

CURRICULUM VITAE

SYEDA ARZU WASTI

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EDUCATION

University of Illinois at Urbana-Champaign, Illinois

Ph.D., Labor Relations and Human Resources Management, May 1999
Supervisor: Professor Harry C. Triandis

Purdue University, West Lafayette, Indiana

M.S., Human Resources Management, May, 1996

Middle East Technical University, Ankara, Turkey

M.B.A., June, 1994

Middle East Technical University, Ankara, Turkey

B.S., Management, June, 1992

ACADEMIC POSITIONS

Full Professor, School of Management, Sabancı University, Turkey, 2011-present

Visiting Scholar, Lee Kong Chian School of Business, Singapore Management University, Spring, 2013

Visiting Scholar, Lee Kong Chian School of Business, Singapore Management University, Summer, 2008

Associate Professor, Graduate School of Management, Sabancı University, Turkey, 2005-present

Visiting Scholar, Department of Human Resources Studies, Tilburg University, March–June, 2004

Assistant Professor, Graduate School of Management, Sabancı University, Turkey, 1999– 2005

Teaching Assistant, Institute of Labor and Industrial Relations, University of Illinois, 1998-1999

Research Assistant, Sexual Harassment Research Laboratory, University of Illinois, 1997-1999

Research Assistant, Institute of Labor and Industrial Relations, University of Illinois, 1997-1998

Graduate Assistant, Department of Management, M.E.T.U., Turkey, 1992-1994

AWARDS, HONORS AND RESEARCH GRANTS

- 2020 METU Parlar Foundation Science Award
- 2020 TUBITAK (The Scientific and Technological Research Council of Turkey), Short-term R&D Funding Program
- 2020 TUBITAK (The Scientific and Technological Research Council of Turkey), Academic Activity Grant
- 2019 TUBITAK (The Scientific and Technological Research Council of Turkey) Science Award in the Social Sciences
- 2015-2019 National Science Foundation, US #1451540 Honor as goal pursuit: A cross-cultural investigation (with S. Cross, PI, A. K. Uskul, P. Salter, co-PIs)
- 2016 TUBITAK (The Scientific and Technological Research Council of Turkey), Academic Activity Grant
- 2015 Elected Fellow of the International Academy of Intercultural Relations
- 2013 TUBITAK (The Scientific and Technological Research Council of Turkey), Short-term R&D Funding Program
- 2006-2008 Sabancı University, Research Grant
- 2006 Turkish Academy of Sciences, Encouragement Award
- 2004 The Academy of Management, Carolyn Dexter Best International Paper Award
- 2004 University Forum for HRD, Research Grant (with Rob Poell, Tilburg University)
- 2001 International Academy of Intercultural Relations Best Dissertation Award
- 2000 The Academy of Management, Lyman Porter Award
- 1998 Nelle M. Signor Fellowship in International Relations
- 1996-1998 Graduate Fellowship, University of Illinois, Urbana-Champaign
- 1994-1996 Fulbright Scholarship
- 1994-1996 Krannert Fellow, Purdue University
- 1988-1992 Honor Student, Middle East Technical University

PEER-REVIEWED RESEARCH ARTICLES

- Qui, J., Kesebir, S., Gunaydin, G., Selcuk, E., & Wasti, S.A. (2022). Gender differences in interpersonal trust: Disclosure behavior, benevolence sensitivity and workplace implications. Organizational Behavior and Human Decision Processes
- Wasti, S.A., Aydin, C., Altunsu, B., & Beyhan Baykent, T. (2021). Recalling positive and negative events: A cross-cultural investigation of the functions of work-related memories. Journal of Applied Research in Memory and Cognition, *10*, 65-73.
- Gunsoy, C., Joo, M., Cross, S. E., Uskul, A.K., Gul, P., Wasti, S.A., Salter, P., Haugen, A., Erdas, D.K., & Yegin, A. (2020). The influence of honor threats on goal delay and goal derailment: A comparison of Turkey, Southern US, and Northern US, Journal of Experimental Social Psychology, *88*, 103974.
- Thielmann, I., Akrami, N., Babarović, T., Belloch, A., Bergh, R., Chirumbolo, A., Čolović, P., de Vries, R. E., Dostál, D., Egorova, M., Gnisci, A., Heydasch, T., Hilbig, B. E., Hsu, K-Y., Izdebski, P., Leone, L., Marcus, B., Međedović, J., Nagy, J., Parshikova, O., Perugini, M.,

Petrović, B., Romero, E., Sergi, I., Shin, K-Y., Smederevac, S., Šverko, I., Szarota, P., Szirmák, Z., Tatar, A., Wakabayashi, A., Wasti, S.A., Zášková, T., Zettler, I., Ashton, M.C. & Lee, K. (2020). The HEXACO–100 across 16 languages: A large-scale test of measurement invariance, Journal of Personality Assessment, *5*, 714-726.

Winner of the 2020 Walter G. Klopfer Award in Journal of Personality Assessment

- Wasti, S.A. & Erdaş, K.D. (2019). The construal of workplace incivility in honor cultures: Evidence from Turkey. Journal of Cross Cultural Psychology, *50*, 130-148.
- Meyer, J.P., Morin, A.J.S., & Wasti, S.A. (2018). Employee commitment before and after an economic crisis: A stringent test of profile similarity. Human Relations, *71*, 1204-1233.
- Wasti, S.A., Peterson, M. F., Breisohl, H., Cohen, A., Jørgensen, F., Rodrigues, A., Weng, Q., & Xu, X. (2016). Location, location, location: Contextualizing workplace commitment. Journal of Organizational Behavior, *37*, 613-632.
- Smith, P.B., Wasti, S.A., Grigoryan, L., Achoui, M., Bedford, O., Budhwar, P., Lebedeva, N., Leong, C.H., & Torres, C. (2014). Are *guanxi*-type supervisor-subordinate relationships culture-general? An eight-nation test of measurement invariance. Journal of Cross-Cultural Psychology, *45*, 921-938.
- Wasti, S.A., Erdaş, K.D., & Dural, U. (2013). Örgüte güvensizlik: Kültürlerarası nitel bir çalışma [Distrust in organization: A cross-cultural qualitative investigation]. METU Studies in Development, *20*, 225-252.
- Wasti, S. A., Tan, H.H., & Erdil, S. E. (2011). Antecedents of trust across foci: A comparative study of Turkey and China. Management and Organization Review, *7*, 279–302.
- Wasti, S. A., & Fiş, A. M. (2010). Örgüt kültüründe sıklık-esneklik boyutu ve kurumsal girişimciliğe etkisi [Tightness-Looseness as a dimension of organizational culture and its implications for corporate entrepreneurship]. Yönetim Araştırmaları Dergisi, *10*, 11-32.
- Bosson, J. K., Vandello, J. A., Burnaford, R. M., Weaver, J., & Wasti, S. A. (2009). Precarious manhood and displays of physical aggression. Personality and Social Psychology Bulletin, *35*, 623-634.
- Fiş, A. M. & Wasti, S. A. (2009). Örgüt kültürü ve girişimcilik yönelimi ilişkisi [The relationship between organizational culture and entrepreneurial orientation]. METU Studies in Development, *35*, 127-164.
- Gupta, V. K., Turban, D., Wasti, S. A. & Sikdar, A. (2009). The role of gender stereotypes in perceptions of entrepreneurs and intentions to become an entrepreneur. Entrepreneurship Theory and Practice, *2*, 397-417.
- Wasti, S. N. & Wasti, S. A. (2009). Gelişmekte olan ülkelerde ana sanayi-yan sanayi ilişkilerinde güvenin öncülleri: Türk otomotiv sektörü örneği [Antecedents of trust in buyer-supplier relations in developing countries: The case of the Turkish automotive sector]. Amme İdaresi Dergisi, *42*, 139-160.
- Üsdiken, B. & Wasti, S. A. (2009). Preaching, teaching and researching at the periphery:

- Academic management literature in Turkey, 1970-1999. Organization Studies, 30, 1063-1082.
- Wasti, S. A. & Can, O. (2008). Affective and normative commitment to organization, supervisor, and coworkers: Do collectivist values matter? Journal of Vocational Behavior, 73, 404-413.
- Wasti, S. A., Lee, K., Ashton, M. C. & Somer, O. (2008). Six Turkish personality factors and the HEXACO model of personality structure. Journal of Cross-Cultural Psychology, 39, 665-684.
- Wasti, S. A., Poell, R. & Çakar, N. D. (2008). Oceans and notions apart? An analysis of the U.S. and European Human Resource Development literature. International Journal of Human Resource Management, 12, 2155-2170.
- Wasti, S. N. & Wasti, S. A. (2008). Trust in buyer-supplier relations: The case of the Turkish automotive industry. Journal of International Business Studies, 39, 118-131.
- Chen, X. P., Wasti, S. A., & Triandis, H. C. (2007). When does group norm or group identity predict cooperation in a public goods dilemma? The moderating effects of idiocentrism and allocentrism. International Journal of Intercultural Relations, 31, 259-276.
- Wasti S. A. & Erdil, S. E. (2007). Bireycilik ve toplulukçuluk değerlerinin ölçülmesi: SCS ve INDCOL ölçeklerinin Türkçe geçerlemesi [Validation of SCS and INDCOL in Turkish]. Yönetim Araştırmaları Dergisi, 7, 39-66.
- Wasti, S. A., Tan, H. H., Brower, H. & Önder, Ç. (2007). Cross-cultural measurement of supervisor trustworthiness: An assessment of measurement invariance across three cultures. Leadership Quarterly, 18, 477-489.
- Cortina, L. & Wasti, S. A. (2005). Profiles in coping: Responses to sexual harassment across persons, organizations and culture. Journal of Applied Psychology, 90, 182-192.
- Wasti, S. A. (2005). Commitment profiles: Combinations of organizational commitment forms and job outcomes. Journal of Vocational Behavior, 67, 290-308.
- Wasti, S. A. (2003). Organizational commitment, turnover intentions and the influence of cultural values. Journal of Occupational and Organizational Psychology, 76, 303-321.
- Wasti, S. A. (2003). The influence of cultural values on antecedents of organizational commitment: An individual level analysis. Applied Psychology: An International Review, 52, 533-554.
- Wasti, S. A., & Önder, Ç. (2003). Kültürlerarası çalışmalarda yöntem: Örgütsel bağlılık yazınından dersler [Cross-cultural research methodology: Lessons from the organizational commitment literature]. Yönetim Araştırmaları Dergisi, 3, 125-145.
- Bebekoğlu, G. & Wasti, S. A. (2002). Çalışan kadınlara yönelik cinsiyet temelli düşmanca davranışların sebepleri ve sonuçları üzerine bir araştırma. [A survey study on the antecedents and outcomes of gender harassment at the workplace] Yönetim Araştırmaları Dergisi, 2, 215-238.

- Önder, Ç. & Wasti, S. A. (2002). İş Güvencesi Endeksi ve İş Güvencesi Memnuniyeti Ölçeği: Güvenirlik ve geçerlik analizi. [Job Security Index and Job Security Satisfaction Scale: An analysis of reliability and validity]. Yönetim Araştırmaları Dergisi, 2, 23-46.
- Robert, C. A., & Wasti, S. A. (2002). Organizational individualism and collectivism: Theoretical development and an empirical test of a model. Journal of Management, 28, 544-566.
- Wasti, S. A. (2002). Affective and continuance commitment to the organization: Test of an integrated model in the Turkish context. International Journal of Intercultural Relations, 26, 525-550.
- Wasti, S. A., & Cortina, L. (2002). Coping in context: Sociocultural determinants of responses to sexual harassment. Journal of Personality and Social Psychology, 83, 394-405.
- Üsdiken, B. & Wasti, S. A. (2002). Türkiye’de akademik bir inceleme alanı olarak Personel veya “İnsan Kaynakları” Yönetimi, 1972-1999. [Personnel or “Human Resources” Management as an academic field of inquiry in Turkey, 1972-1999]. Amme İdaresi Dergisi, 35, 1-37.
- Triandis, H. C., Carnavale, P., Gelfand, M., Robert, C., Wasti, S. A., et al. (2001). Culture, personality, and deception in negotiations: An exploratory study. International Journal of Cross Cultural Management, 1, 73-90.
- Wasti, S. A. (2001). Örgütsel adalet kavramı ve tercüme bir ölçeğin Türkçe’de güvenilirlik ve geçerlik analizi. [The construct of organizational justice and the validation of a translated instrument in Turkish] Yönetim Araştırmaları Dergisi, 1, 33-50.
- Wasti, S. A., Bergman, M. E., Glomb, T. M. & Drasgow, F. (2000). Test of the cross-cultural generalizability of a model of sexual harassment. Journal of Applied Psychology, 85, 766-778.
- Wasti, S. A. (1998). Cultural barriers in the transferability of Japanese and American human resources practices to developing countries: the Turkish case. International Journal of Human Resource Management, 9, 609-631.
- Wasti, S. A. (1995). Kültürel farklılaşmanın örgütsel yapı ve davranışa etkileri: Karşılaştırmalı bir inceleme [A comparative assessment of the effects of national cultural differences on organizational structure and behavior], M.E.T.U Studies in Development, 22, 503-529.

BOOK CHAPTERS

- Wasti, S.A. & Erdil, S. E. (forthcoming). Culture and job attitudes. In M.J. Gelfand & M. Erez (Eds.) The Oxford Handbook of Culture and Organizations. Oxford University Press.
- Wasti, S. A., Ersoy, N. C., & Erdoğan, B. (2022). I-deals in context: A summary and critical review of I-deals literature around the globe. In S. Anand & Y. Rofcanin (Eds.), Idiosyncratic Deals at Work: Exploring Individual, Organizational and Societal Perspectives. New York, NY: Palgrave Macmillan.
- Koseoglu, G., Wasti, S.A., & Terzioglu, H. (2021). Employee turnover in Turkey. In D. Allen & J. Vardaman (Eds.) Global Talent Retention: Understanding Employee Turnover Around the World (pp.167-190). Emerald Talent Management Series.

- Wasti, S.A. & Önder, Ç. (2021). Employee trust in organization across cultures: A multilevel model. In N. Gillespie, A.C. Fulmer & R. Lewicki (Eds.) Understanding Trust in Organization: A Multilevel Perspective. SIOP Organizational Frontiers Series. New York: Routledge.
- Wasti, S. A. (2018). Örgütsel bağlılık kavramı, odakları, öncül ve sonuçları [The construct of organizational commitment, its foci, antecedents and outcomes]. In A. Keser, G. Yılmaz, & S. Yürür (Eds.) Çalışma Yaşamında Davranış: Güncel Yaklaşımlar, 2.Baskı [Behavior in Work Life: Contemporary Approaches, 4th edition] (pp. 275-293). Kocaeli: Umuttepe Yayınları
- Wasti, S. A. (2016). Understanding commitment across cultures: An overview. In J.P. Meyer (Ed.), Handbook of Employee Commitment (pp.363-375). Northampton, MA; Edward Elgar Publishing, Inc.
- Wasti, S. A. & Tan, H. H. (2010). Antecedents of supervisor trust in collectivist cultures: Evidence from Turkey and China. In M. Saunders, D. Skinner, N. Gillespie, G. Dietz, & R. J. Lewicki (Eds.) Organizational Trust: A Cultural Perspective (pp.311-335). Cambridge University Press.
- Wasti, S. A. & Önder, Ç. (2009). Commitment across cultures: Progress, pitfalls, and propositions. In H. J. Klein, T. E. Becker, & J. P. Meyer (Eds.) Commitment in Organizations: Accumulated Wisdom and New Directions (pp. 309-343). New York: Routledge Taylor and Francis Group.
- Wasti, S. A. (2008). Organizational commitment: Complication or clarification? In P. Smith, M. Peterson, & D. Thomas (Eds.). Handbook of Cross-Cultural Management Research. (pp. 95-115). Thousand Oaks, CA: Sage.
- Triandis, H. C. & Wasti, S. A. (2007). Culture. In Stone, D. L., & Stone-Romero, E. F. (Eds.). The Influence of Culture on Human Resource Processes and Practices (pp.1-24). New York: Lawrence Erlbaum
- Wasti, S. A. & Robert, C. A. (2004). Out of touch? An evaluation of the correspondence between academic and practitioner concerns in IHRM. In J. Cheng and M. Hitt (Eds.) Advances in International Management (Vol.15; pp.207-239). Amsterdam: Elsevier, JAI.
- Wasti, S. A. (2000). Örgütsel bağlılığı belirleyen evrensel ve kültürel etmenler: Türk kültürüne bir bakış [Emic and etic antecedents of organizational commitment: The Turkish case]. In Z. Aycan (Ed.) Akademisyenler ve Profesyoneller Gözüyle: Türkiye'de Yönetim, Liderlik ve İnsan Kaynakları Uygulamaları (pp. 201-224), Ankara: Türk Psikologlar Derneği Yayınları.

CONFERENCE PROCEEDINGS

- Wasti, S. A., Kocamanoğlu, F. & Sezer, M. (2021, September). COVID-19 pandemi kriz yönetiminin örgüte duyulan güvene etkisi: Nitel bir çalışma [The influence of the COVID-19 pandemic crisis management on trust in organizations: A qualitative analysis]. Paper presented at the (online) annual National Conference of Administrative, Turkey.

- Wasti, S. A. & Oruç, E. S. (2021, September). Girişimcilik-profesyonellik-liderlik kariyer arzularında kişilik ve cinsiyetin rolü [The role of personality and gender in Entrepreneurial-Professional-Leadership career aspirations]. Paper presented at the (online) annual National Conference of Administrative, Turkey.
- Yegin, A., & Wasti, S. A. (2020, September). Örgütlerde kişilerarası güven oluşumunun ahlaki temelleri [The moral foundations of interpersonal trust in organizations]. Paper presented at the (online) annual National Conference of Administrative, Turkey.
- Erdaş, K.D., & Wasti, S. A. (2020, September). İşyeri nezaketsizliğinin etkilerini incelemede bir yöntem önerisi: Senaryo deneyi çalışması [A methodological proposal to examine workplace incivility: Development of an experimental vignette]. Paper presented at the (online) annual National Conference of Administrative, Turkey.
- Yegin, A., & Wasti, S. A. (2018, May). İyi niyet ve dürüstlük ötesi: Örgütlerde kişilerarası güven oluşumunun ahlaki temelleri. [Beyond benevolence and integrity: The moral foundations of interpersonal trust in organizations]. Paper presented at the annual National Conference of Administrative Sciences, Trabzon, Turkey.
- Wasti, S.A., & Baltacı, A. (2017, May). Örgütsel vatandaşlık davranışları: Kültürel bir ölçek geliştirme çalışması. [Organizational citizenship behaviors: A cultural scale development study]. Paper presented at the annual National Conference of Administrative Sciences, Ankara, Turkey
- Wasti, S.A., & Baltacı, A. (2016, May). Örgütsel vatandaşlık davranışlarının evrensel ve kültürel boyutları üzerine bir inceleme. [Organizational citizenship behaviors: An analysis of universal and culture-specific aspects]. Paper presented at the annual National Conference of Administrative Sciences, Istanbul, Turkey.
- Erdaş, K.D., & Wasti, S.A. (2015, May). Türk kültüründe işyeri nezaketsizliğinin çok boyutlu ölçekleme analizi ile incelenmesi. [A multidimensional scaling approach to analyze workplace incivility in the Turkish culture]. Paper presented at the annual National Conference of Administrative Sciences, Muğla, Turkey.
- Wasti, S.A., Alipour, A., & Jin, X. (2015, May). İş ilişkilerinde güven kavramı: Kültürlerarası bir karşılaştırma. [The construct of interpersonal trust in work relations: A cross-cultural comparison]. Paper presented at the annual National Conference of Administrative Sciences, Muğla, Turkey.
- Koçak, Ö., Wasti, S.A., Yosun, T., Bozer, Ç. & Dural, U. (2014, May). “Patron şirketi” ölçeği geliştirilmesine yönelik bir öneri. [Measuring the climate of owner-managed family firms: A scale development study]. Paper presented at the annual National Conference of Administrative Sciences, Konya, Turkey.
- Wasti, S.A., Erdaş, K.D., & Dural, U. (2012, May). Örgüte güvensizlik: Kültürlerarası nitel bir çalışma. [Distrust in organization: A cross-cultural study]. Paper presented at the annual National Conference of Administrative Sciences, İzmir, Turkey.

- Erdil, S. E. & Wasti, S. A. (2011, May). Çalışma arkadaşlarına güvende karşılıklı bağların rolü [The role of dyadic ties in trust in coworkers]. Paper presented at the annual National Conference of Administrative Sciences, Çanakkale, Turkey.
- Erdil, S. E. & Wasti, S. A. (2010, May). Çalışma arkadaşlarına güven ve ölçümü [Trust in coworkers and its measurement]. Paper presented at the annual National Conference of Administrative Sciences, Adana, Turkey.
- Wasti, S. A. & Fiş, M. (2010, May). Yeni bir örgüt kültürü boyutu: Sıkılık-esneklik [A new dimension of organizational culture: Tightness-Looseness]. Paper presented at the annual National Conference of Administrative Sciences, Adana, Turkey.
- Wasti, S. A. & Can, O. (2008, May). Örgüte, amire ve çalışma arkadaşlarına bağlılık: Kültürel bir inceleme [Commitment to organization, supervisor, and coworkers: A cultural investigation]. Paper presented at the annual National Conference of Administrative Sciences, Antalya, Turkey.
- Wasti, S.A., & Poell, R.F. (2007). Towards further development of HRD as an academic discipline: Comparing HRD research published in HRD and mainstream journals. In D. Peroune (Ed.), Top ten best papers from the Academy of HRD international research conference (pp. 3-10). Bowling Green: AHRD
- Wasti S. A. & Erdil, S. E. (2007, May). Bireycilik ve toplulukçuluk değerlerinin ölçülmesi: SCS ve INDCOL ölçeklerinin Türkçe geçerlemesi [Validation of SCS and INDCOL in Turkish]. Paper presented at the annual National Conference of Administrative Sciences, Erzurum, Turkey.
- Gupta, V. K., Turban, D. B., Wasti, S. A., & Sikdar, A. (2005, August). Entrepreneurship and stereotypes: Are entrepreneurs from Mars or from Venus. Paper published in the Best Paper Proceedings of the Academy of Management Conference, Honolulu, Hawaii.
- Wasti, S.A., Önder, Ç., Tan, H.H. & Brower, H. H. (2004, May). Kültürlerarası araştırmalarda ölçüm denkliği: Kişilerarası güven ölçeklerinin A.B.D., Singapur ve Türkiye örneklemi ile değerlendirmesi. [Measurement invariance in cross-cultural research: An evaluation of interpersonal trust scales across US, Singapore and Turkish samples]. Paper presented at the annual National Conference of Administrative Sciences, Bursa, Turkey.
- Önder, Ç. & Wasti, S. A. (2003, May). İş güvencesi: Kapsamlı bir model testi. [Job security: Test of an integrated model]. Paper presented at the annual National Conference of Administrative Sciences, Afyon, Turkey.
- Bebekoğlu, G. & Wasti, S. A. (2002, May). İşyerinde cinsiyet temelli düşmanca davranışların sebepleri ve sonuçları: Profesyonel kadın çalışanlar üzerine bir anket çalışması. [Antecedents and outcomes of gender harassment at the workplace: A survey of professional Turkish female employees]. Paper presented at the annual National Conference of Administrative Sciences, Antalya, Turkey.

- Önder, Ç. & Wasti, S. A. (2002, May). İş Güvencesi Endeksi ve İş Güvencesi Memnuniyeti Ölçeği: Güvenirlilik ve geçerlik analizi. [Job Security Index and Job Security Satisfaction Scale: An analysis of reliability and validity]. Paper presented at the annual National Conference of Administrative Sciences, Antalya, Turkey.
- Wasti, S. A. & Üsdiken, B. (2001, May). Türkiye’de bir inceleme alanı olarak Personel veya “İnsan Kaynakları” Yönetimi. [Personnel or “Human Resources” Management as a field of academic inquiry in Turkey]. Paper presented at the annual National Conference of Administrative Sciences, Istanbul, Turkey.
- Wasti, S. A. (2000, May). Meyer ve Allen’in üç boyutlu örgütsel bağlılık ölçeğinin geçerlilik ve güvenilirlik analizi. [The reliability and validity of Meyer and Allen’s three-component organizational commitment scale]. Paper presented at the annual National Conference of Administrative Sciences, Nevşehir, Turkey.
- Wasti, S. N. & Wasti, S. A. (2000, May). Ana sanayii-yan sanayii ilişkilerinde güven ve bağlılık ölçeklerinin geliştirilmesi. [The development of trust and loyalty scales for buyer-supplier relations]. Paper presented at the annual National Conference of Administrative Sciences, Nevşehir, Turkey.
- Wasti, S. A. (1999, August). A cultural analysis of organizational commitment and turnover intentions in a collectivist society. Paper published in the Best Paper Proceedings of the Academy of Management Conference, Chicago, IL.
- Wasti, S. A. (1994, May). Kültürel değerlerin iş tutumlarına ve örgütsel yapıya etkisi: Karşılaştırmalı bir araştırma [The influence of national culture on work-related attitudes and organizational structure: A comparative study]. Paper presented at the annual National Conference of Administrative Sciences, Kuşadası, Turkey.

CONFERENCE PRESENTATIONS (LAST FIVE YEARS)

- Qui, J., Kesebir, S., Wasti, S.A., Gunaydin, G., & Selcuk, E. (2021). Gender differences in benevolence sensitivity: Implications for trust and wellbeing in the workplace. Paper presented at the International Association for Conflict Management Conference (online).
- Yegin, A. & Wasti, S. A. (2020). The effect of moral foundations on trustworthiness assessments: A cultural analysis. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LO.
- Uskul, A. K., Cross, S. E., Wasti, S.A., & Salter, P. (2020). Honor and goal pursuit: How honor can interfere with one’s own and others’ goal-directed behaviors. Paper presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LO.
- Yegin, A. & Wasti, S. A. (2019). How do I trust thee? Let me count the whys. Poster presented at the Society for Personality and Social Psychology Annual Convention, Portland, OR.
- Wasti, S.A., Aydin, C., Altunsu, B., Beyhan, B. T., Fulmer, A.C., & Tan, H.H. (2019). Remembering trust relations: A cross-cultural study of autobiographical memory. Paper presented at the 10th Workshop on Trust within and between Organizations, St. Gallen, Switzerland.

- Yegin, A., Wasti, S.A., Fulmer, A.C., & Tan, H. H. (2018). Beyond ability-benevolence-integrity: Trust violations across cultures and moral foundations. Paper presented at the Academy of Management Conference, Chicago, IL.
- Wasti, S.A. & Erdas, K. D. (2018). The construal and consequences of workplace incivility in an honor culture. Paper presented at the International Association for Cross Cultural Psychology, Guelph, Canada.
- Günsoy, C., Cross, S. E., Uskul, A. K., Wasti, S.A., & Salter, P. (2018). The influence of honor threats on goal pursuit across cultures. Poster presented at the Society for Personality and Social Psychology Annual Convention, Atlanta, GA.

SELECTED ONGOING RESEARCH

Honor threats and goal pursuit (with Susan Cross, Ayse Uskul, Phia Salter). Multi-method study in writing stage.

Defining trust across cultures using a prototype approach (with Ali Alipour, Hwee Hoon Tan, and Ashley Fulmer). Multi-method study in the data analysis stage.

Incivility in a public setting (with K. Duygu Erdas). Multi-method study in the data collection stage.

The effect of moral foundations on trust formation and violation in the workplace: A cultural analysis (with Afsar Yegin). Multi-method study in writing stage.

INVITED PRESENTATIONS (LAST FIVE YEARS)

Wasti, S.A. (2021). The nature and implications of perceived face threats in public workplace incivility incidents. Bilkent University, Ankara, Turkey.

Wasti, S.A. (2021). The common language of trust. Presented at the conference “Towards constructive intercultural management”, hosted by the Turkish-German University, İstanbul, Turkey.

Wasti, S.A. (2021). Employee trust in organizations across cultures: A multilevel model. Özyeğin University, İstanbul, Turkey.

Wasti, S.A. (2019). Örgütsel psikolojide kültürel yaklaşımlar. 23. Ulusal Psikoloji Öğrencileri Kongresi, Middle East Technical University, Ankara, Turkey.

Wasti, S.A. (2019). Türkiye’de örgütsel bağlılığı anlamak ve araştırmak. Hacettepe Üniversitesi Psikoloji Topluluğu, İş ve Örgüt Psikolojisi Sempozyumu, Hacettepe University, Ankara, Turkey.

Wasti, S.A. (2017). Defining trust across cultures: A prototype approach. Middle East Technical University, Ankara, Turkey.

Wasti, S.A. (2017). The construal and consequences of workplace incivility in an honor culture. Işık University, Ankara, Turkey.

Wasti, S.A. (2017). Exploring workplace incivility in the Turkish context. Bilkent University, Ankara, Turkey.

TEACHING

Sabancı University (1999-present)

Doctoral Program: Cross-cultural Organizational Psychology; Research Methods; Organizational Behavior and Human Resource Management; Organizational Behavior

PMBA/EMBA/ITM Programs: Organizational Behavior; Design of Organizational Systems and Human Resources Management; Business Research; Managing Human Relations; Concepts of Inquiry; Cross-cultural Management

MBA Program: Organizational Behavior; Design of Organizational Systems and Human Resources Management; Business Research; Concepts of Inquiry; Group Processes and Teamwork

Undergraduate Program: Organizational Behavior; Human Resource Management

Koç University (Spring, 2017), MMBA Program: Organizational Behavior

Singapore Management University (Summer, 2008)

Undergraduate Program: Management of People at Work

Tilburg University, the Netherlands (Spring, 2004)

Undergraduate Program: Diversity in Organizations (team taught)

Corporate Training and Executive Education

Organizational Behavior; Strategic Human Resource Management, Human Resource Management to Non-HR Managers, Cross-cultural Organizational Behavior, Turkish Culture and Work Behavior

PROFESSIONAL EXTERNAL SERVICE

Associate Editor:

2009-2014 Yönetim Araştırmaları Dergisi

Editorial Consultant:

2003-2009 Yönetim Araştırmaları Dergisi
2003-present Applied Psychology: An International Review
2009-present International Journal of Cross-Cultural Management
2009-present Journal of Personnel Psychology
2010-present European Journal of Work and Organizational Psychology
2010-present Journal of Cross-Cultural Psychology
2011-present Journal of Trust Research

Ad Hoc Reviewer (selected):

Asian Journal of Social Psychology

British Journal of Management
Human Relations
Journal of Applied Psychology
Journal of Business Ethics
Journal of International Business Studies
Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
Journal of Vocational Behavior
International Journal of Human Resource Management
International Journal of Intercultural Relations
Personality and Social Psychology Bulletin

Award Committees:

2021 Academy of Management, Carolyn Dexter Award Best International Paper Award
Committee
2010-2015 Chair, International Association for Intercultural Relations Best Dissertation Award
Committee

Program Committees:

II. Incubator Commitment Meeting (2018)
Conference on Commitment (2010; 2014; 2017; 2022)
FINT Workshop on Trust Within and Between Organizations (2013)
Yönetim ve Organizasyon Kongresi (2014, 2016) [National Management and Organization Conference]

Ad Hoc External Reviewer:

Social Sciences and Humanities Research Council of Canada
Economic and Social Research Council, United Kingdom

Academic Consultant:

2008-2009 WEF Corporate Best Practices for Gender Equality Survey
2006 TUBITAK Research Grant awarded to Associate Professor Feyzan Erkip (Bilkent
University) on Time-Use Surveys in Turkey: Methodological Issues

Professional Memberships:

Academy of Management
International Association for Cross-Cultural Psychology
International Academy for Intercultural Relations
Society for Personality and Social Psychology

PROFESSIONAL INTERNAL SERVICE

Committees:

2018-	Committee Against Sexual Harassment
2018-	Faculty Advisory Board
2018-	Research Ethics Committee
2013-	University Administrative Council
2009-2016	AACSB Assessment Committee
2009-2016	Faculty Executive Committee
2008-2016	PhD Program Director
2007-2010	University Research Council
2005-2008	Committee for Academic Integrity
2004-2008	Discipline Committee
2003-2004	Faculty Recruitment Committee
2003-2005	Graduation Ceremony Committee
2000-2005	Faculty Advisory Board
2000-2004	Committee for Scholarships and Financial Aid
2000-2004	MBA Admission Jury
1999-2008	Ph.D. Student Advisory Committee

Ph. D. Theses Supervision:

2021	Afşar Yegin “Moral foundations of supervisor trustworthiness: Evidence from two country contexts”
2020	Aleksandra Kaner “The implications of perceived injustice climate on organizational trustworthiness and job outcomes”
2016	Kıymet Duygu Erdaş “Workplace incivility in the context of honor culture”
2011	Selin Eser Erdil “A model of dyadic trust: Turkish case”

Masters Theses/Projects Supervision:

2021	Begüm Ateşsaçan “Traditionality and trustworthiness in Turkey: A vignette experiment in the context of employee selection”
2020	Tuğçe Beyhan Baykent “Remote working and team management in organizations during the COVID 19 pandemic”
2019	Xinhua Jin “How Chinese people construct trust in the workplace”

Task Forces:

2008-2009	Task force to revise the student evaluation system (with BAGEM)
2008	Task force to apply for Turkish membership of CEMS
2007-2008	Task force on internationalization strategy
2005	Task force to prepare Faculty Handbook
2002-2003	Task force to prepare Report Writing Manual for CAP projects (with Writing Center)
2002-2003	Task force to design MBA student selection system

2001-2002 Task force to revise the MBA/EMBA programs
1999-2000 Task force to design and promote the PhD program in Management and Organization Studies (with Behlül Üsdiken)

Other Citizenship Activities

2008-present Orientation session on Turkish Culture to incoming ERASMUS students

CONSULTING PROJECTS (LAST FIVE YEARS)

2018 - present Psychometric and Statistical Analysis of Employee Satisfaction Survey (Belgin Madeni Yağlar A.Ş.)
2018 -present Psychometric and Statistical Analysis of Customer Satisfaction Survey (Belgin Madeni Yağlar A.Ş.)
2017 Global Human Resource Management (Orhan Holding)

PERSONAL

Date and Place of Birth: August 9, 1971, Ankara

Gender: Female

Nationality: Turkish