 |
| Trainers Training Seminars (English) | Central Bank | 15-19.02.19931-5.03.1993 |
| Self-Esteem Development | Atolye Tempo  Personal Development and Psychological Consultancy Center | 15.02.-30.05.2001 |
| Effective Communication Skills Training | Atolye Tempo  Personal Development and Psychological Consultancy Center | 15.02.-30.05.2000 |
| E-MBA – Vision and Tools For Managers Web Based Courses & Workshop | The MBA Club | 3.5-3.6.2004 |
| CAPSIM Train the Trainer Seminar | CAPSIM Management Simulations Inc. , Chicago, USA | 6-7.6.2013 |

**IN-SERVICE TRAINING PROGRAMS**

**NATIONAL PRODUCTIVITY CENTER 1989-1996**

-REFA (Reichsausschuss Für Arbeitsstudium) Work Study Basic Education A Course (16.01-11.02.1989)

-REFA Work Study Basic Education B- Course (20.02-18.03.1989)

-REFA Cost Accounting Course (20.04-04.05.1992)

-REFA Production Planning and Control Course (06.06-01.07.1994)

-REFA Trainer Training Courses (Rhetoric-Method-Pedagogy) (10-11.05.1990, 14-31.05.1990

-MS-DOS Course (03-07.04.1989)

-WordStar Course (01-05.05.1989)

-Lotus 123 Course (18-29.09.1989)

-UNIX Operating Systems Course (09-10.10.1989)

-Dbase 3 plus Course (12.02-09.03.1990)

-SPSS for Windows Seminar (03.11.1994)

-Human Resources Management Course (24-28.02.1992)

-Rapid Reading Course (20-24.09.1993)

-Uniform Cost Accounting and Financial Tables Seminar (14-18.02.1994)

-Employee-Employer Relationship and Productivity Seminar (22-23.11.1993)

-Developing Enterprising Skills Seminar (25.11.1993)

-Cost Systems and Standard Costing Seminar (21-25.06.1993)

-Relationship between Productivity and Quality Seminar (27.12.1993)

-Quality Control Circles (QCC) Seminar (26.11.1990)

-Research Methods and Techniques Seminar (27-29.12.1994)

-Stress Management Seminar (13-14.03.1995)

-Financial Tables Seminar (12-24.11.1995)

-Cost Accounting Seminar for Engineers (11-5.12.1995) and Cost Analysis (20-22.12.1995)

-Excel 5.0 Course (01-05.04.1996), Windows Course (08-07.04.1996) and Word Course (22-26.04.1996).

- Ankara University English (YDS) Training Program, 29.11.2021-19.1.2022.

-Ankara University-ADEK-KALDER Quality Management Training Program, February 5-6 and 12-13 2019.

-Ankara University Open and Distance Education Faculty Online Instructor 60 Hour Certificate Program, September- October 2020.

-TÜBİTAK 2237-A Graduate Academic Supervising Training, October 8-9 2021.

-British Council ParCeL Project Turkey Case Writing Symposium, METU, June 17-19 2019 and June 16 – 17 2022.

**PROFESSIONAL EXPERIENCE**

|  |  |  |
| --- | --- | --- |
| **INSTITUTION** | **YEARS** | **OCCUPATION** |
| National Productivity Centre |  |  |
| -Department of Work Study and Enterprise Organization | 1988-1995 | REFA Work Study Teacher-Specialist |
| -Department of Productivity Measurement and Assessment | 1995-1996 | REFA Work Study Teacher-Specialist |
| Ankara University Faculty of Political Sciences, Department of ManagementCurtin University of Technology Graduate School of Business, Perth, AustraliaAalborg University College of Business Administration, Aalborg, DenmarkValparaiso University  College of Business Administration, Valparaiso, Indiana, USANorthern Illinois University  College of Business Adm.,   DeKalb, Illinois, USA | SEP.1996-........1999-200213.11.2006-9.2.200727.9- 27.10. 200823.8-15.12.201123.8.2012-10.6.2013 | Professor, Head of  Management andOrganization ChairVice Head of Management DepartmentVisiting Prof. of Mgt.Visiting Prof. of Mgt.Visiting Prof. of Mgt.Visiting Prof. of Mgt. |

**PROFESSIONAL EXPERIENCE**

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| **SUBJECT** | **INSTITUTION** |
| WORK STUDY TRAINING PERIOD | Erkunt A.Ş.-ANKARA |
|  | Mensan A.Ş.-Ankara |
| REFA WORK STUDY BASIC EDUCATION |  |
| A and B Courses Given As REFA Teacher: | Sümerbank-Nevşehir |
|  | İsdemir-İskenderun |
|  | Tüvesaş-Adapazarı |
|  | Petlas-Kirşehir |
|  | Denizli Chamber of Industry |
|  | Döktaş-Bursa |
|  | Ankara Municipality |
|  | National Productivity Center |
|  | (Ankara-İstanbul-İzmir) |
|  | Anadolu University-Eskişehir |
|  | Gazi University-Ankara |
|  | Man A.Ş.-Ankara |
|  | Navy Forces Commandership-Ankara |

**CONSULTANCY SERVICES GIVEN**

|  |  |
| --- | --- |
| Determining Unit Costs of Products By Time Study | Nikel Hidrolik Kriko ve Makine A.Ş. |
| Job Analysis, Job Evaluation, - Performance Appraisal and Wage Administration | Turkish Yüksek İhtisas Hospital Ankara |
| Job Analysis and Job Evaluation | Turkish Radio and Television Institution |
| Work Study | Ankara Municipality |
| Work Study | Deva Medicine Industry-Istanbul |
| Pre and Post Privatization Rantability and Productivity Analysis of Privatized Institutions | Privatized Cement Institutions |

**TEACHING EXPERIENCE**

|  |  |
| --- | --- |
| Women in Management | (Graduate, Ankara Unv.) |
| Strategic Management | (Graduate, Ankara Unv.) |
| Strategic Human Resources Management | (Graduate, Ankara Unv.) |
| Management | (Graduate, Ankara Unv.) |
| Management Practices in Turkish Enterprises | (Graduate, Ankara Unv.) |
| Management and Globalization | (Graduate, Ankara Unv.) |
| Modern  Organization Theory | (Graduate, Ankara Unv.) |
| Enterprise Policy and Strategic Management | (Graduate, Ankara Unv.) |
| Human Resources Management Practices in Turkish Enterprises | (Graduate, Ankara Unv.) |
| Management of Multinational Enterprises | (Undergraduate, Ankara Unv.) |
| Organizational Behaviour | (Undergraduate, Ankara Unv.) |
| Management and Organization | (Undergraduate, Ankara Unv.) |
| Introduction to Management | (Undergraduate, Ankara Unv.) |
| Human Resources Management | (Undergraduate, Ankara Unv.) |
| Management and Organizational Behaviour | (Undergraduate,& Graduate Valparaiso Unv) |
| Principles of Management | (Undergraduate & Graduate Northern Illinois University  ) |

**SEMINARS GIVEN**

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| **SUBJECT** | **INSTITUTION** |
| The Relationship Between Work Study and Productivity | Eskisehir Chamber of Industry |
|  |  İstanbul Technical University |
|  |  Gazi University-Ankara |
|  |  Testas A.Ş.-Ankara |
|  |  Layne-Bowler A.Ş.-Ankara |
|  |  Selnikel A.Ş.-Ankara |
|  |  Man A.Ş.-Ankara |
|  |  National Productivity Center |
|  |  (Ankara-Istanbul-Izmir) |
|  |  Association of Chemical Engineers Ank |
| Productivity Improvement Techniques | Afyon Sugar Factory |
| Job Analysis | Ankara Municipality |
| Cooperation and Management | World Bank – Ankara University Faculty of Political Sciences Employment and Counselling Services Training Program |
| Human Resources ManagementCommunication and LeadershipJob Evaluation, Performance Appraisal and Wage Administration | Ankara University Political Sciences Faculty   MIYEP Training Program |
| Human RelationsEffective  Interview TechniquesEffective Communication Techniques and Body Language | Hacettepe University Faculty of Pharmacy Medical Representative Training  Program |
| Human Resources Management Policy in Multinational Enterprises, Job Study, Performance Appraisal, Wage Administration, Management and Communication, Effective Communication Skills | Ankara University Training Center (ANKÜSEM) Human Resources Management Training Program |
| Human Relations | Ankara University Training Center  Foreign Trade Training Program |
| Team Work, Conflict Management, Decision-Making Techniques, H RM | Hacettepe University, Center for Financial Research Management Training Program |
| Stress Management & Effective Communication Skills | MESS-Türk Metal İş Training Programme |
| Job Analysis &Job Design/Work StudyHuman Resources Planning/Employee Performance Management/Orientation, Training & Development of Human Resources/Job Evaluation & Compensation, Benefits/Career Planning/Quality Management/Time Management/Stress Management/Effective Communication Skills/Leadership | Çankaya University  Training Center (SEDAM) Human Resources Management Certificate Program |
| Career Management | Nabız Atölyesi |
| Strategic Management& SWOT Analysis | Ankara University TEKNOKENT |

**PUBLICATIONS**

**A-Chapters in Books Published by International Publication Companies**

-Atay, Ö. & Gürgen, N. E. (2023). “Turkish Higher Education Crisis Management and Gender”, in Current Debates on Social Sciences 13, Ed. Zeynel Karacagil, Bilgin Kültür Sanat Publication, June 2023,330-358, ISBN: 978-625-6925-27-4.

-Atay, Ö., & Genç, Ö. (2023). “Chapter 2: EU Anchor, Turkish Governance and Economic Performance” in Current Debates on Public Finance Theory and Practice, Peter Lang Publishing Company, 25-38, Germany, Berlin, ISBN:978-3-631-89686-0.

-Sırkıntıoğlu Yıldırım, Ş. & Atay, Ö. (2022). “Chapter 6: Ambidexterity, Knowledge Management, and Innovation in Technology Development Zones: The Case of Turkey” in Emerging Technologies for Innovation Management in the Software Industry, Eds.:Varun Gupta ve Chetna Gupta, IGI Global, p.p. 115-133.   DOI: 10.4018/978-1-7998-9059-1.ch006

-Linkova, M., Atay, Özlem and Zulu, Connie, “Making the Right Choice: Discourses of Individualised Responsibility in Higher Education”, in Gender, Power and Higher Education in a Globalised World, Pat O’Connor, Kate White (Editors), Palgrave Macmillan Publishers Ltd., London, UK, 2021, p.p.71-93.

- Çetin, F.,Paliszkiewicz, J., Madra-Sawicka, M. Horn Nord J.,Atay, Ö., “The role of social media in women’s empowerment: comparison of Turkey and Poland”, in Contemporary Economics for Sustainable Development and Prosperity, Marcin Staniewski, Magdalena Madra-Sawicka(Editors), Lambert Academic Publishing, Poland, March 2019, p.p.83-99.

- Hancıoğlu, Y., Atay, Ö., “Brain Drain and Gender Discrimination in Turkish Higher Education Institutions”, in A Comparative Study of Women Issues, Seldağ Güneş Peschke, Lutz Peschke(Editors), BoD-Books, Germany, 2018, p.p.240-250.

-Atay, Ö., “Gendered Success and Strategies for Change in a Turkish University”, in Gendered Success in Higher Education Global Perspectives, Kate White, Pat O’Connor(Editors), Palgrave Macmillan Publishers Ltd., London, UK, May 2017, p.p. 215-232.

-Özkanlı, Ö., Carvalho, Teresa, Prozesky, Heidi, Peterson, Helen, “Chapter 7- Careers of Early and Mid-career Academics”, in Generation and Gender in Academia, Kate White, Barbara Bagilhole (Editors), Palgrave Macmillan Publishers Ltd., London, UK, June 2013, p.p.127-169.

-  Özkanlı, Ö.J. Neale, “Chapter 4-Research Design” in Gender, Power and Management: a Cross Cultural Analysis of Higher Education, Kate White, Barbara Bagilhole (Editors), Palgrave Macmillan Publishers Ltd., London, UK, April  2011, p.p. 78-90.

- Özkanlı, Ö. E. Akdeve, “Innovation Ability of Small Firms in Turkish Industrial Clusters: Ankara-Ivedik Industrial Region Case”, in Innovation Policies, Business Creation and Economic Development, New York: Springer Publication, Aydoğan, N.   (Editor), November 2008, p.p. 159-173.

**B-Papers Presented/Invited in International Conferences and Published in Proceedings Books**

- Atay, Ö. “Turkish Higher Education Governance and Gender Equality”, 3rd USBED/ IJSES International Conference on Social and Educational Sciences, 19-21 October 2023, İstanbul, Türkiye.

-Atay, Ö. & Gürgen, N. E. “Gender and Turkish Higher Education Management Before and After COVID-19 Crisis”, 28 – 30 June 2023: GWO2023 International Interdisciplinary Conference Proceedings Book, Cape Town, Stellenbosch, South Africa, 165.

-Atay, Ö., & Genç, Ö. “The Relationship between Corporate Governance and Economic Performance: An Evaluation on the Effects of European Union Process on Turkey’s Economic Performance”, 36. International Public Finance Conference Proceedings Book, 27-30 October 2022, Antalya, Türkiye.

-Atay, Ö., Cetin, F. & Savaşkan, E. “Women on Board and Firm Performance in Turkey: İstanbul Stock Exchange Case”, 2022 Annual International Association for Computer Information Systems (IACIS) Europe Conference, Management Institute, Warsaw University of Life Sciences (SGGW), June 22 2022 **(BEST PAPER AWARD).**

-Atay, Ö. “Gender Equality in Turkish Higher Education”, 8th International Conference on Gender Studies: GENDER & ART and Other Gender Studies, Famagusta, North Cyprus, May 12-14 2022.

**-**Yazıhan,N, Alkış,N. & Atay Ö. “Innovative Health Entrepreneurship: Strategies for Woman in  Academia” 7th International Conference on Gender Studies: Space, Place & Culture. Abstract Book, p.83, Famagusta-North Cyprus, 10-12 October 2019.

-Lynch, Richard; Gülsoy, Tanses & Atay, Özlem, “Ordinary Capabilities as well as Dynamic Capabilities can deliver Growth: Evidence from two Turkish Multinationals”, British Academy of Management 2019 Conference, Aston University, Birmingham, United Kingdom, 3-5 September 2019.

-Atay, Ö., “Perceptions of Turkish Woman in Senior Management on Value Based Management”,7th International Conference on Gender Studies: Space, Place & Culture. Proceedings Book, Famagusta-North Cyprus, 10-12 October 2019, p.101.

-Atay, Ö. , Van Dijk Monique, “Turkish Pupils in Dutch Schools”, Religious Education Association (REA) Annual Meeting 2018 Proceedings Book, p.p. 265-275, Reston, USA,3-5 November 2018.

-Atay, Ö. , Van Dijk Monique, Avest Ina Ter, Wielzen Duncan, Opatmy Michal, Gürlesin Ömer Faruk, “Diversity in European Perspectives”, Religious Education Association (REA) Annual Meeting 2018 Proceedings Book, p.p. 623-651, Reston, USA,3-5 November 2018.

-Atay, Ö. “The History of the Turkish Labour Migrants in the Netherlands”, European Religious Education Expert Conference, Utrecht, Netherlands, 7-9 March 2018.

-Atay, Ö."Gendered Success and Strategies for Change in a Turkish University”, The STEM Gender Gap: Causes, Consequences and Practical Solutions for Academia Symposium 30 April-1 May 2018, Abu Dhabi, United Arab Emirates.

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| -Atay, Ö., Y. Hancıoğlu, “Brain Drain and Gender Discrimination in Turkish Higher Education Institutions”, II. International Women’s Congress, Como, Italy, 9-11 May 2018. |

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- Çetin, F., Ö.Atay, J. Paliszkiewicz, J.H. Nord, “A Comparison of the Impact of Social Technologies on Empowerment: Poland and Turkey”, Management, Knowledge and Learning (MakeLearn) & Technology, Innovation and Industrial Management (TIIM) International Scientific Conference 2017 Proceedings Book,p.281,  Lublin, Poland, 17-19 May 2017.

- Sarısu, A., Y. Yalova, G.Topuz, Ö. Atay, “Turkish Electricity Reform and Privatization of Electricity Distribution Sector”, 6th Multinational Energy and Value Conference Proceedings Book, p.9, Northern Cyprus Campus of Middle Eastern Technical University, Güzelyurt, Northern Cyprus, 18-20 May 2017.

-Gülsoy, T., Ö. Atay, R. Lynch, “The Capabilities Conundrum: How to balance, exploit and integrate both the operational and the dynamic marketing capabilities of the firm? An Emerging Market Company Perspective, 2017 Global Innovation and Knowledge Academy (GIKA) Proceedings Book, p. 217-219 , Lisbon, Portugal, 28-30 June 2017.

- Selçuk, M., Ö.Atay, N. Karyağdı, “Encounter in Different Work Places: A Research on Top 250 Turkish Industrial Enterprise Managers’ Perceptions on Value Based Management”, Religious Education Association (REA) Annual Meeting 2017 Learning in Encounter: Crossroads, Connections, Collaborations Proceedings Book, p.p. 439-449, St. Louis, Missouri, USA,3-5 November 2017.

- Atay, Ö., F. Çetin, “Perceptions of Turkish Working Women on Success, Empowerment and Information Technologies” 7th International Interdisciplinary Business-Economics Advancement Conference (IIBA) Proceedings Book, p.p.18-29, Miami, Florida, USA, 9-14 April, 2017 **(BEST PAPER AWARD)**.

-Atay, Ö., “Renewable Energy Policy in Turkey” , 13th Annual Silk Road Conference, Central Asia Productivity Research Center, Chicago, Illinois, USA, 27-30 April, 2017.

- Maria de Lourdes Machado-Taylor, Ö. Atay, “Academic women in Portuguese and Turkish higher education institutions (HEIs) and strategies for change”, IX Interim Meeting of the Research Network 19 of the European Sociological Association, University of Aveiro, Aveiro, Portugal, 8-10 September 2016.

- Atay, Ö., F. Çetin, “ Empowering Working Women with Information and Communication Technologies in Turkey”, 5th International Interdisciplinary Business-Economics Advancement Conference, Ft. Lauderdale, Florida, USA, 16-21 November, 2015.

**-**Atay, Ö., “ Success in Moving Forward the Gendered Agenda – Turkish Case Study”, 3rd Meeting of the Women in Higher Education (WHEM) Network, University of Gothenburg, Gothenburg, Sweden, 24-25, October, 2015.

-Atay Ö., “Renewable Energy Potential in Turkey”, Ninth Annual Silk Road Conference, Chicago, Illinois, USA, 15-16 May, 2014.

**-** Özkanlı, Ö., “The Status of Turkey’s Energy Sector”, Seventh Annual Silk Road Conference, Chicago, Illinois, USA, 14-18 May, 2012.

-Gulsoy, T., O.Ozkanli, R.Lynch, “The Role of Innovation in the Effective International Expansion of an Emerging-Country Firm: The Case of Arcelik”, International Conference on Leadership and Innovation Management, 2-4 December 2011, Istanbul, Turkey.

-Pınar, M., Ö. Özkanlı, S. Strasser, “Gender Effect on Service Quality during Service Encounter: Testing Similarity Attraction vs Flirting Theory in Cross-Cultural Study”, Spring 2011 Marketing Management Association Conference, Chicago, USA, 23-25 March 2011**(BEST PAPER AWARD)**.

- Özkanlı, Ö., A. Göransson, M.de Lourdes Machado-Taylor, S. Riordan, “Changes in Leadership Roles” in “Gender, Power and Management: Interventions to Counter Exclusions in Higher Education” Round Table, Women’s World 2011 Congress, Ottawa, Canada, 2-10 July 2011**(SUCCESS AWARD)**..

- Machado-Taylor, M.de Lourdes, Özkanlı, Ö. “Gender and Academic Career in Higher Education: A Comparative View from Portugal and Turkey”, International Higher Education Congress: New Trends and Issues, İstanbul, Turkey, 27-29 May 2011.

- T.Gülsoy, Özkanlı, Ö. R.Lynch, “International Branding Strategies of Developing Countries: The Case of Arçelik”, 7th International Strategic Management Conference Proceedings Book, Paris, France, 30 June- 2 July 2011.

- T.Gülsoy, Özkanlı, Ö. R.Lynch,  “Effective International Expansion Strategies of Developing Countries: Turkish Home Appliance Companies and the Global Recession”, 6th International Strategic Management Conference Proceedings Book, St. Petersburg, 8- 10 July 2010.

-Özkanlı, Ö., K. White, M. De Lourdes Machado, B. Bagilhole, S. Riordan, “Governance, management and gender: a cross cultural perspective”, 32nd Annual EAIR Forum Valencia 2010 ‘Linking Society and Universities: New Missions for Universities’ Proceedings Book, Universidad Politécnica de Valencia, Spain, 1-4 September 2010.

-Özkanlı, Ö., “Gender, Power and Management: An Analysis of Turkish Higher Education”, Meeting of Investigators Eight – Country Study on Women in Senior Management in Higher Education,  Uppsala University, Uppsala, Sweden, 8-12 April 2010.

-Özkanlı, Ö., T.Carvalho, K.White,, P.O’Connor, M. De Lourdes Machado, “ Rethinking Gender and Power in New Managerial Regimes, CHER 22nd Annual Conference-Public Vices, Private Benefits? Assessing the role of markets in HE, Porto, Portugal, 10-12 September 2009.

-Özkanlı, Ö. J. Neale, “What does a leader look like? Comparing the identified characteristics of a typical Vice Chancellor/Rector in New Zealand and Turkey?”, 6th European Conference on Gender Equality in Higher Education, Stockholm, Sweden, 5-8 August 2009.

-Özkanlı, Ö., T. Carvalho, M. De Lourdes Machado, “Gender Inequalities in Senior Management: A Comparative Study from Portugal and Turkey”, 2nd International RESUP Conference, Lausanne, 18-20 June  2009.

-Gülsoy, T., Ö. Özkanlı, R. Lynch, “Effective International Expansion Strategies of Developing Countries: Some Preliminary Evidence from the Turkish Manufacture and Export of Television Sets”, 5th International Strategic Management Conference Proceedings Book, Stellenbosch,   South Africa, 2-4 July 2009, p.p. 511-533.

-Özkanlı, Ö., K.White, “A Comparative Study of Gender and Senior Management in Turkish and Australian Universities”,  3rd International Conference on International Business and Inter-Cultural Management, Proceedings CD, Aalborg, Denmark, 27-29 October 2008.

**-**Özkanlı, Ö. K.White, J.Neale, S. O’Connor, “Cross cultural perspectives of gender and management in universities”, Engendering Leadership Conference, Proceedings CD, Perth, Australia, 22-24 July 2008.

- Özkanlı, Ö. K.  White, M. De Lourdes, “Gender and management in HEIs: changing organizational and management structures”, 30th Annual EAIR Forum In Search of Identity: Dilemmas in Higher Education, Copenhagen, Denmark, 24-27 August 2008.

**-**Özkanlı, Ö. K. White, “Leadership and Strategic Management: Women as Senior Managers in Turkish and Australian Universities”,   IV. International Strategic Management Conference Proceedings Book, Sarajevo, 19- 21 June 2008, p.p. 637-645.

-Özkanlı, Ö. J. Neale, “Structural and cultural barriers for women in senior management in Turkish and New Zealander universities"   Women’s Worlds 2008 Conference, Madrid, 3- 9 July 2008.

**-** Özkanlı, Ö. K. White, M. De Lourdes, “Breaking the Barriers to Women Achieving Seniority in Universities”, 29th Annual EAIR Forum In Search of Identity: Dilemmas in Higher Education Proceedings Book, Innsbruck, Austria, 26-29 August 2007.

- Özkanlı, Ö., “Women in Senior Management in Turkish Higher Education”, Meeting of Investigators Nine – Country Study on Women in Senior Management in Higher Education,  Universidades Portuguesas Centro de Investigaçao de Politicas do Ensino Superior (CIPES), Porto, Portugal,  4-6 May 2007.

-Özkanlı, Ö. K. White, “Leadership and Strategic Choices: Women Professors in Turkish and Australian Universities”,   III. International Strategic Management Conference Proceedings Book, Antalya, Turkey, 21- 23 June 2007, p.p. 69-79.

-Özkanlı, Ö, M.Bickley, S.Fyfe, L.Lord, “Attitudes and Experiences of University Academic Leaders”,   III. International Strategic Management Conference Proceedings Book, Antalya, Turkey, 21- 23 June 2007, p.p. 153-165.

-Özkanlı, Ö., “ The Situation of Academic Women in Turkish Universities”, Changes, Challenges, Choices”, The Inaugural International Women and Leadership Conference, Proceedings Book, Curtin University of Technology- Women in Social and Economic Research Publication, Fremantle, Australia, 16-17 November 2006.

- Özkanlı, Ö. E. Akdeve, “Cluster and Innovation as Regional Development”, II. International Strategic Management Conference Proceedings Book, Uç-Er Ofset, Istanbul, Turkey, 8-10 May 2006, p.p. 365-374.

- Özkanlı, Ö., “The Relationship Between Human Resources Management Practices and Performance In Turkish Large Industrial Enterprises”, The Global Awareness Society Eleventh International Conference Proceedings Book, Bloomsburg University Publication, Vancouver, Canada, 23-26 May 2002, p.p. 257-268.

- Özkanlı, Ö., M. Ozbilgin, “The Way Forward For Equal Opportunities By Sex In Employment In Turkey and Britain”, Eighth Annual International Conference On Advances In ManagementProceedings Book, Athens, Greece, 11-14 July 2001, p.p. 99-100.

- Özkanlı, Ö., “Capacity Planning Problems in Turkish Industrial Enterprises: An Emerging Economies Perspective”, 2001 Academy of Business and Administrative Sciences International ConferenceProceedings Book, St. Bonaventure University Publication, Quebec City, Canada, 12-14 July 2001, p.53.

- Özkanlı, Ö., “A Comparative Study of Employment Services in Great Britain and Turkey”, 2001 Academy of Business and Administrative Sciences (ABAS) International Conference Proceedings Book, Quebec City, Canada, St. Bonaventure University Publication, 2001.

 - Özkanlı, Ö., A. Korkmaz, “Turkish Women in Academic Life: Attitude Measurement Towards Gender Discrimination in Academic Promotion and Administration”, Emerging Economies: Academy of Business Administrative Sciences 2000 International Conference  Proceedings Book, St. Bonaventure University Publication, Prague, Czech Republic, 10-12 July 2000, p.56**( AWARD OF EXCELLENCE )**.

- Özkanlı, Ö., A. Korkmaz, “Academic Women in Turkey: The Structure of Attitudes Towards Role Conflict”, The Global Awareness Society International Ninth Annual International Conference Proceedings Book , Bloomsburg University Publication,  New York, USA, 26-28 May 2000, p.p. 314-322.

- Özkanlı, Ö. A. Ozturk, “Ülkemizde Bankacılık Sektöründe Kadınlar ve Yönetimde Fırsat Eşitsizliği”, Türkiye’de Kadının Yüz Yılı Uluslararası Sempozyumu Proceedings Book, Boğaziçi University Publication, Istanbul, 12-14 April 2000

- Özkanlı, Ö., O. Ates, “Quality Control Circles Applications In Turkish Enterprises and Confronting Paradoxes” , 1999 Academy  Of Business and Administrative Sciences International Conference Proceedings Book,  St. Bonaventure University Publication,  Barcelona, Spain, 12-14 July 1999, p.134.

- Özkanlı, Ö. “The Impact of Organization Structure on Productivity", Ninth World Productivity Congress Proceedings Book, Volume: 2, Istanbul, 4 - 7 June 1995, p.p 1589-1603.

**C-Articles in International Peer-Reviewed Journals**

- Atay, Ö. “ Women in Turkish Higher Education Management”, South Florida Journal of Development, South Florida Publishing LLC, Miami, United States of America, 2023, p.p. 1216-1230, ISBN: 2675-5459.

**-**- Atay, Ö. , Çetin, F. & Savaşkan, E.. “Women on boards and firm performance in Turkey: a case study of the İstanbul Stock Exchange”, İnternational Journal of Innovation and Learning, 2023, Vol. 34, No: 1, p.p. 19-35.

**-**Koçman, Ö. and Atay, Ö. “A Comparative Study of the Petroleum Industry Environmentally Responsible Green Management Implementations”, Journal of Global Strategic Management, 15(2), p.p.5-17, 2021. http://isma.info/uploads/files/005-a-comparative-study-of-the-petroleum-industry-environmentally-responsible-green-management-implementations-ozge-kocman-ozlem-atay.pdf

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**G.** **Chapters in Books Published by National Publication Companies**

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**H-Dissertations**

- Özkanlı, Ö., The Role of Performance Appraisal on Human Resources Policy of Turkish Enterprises (Personel Politikalarının Belirlenmesinde Performans Değerlemenin Yeri ve Ülkemiz Büyük Sanayi İşletmelerindeki Uygulama), Ankara University Social Sciences Institute, Unpublished Ph.D. Dissertation Ankara, 1995.

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**RESEARCH INTERESTS**

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-"Enterprise Productivity Measurement Models",   National Productivity Centre, 1996.

-"Effect of Privatization on Profitability and Productivity Levels of Turkish Cement Plants", National Productivity Centre, 1996.

**RESEARCH PROJECTS**

|  |  |  |
| --- | --- | --- |
| **SUBJECT** | **INSTITUTION** | **DATE** |
| Academic Women in Turkey | Rectorate of Ankara Unv Research Fund Directorate | January 1999-June 2000 |
| Writing “Cooperation and Management” bookTraining the personnel of Turkish  Employment Organization in “Employment and Counselling Services Project” Training at Turkish Employment Organization Mersin Office Training at Turkish Employment Organization Istanbul OfficeTraining at Turkish Employment Organization Mersin OfficeTraining at Turkish Employment Organization Muğla Office | World Bank-Turkish Employment Organization | 1997- December 2000November 19-19, 1999May 31-June 2, 2000November 13-15, 2000June 28-30, 2000 |
|  “International Comparative Study of Academic Women in Australian and Turkish Universities” research in Research and Development Committee Research Fellowship | Curtin University of Technology Graduate School of Business, Perth, Australia | November 13, 2006-February 9, 2007 |
| Innovation and Technological Change: Ankara 1. OSB | TÜBİTAK(Turkish Academy of Sciences) | 1.7.2007-1.7.2008 |
| Academic Women in Senior Management in Turkish and Australian Universities | Rectorate of Ankara University Research Fund Directorate | 2.9.2008-2.9.2010 |
| Eight – Country Study on Women in Senior Management in Higher Education | - | 2.5.2008-1.10.2010 |
| Gender Effect on Service Quality during Service Encounter: Testing Similarity Attraction vs Flirting Theory in Cross-Cultural Study” | - | 6.9.2010-25.3.2011 |
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| Gender, Power and Management | - | January 2010- January 2011 |
| Success in Moving Forward a Gendered Agenda in Higher Education | - | May 2014-August 2016 |
| Women Empowerment with Social Technologies | - | May 2015-May2016 |
| Privatization in Turkish Electric Industry (Elektrikte Kamu Hizmeti ve Özelleştirme-Türkiye Örneği) | - |  January 2015-December 2015 |
| Dynamic Capabilities and Product Innovation in Emerging Market Companies: Evidence from Turkey | - | January 2016-… |
| The Role of Talent Management on Sustainable Competitive Edge | Rectorate of Ankara University Research Fund Directorate | 6.12.2018-6.12.2019 |
| Turkish Industrial Enterprise Top Managers’ Perceptions on Value Based Management Research | Rectorate of Ankara University Research Fund Directorate | March 31,2017-March 31, 2020 |

**SCHOLARSHIPS**

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| **SUBJECT** | **INSTITUTION** | **DATE** |
| Library research, knowledge transfer and   collaborative scientific study with academic staff in London School of Economics, University of Hertfordshire and Manchester School of Management in Great Britain are supported by World Bank. | World Bank | November 19, 2000-December 2, 2000 |
| The presentation of “Academic Women in Turkey: The Structure of Attitudes Towards Role Conflict” at “The Global Awareness Society Ninth Annual International Conference” in New York is supported by Turkish Academy of Sciences | Turkish Academy of Sciences | May 26-28, 2000 |
| The presentation of “Breaking the Barriers to Women Achieving Seniority in Universities” at “29th Annual EAIR Forum In Search of Identity: Dilemmas in Higher Education” in Innsbruck is supported by Ankara University | Ankara University | August 26-29,2007 |
| The presentation of “The Situation Of Academic Women In Turkish Universities”, at Changes, Challenges, Choices: The Inaugural International Women and Leadership Conference Proceedings Book, Curtin University of Technology - Women in Social and Economic Research Publication, Esplanade Hotel, Fremantle, Western Australia is supported by Ankara Unv | Ankara University | November 16-17, 2006. |
| The presentation of “Cross cultural perspectives of gender and management in HEİs: changing organizational and management structures” in 30th Annual EAIR Forum In Search of Identity: Dilemmas in Higher Education, Copenhagen, Denmark is supported by Ankara University. | Ankara University | August 24-27, 2008 |
| The presentation of “Leadership and Strategic Management: Women as Senior Managers in Turkish and Australian Universities”, in IV. International Strategic Management Conference, Sarajevo is supported by Ankara University. | Ankara University | June 19- 21, 2008 |
| The presentation of “Women in Senior Management in Turkish Higher Education”, Meeting of Investigators Eight – Country Study on Women in Senior Management in Higher Education,  Universidades Portuguesas Centro de Investigaçao de Politicas do Ensino Superior (CIPES), Porto, Portugal is supported by Ankara University. | Ankara University | May 4-6, 2007. |
| The presentation of “Structural and cultural barriers for women in senior management in Turkish and New Zealander universities” in Women’s Worlds 2008 Conference, Madrid is supported by Ankara University. | Ankara University | July 3- 9, 2008. |
| Research and Development Committee  Research Fellowship- International Visiting Fellow, Visiting Prof. of Mgt. | Curtin University of Technology Graduate School of Business, Perth, Australia | November 10, 2006-February 9, 2007 |
| The presentation of “A Cross-Cultural Comparison of Gender and Senior Management in Turkish and Australian Universities” in 3rd International Conference on International Business and Inter-Cultural Management, Aalborg, Denmark is supported by ERASMUS Teaching Staff Mobility Program | ERASMUS Teaching Staff MobilityProgram | October27-November29, 2008. |
| The presentation of “What does a leader look like? Comparing the identified characteristics of a typical Vice Chancellor/Rector in New Zealand and Turkey?”  In 6th European Conference on Gender Equality in Higher Education,   Stockholm, Sweden is supported by Ankara University. | Ankara University | August 5-8, 2009 |
| The presentation of “Gender, Power and Management: a Cross Cultural Analysis of Higher Education”, Meeting of Investigators Eight – Country Study on Women in Senior Management in Higher Education,  Uppsala University, Uppsala, Sweden  is supported by Ankara University. | Ankara University | April 8-12, 2010 |
| The presentation of “”Gender Effect on Service Quality during Service Encounter: Testing Similarity Attraction vs Flirting Theory in Cross-Cultural Study”, Spring 2011 Marketing Management Association Conference, Chicago, USA is supported by Ankara University **(BEST PAPER AWARD)**. | Ankara University | March 23-25, 2011 |
| The presentation of “Changes in Leadership Roles” in “Gender, Power and Management: Interventions to Counter Exclusions in Higher Education” Round Table, Women’s World 2011 Congress, Ottawa, Canada**(SUCCESS AWARD)** | Ankara UniversityScientific Research Projects Office | 2-10 July 2011 |
| Valparaiso University, Indiana, USA International Visiting Professor | Valparaiso University | August 13- December 16, 2011 |
| The presentation of “The Status of Turkey’s Energy Sector” , Seventh Annual Silk Road Conference, Chicago, Illinois, USA. | Ankara University | 14-18 May 2012 |
| The presentation of “Renewable Energy Potential in Turkey”, Eight Annual Silk Road Conference, Chicago, Illinois, USA. | Ankara University | 15-16 May 2014 |
| The presentation of “Success in Moving Forward the Gendered Agenda – Turkish Case Study”,3rd Meeting of the Women in Higher Education (WHEM) Network, University of Gothenburg, Gothenburg, Sweden. | Ankara University | 24-25, October, 2015 |
| The presentation of, “Perceptions of Turkish Working Women on Success, Empowerment and Information Technologies” 7th International Interdisciplinary   Business-Economics Advancement Conference, Miami, Florida, USA**(BEST PAPER AWARD)**. | Ankara University | 9-14 April, 2017 |
| The presentation of “Renewable Energy Policy in Turkey”, 13th Annual Silk Road Conference, Central Asia Productivity Research Centre, Chicago, Illinois, USA. | Ankara University | 27-30 April, 2017 |
| The presentation of “Encounter in Different Work Places: A Research on Top 250 Turkish Industrial Enterprise Managers’ Perceptions on Value Based Management”, REA Annual Meeting 2017, St. Louis, USA. | Ankara University | 3-5 November, 2017 |
| The presentation of “Turkish Pupils in Dutch Schools”, REA Annual Meeting 2018, Reston, USA. | Ankara University | 4-7 November, 2018 |
| The presentation of “Gendered Success and Strategies of Change in a Turkish University”, The STEM Gender Gap: Causes, Consequences and Practical Solutions for Academia Symposium 2018, Abu Dhabi, UAE. | New York University Abu Dhabi | April 30-May 1, 2018 |
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**AWARDS**

- **“Best Paper Award”**, 2022 Annual International Association for Computer Information Systems (IACIS) Europe Conference, Management Institute, Warsaw University of Life Sciences (SGGW), “Women on Board and Firm Performance in Turkey: İstanbul Stock Exchange Case”, 22 June 2022.

- **“Best Paper Award”**, 7th International Interdisciplinary Business-Economics Advancement Conference (IIBA), “Perceptions of Turkish Working Women on Success, Empowerment and Information Technologies”, Miami, Florida, USA, 9-14 April 2017.

- **“Best Paper Award”**, Spring 2011 Marketing Management Association Conference, “Gender Effect on Service Quality during Service Encounter: Testing Similarity Attraction vs Flirting Theory in Cross-Cultural Study”, Chicago, 23-25 March 2011

-**“Award of Excellence 2000”** Emerging Economies: Academy of Business Administrative Sciences 2000 International Conference, “Turkish Women in Academic Life: Attitude Measurement towards Gender Discrimination in Academic Promotion and Administration”, 10-12 July 2000, Prague, Czech Republic.

-**“Success Award”,**Ankara University Scientific Research Projects Office, Ankara, 2011.

**PROFESSIONAL MEMBERSHIPS**

- Women in Higher Education Management (WHEM) Network

-TED Ankara College Graduates Association

-TED Foundation

-Ankara University Faculty of Political Sciences Graduates Association

-Ankara University Graduates Association

-The Mülkiyeliler Association

-The Finance Association

-Turkish Human Resources Managers Association (PERYÖN)

- Central Asia Productivity Research Center (CAPRC) Advisory Board, Chicago, Illinois, USA.

-TÜKAL (Turkish Women Lobby)

-Turkish Japanese Women Association

-Turkish Academy of Management

**JOURNAL PEER-REVIEW and EDITORIAL BOARD RESPONSIBILITIES**

- TED Education and Science Journal (previous Member of Editorial Board, Editor in Chief)

- Kara Harp Okulu Savunma Bilimleri Journal

- Hacettepe University İİBF Journal

- The Turkish Year Book of International Relations Journal

- Gazi University İİBF Journal

- Verimlilik Journal

- A.Ü. Political Sciences Faculty Journal

- A.Ü. ATAUM Ankara Avrupa Çalışmaları Journal

- Kara Harp Okulu Bilim Journal

- Anadolu University. Social Sciences Journal

- Güç Endüstri İlişkileri ve İnsan Kaynakları   Journal

-Ege Academic Review Journal of Economic, Administrative and Political Sciences

- Applied Economic Letters

-Global Strategic Management Journal

-Gaziantep University Social Sciences Journal

-Social Behaviour and Personality Journal

-Mülkiye Journal

-Marmara University Social Sciences Institute ÖNERİ Journal

-Akdeniz IIBF Journal

-Abant Izzet Baysal University International Journal of Economic and Social Research

-Trakya University IIBF Journal

-TİSK Akademi

- Kadın/Woman 2000 East Mediterranean Women Research Journal

- Ex aequo, the scientific Journal of APEM (Portuguese Women’s Studies Association)

-Niğde University İktisadi ve İdari Bilimler Journal

- Hacettepe University Sosyoekonomi Journal

-Behaviour and Information Technology

-Gender, Work and Society

-Ankara University Sosyal Bilimler Journal

-Yönetim ve Çalışma Journal

-USBED Journal

**LANGUAGE KNOWLEDGE**

Turkish            : Mother tongue

English            : Fluent

German           : Good

**HOBBIES**

-Basketball (Professional – TED Kolejliler, Mülkiye)

-Table Tennis (Professional – TED Kolejliler)

-Scuba diving