

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.com>

http://www.politics.ankara.edu.tr/library/resimcv_goster.php?type=P&kisi_id=127

<http://wil.insightsme.net/whem/>

<https://orcid.org/0000-0002-2563-825X>

TELEPHONE:

OFFICE: +90 312 595 12 43

FAX : +90 312 319 77 36

EDUCATIONAL BACKGROUND

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	15-19.02.1993 1-5.03.1993
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 Management	SEP.1996-..... 1999-2002	Professor, Head of Management and Organization Chair Vice Head of Management Department Visiting Prof. of Mgt.
Curtin University of Technology Graduate School of Business, Perth, Australia	13.11.2006- 9.2.2007	
Aalborg University College of Business Administration, Aalborg, Denmark	27.9- 27.10. 2008	Visiting Prof. of Mgt.

Valparaiso University College of Business Administration, Valparaiso, Indiana, USA	23.8-15.12.2011	Visiting Prof. of Mgt.
Northern Illinois University College of Business Adm., DeKalb, Illinois, USA	23.8.2012- 10.6.2013	Visiting Prof. of Mgt.

PROFESSIONAL EXPERIENCE

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-Kırşehir
	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

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 Management Communication and Leadership Job Evaluation, Performance Appraisal and Wage Administration	Ankara University Political Sciences Faculty MIYEP Training Program
Human Relations Effective Interview Techniques Effective 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 Study Human 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

-Sirkintioğlu Yıldırım, Ş. & Atay, Ö. (2022). Emerging Technologies for Innovation Management in the Software Industry in “Chapter 6: Ambidexterity, Knowledge Management, and Innovation in Technology Development Zones: The Case of Turkey” 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.,Paliszkievicz, 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., & 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.

-Yazihan,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.

-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.

- Çetin, F., Ö. Atay, J. Paliszkievicz, 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.
- Pinar, 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 Politécnic 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 Management Proceedings 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 Conference Proceedings 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

-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>

- Esen, Ü.B., Ö. Atay, “Turkey’s Creative Cities”, BILIG Journal of Social Sciences TURKIC World, Winter 2020, 92, 29-54. (Indexed and abstracted in SSCI, Social Science Search, Journal Citation Reports/Social Sciences Edition, SCOPUS(Elsevier Bibliographic Databases), MLA(Modern Language Association) International Bibliography, New York, USA, CSA(Cambridge Scientific Abstracts, Sociological Abstracts Worldwide Political Science Abstracts, Linguistics and Language Behaviour Abstracts, Cambridge/USA; IBSS(International Bibliography of the Social Sciences London, UK and English Abstracts of the Articles are Being Published in their indexing services, ASOS In333dex, TÜBİTAK- ULAKBİM TR DİZİN).

- Nord, J. H., Lee, T., Çetin, F., Atay, Ö. and Paliszkievicz, J. “Examining the Impact of Social Technologies on Empowerment and Economic Development”, International Journal of Information Management, 36(6), 2016, 1101-1110(Indexed in SSCI).

- Machado-Taylor, Maria de Lourdes & Özkanlı, Ö. “Gender and Academic Careers in Portuguese and Turkish Higher Education Institutions”, TED Education and Science Journal, Vol.38, No: 169, 2013, p.p. 346-356 (Indexed in SSCI).

-Karacaoğlu, K., Ö. Özkanlı, “Competitive Strategies of the Turkish Manufacturing Enterprises: The Case of Kayseri/Turkey”, International Business and Management Journal, Vol.2, No.2, 2011, Canada, p.p.66-76. (Indexed and abstracted in AMICUS, APAIS Cabell's Canadiana DOAJ, EBSCOhost,ERA,Google Scholar ,Journalseek, Library and Archives Canada,Lockss National Library of Australia,Open J-Gate,PKP Open Archives Harvester,ProQuest,Standard Periodical Directory,Ulrich's Universe Digital Library, Wanfang Data) ISSN: 2321 – 8916

-Gülsoy, T., Ö. Özkanlı, R. Lynch, "Effective International Expansion Strategies of Developing Countries: How Economic Recession Helped Arçelik", Management Research Review, Vol: 36, Issue: 1, 2013, p.p.4-32. (Indexed and abstracted in ABI Inform (ProQuest), British Library, Business Source (EBSCO), Business Source Premier (EBSCO), Cabell's Directory of Publishing Opportunities in Management and Marketing, Current Abstracts (EBSCO), OCLC's Electronic Collections Online, Scopus)

- Carvalho, Teresa, Özkanlı, Ö. Machado-Taylor, Maria de Lourdes, “Perceptions and Attitudes of Senior Managers toward Gender in Academia: A Comparative Study from Portugal and Turkey”, *The Journal of Gender, Education and Social Justice (Educação, Sociedade & Culturas)*, Portugal, Issue: 35, April 2012, p.p.45-66. ISSN | 0872-7643, Indexing | EBSCO/Fonte Acadêmica (EBSCO), European Reference Index for the Humanities (ERIH), WebQualis Capes, Clasificación Integrada de Revistas Científicas (CIRC), Latindex, AERES.
- Gulsoy, T., O.Ozkanli, R.Lynch, “The Role of Innovation in the Effective International Expansion of an Emerging-Country Firm: The Case of Arcelik” *Procedia - Social and Behavioral Sciences*, 41, 2012, 116-129(Indexed and abstracted in Google Scholar, RePEc, Scirus). ISSN: 1877-0428, Conference Proceedings Citation Index.
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- Özkanlı, Ö., M. Oncer, "Ülkemiz İşletmelerinde Çalışma Yeri Düzenleme Tekniklerinin Uygulanma Düzeyi", 6. Ergonomi Kongresi Proceedings Book, M. P. M. Publication, Ankara, 27-29 May 1998, p.p. 493-504.
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F-Books

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- Atay, Ö., N. Karyagdı ve M. Selçuk, *Kurum Kültürünü Geliştirmede Değer Temelli Yönetim Anlayışı (Value-Based Management Approach in Developing Corporate Culture)*, PEGEM AKADEMİ, Ankara, Eylül 2021.
- Karyagdı, N., Ö. Atay ve M. Selçuk; *Yeni Ekonomide ve Ağdaş Toplumunda Değer Temelli Yönetim (Value-Based Management in the New Economy and Networked Society)*, KALDER Publication No:38, Elma Teknik Basım Matbaacılık Ltd. Şti., Ankara, Haziran 2021.
- Hancıoğlu, Y., Ö. Atay, *“İnovasyon” Sistemleri İnovasyon Tanımından İnovasyon Politikalarına Geniş Bir Perspektif(Innovation and Innovation Policies)*, Detay Publication Company, Ankara, 2017.
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- Özkanlı, Ö. A. Korkmaz, *Kadın Akademisyenler(Academic Women)*, Ankara University Political Sciences Faculty Publication, Ankara, June 2000.
- Özkanlı, Ö. *İşbirliği ve Yönetim(Management)*, Ankara University Political Sciences Faculty Publication, Ankara, March 1999.
- Özkanlı, Ö., M. Oncer, *Ülkemiz İşletmelerinde İş Etüdü Tekniklerinin Uygulanma Düzeyi,(Work Study Applications in Turkish Enterprises)* M. P. M. Publication, No: 576, Ankara, December 1996.

G. Chapters in Books Published by National Publication Companies

- Yılmaz, M., Atay, Ö., “Thermal Tourism and Ecological Potential of Ayaş (Ayaş’da Termal Turizm Potansiyeli ve Çevresel Etkileri)” in *Geçmişten Geleceğe Taşınan Miras AYAŞ*, Mutlu Yılmaz(Editor), Ankara University Publication Company, 2018, p.p. 243-260.

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.
- Atay, Ö., The Relationship between Departmentalization and Organizational Effectiveness at Turkish Hotels (Otel İşletmelerinde Bölümlere Ayırma İle Örgütsel Verimlilik ve Etkililik İlişkisi), Hacettepe University Social Sciences Institute, Unpublished MBA Dissertation, Ankara, January, 1991.

I-Other Publications

- Özkanlı, Ö., M. Oncer, "Work Study Practices at Turkish Enterprises (Verimlilik Artırma Aracı Olarak İş Etüdü: İşletmeler İçin Nimet mi, Yoksa Külfet mi)?" Anahtar Newspaper, National Productivity Center Publication, Ankara, October 1997, p. p. 8-9.
- Özkanlı, Ö., "The Relationship between Tourism and Environment (Turizm ve Doğal Çevre İlişkisi)", Anahtar Newspaper , March 1994, National Productivity Center Publication, Ankara, p.15.

RESEARCH INTERESTS

- Women in Higher Education Management (WHEM) Network Turkish member <http://wil.insightsme.net/whem/>
- “Problems of Turkish Industrial Enterprises ", Ankara University Faculty of Political Sciences English Conferences Series, 1987.

- "Management and Organization of Business Firms with Special Reference to Human Resources,, Ankara University Faculty of Political Sciences, English Lectures Series”, 1986.
- "Woman in Management", Ankara University Faculty of Political Sciences English Conferences Series, 1988.
- "Gender Inequality Problem in Turkey", Ankara University Faculty of Political Sciences English Conferences Series, 1986.
- "Leasing", National Productivity Centre, 1993.
- "Performance Appraisal Techniques", National Productivity Centre, 1994.
- "Productivity Level of Turkish Public and Private Sector Enterprises", National Productivity Centre, 1996.
- "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 Univ Research Fund Directorate	January 1999-June 2000
Writing “Cooperation and Management” book		1997- December 2000
Training the personnel of Turkish Employment Organization in “Employment and Counselling Services Project”	World Bank-Turkish Employment Organization	November 19-19, 1999 May 31-June 2, 2000 November 13-15, 2000 June 28-30, 2000
Training at Turkish Employment Organization Mersin Office Training at Turkish Employment Organization Istanbul Office Training at Turkish Employment Organization Mersin Office Training at Turkish Employment Organization Muğla Office		
“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
Generation & Gender in Academia	-	March 2012-June 2013
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-...
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

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 HEIs: 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 3 rd International Conference on International Business and Inter-Cultural Management, Aalborg, Denmark is supported by ERASMUS Teaching Staff Mobility Program	ERASMUS Teaching Staff Mobility Program	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 University Scientific 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”, 3 rd 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” 7 th 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

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)

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 İzzet Baysal University International Journal of Economic and Social Research
- Trakya University IIBF Journal

- TISK 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

LANGUAGE KNOWLEDGE

- Turkish : Mother tongue
English : Fluent
German : Good

HOBBIES

- Basketball (Professional – TED Kolejliler, Mülkiye)
- Table Tennis (Professional – TED Kolejliler)
- Scuba diving