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## Dr. Nüfer Yasin ATEŞ

### Assistant Professor of Strategy and Organization

Sabancı University, Orta Mahalle, No:27, 34956, Tuzla/Istanbul, Turkey

E-mail: [nufer.ates@sabanciuniv.edu](mailto:nufer.ates@sabanciuniv.edu), Tel: +90 216 483 9678

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**ACADEMIC APPOINTMENTS**      **Assistant Professor** (2019-present)  
Sabancı Business School, Sabancı University, Turkey

**Assistant Professor** (2016-2019)  
Faculty of Business Administration, Bilkent University, Turkey

**Assistant Professor** (2013-2019)  
Tilburg School of Economics and Management, Tilburg University, The Netherlands

**EDUCATION**      **Ph.D., Management** (2009-2014)  
Erasmus Research Institute of Management, The Netherlands

**Research Visit** (Fall 2012)  
The Ohio State University, The United States of America

**MSc., Industrial Engineering** (2002-2006)  
Bogazici University, Turkey

**MSc., Engineering Management** (2002-2005)  
Istanbul Technical University, Turkey

**BSc., Industrial Engineering** (1998-2002)  
Istanbul Technical University, Turkey

**RESEARCH INTERESTS**      Strategy Formulation and Implementation, Behavioral Strategy, Middle Managers, Top Management Teams, Management of Innovation, Corporate Entrepreneurship, Quantitative Research Methods

**ACADEMIC PUBLICATIONS**      Alfons A., Ateş N.Y., Groenen P.J. A Robust Bootstrap Test for Mediation Analysis, *Organizational Research Methods*, forthcoming.

Kurdoglu R.S., Ateş N.Y. 2021. Arguing to Defeat: Eristic Argumentation and Irrationality in Resolving Moral Concerns, *Journal of Business Ethics*, published online-first, doi: 10.1007/s10551-020-04659-2, forthcoming.

Kavusan K., Ateş N.Y., Nadolska A. 2021. Acquisition Target Selection and Technological Relatedness: The Moderating Role of TMT Demographic Faultlines, *Strategic Organization*, published online-first, doi: 10.1177/1476127020919329, forthcoming.

Ateş M., Ateş N.Y. 2021. Strategic Alignment of the Purchasing Function for Sustainability: A Multi-level Framework; In Markovic S, Sancha C, Lindgreen A (Eds.), *Handbook of Sustainability-driven Business Strategies in Practice*, Edward Elgar, forthcoming.

Ateş N.Y. 2021. Orta Düzey Yöneticilerin Stratejilerin Uygulanmasındaki Rolü:

Bilişsel, Sosyal ve Duygusal Öncüller. *İşletme Araştırmaları Dergisi*, forthcoming.

Ateş N.Y., Tarakci M., Porck J.P., van Knippenberg D., Groenen P.J. 2020. The Dark Side of Visionary Leadership in Strategy Implementation: Strategic Alignment, Strategic Consensus and Commitment. *Journal of Management*, 46(5), 637-665.

*Practitioner version: Why Visionary Leadership Fails? Harvard Business Review*, <https://hbr.org/2019/02/why-visionary-leadership-fails>

Porck J.P., van Knippenberg D., Tarakci M., Ateş N.Y., Groenen P.J., de Haas, M. 2020. Do Group and Organizational Identification Help or Hurt Intergroup Strategic Consensus? *Journal of Management*, 46(2), 234-260.

Tarakci M., Ateş N.Y., Floyd S.W., Ahn Y.J., Wooldridge B. 2018. Performance Feedback and Middle Managers' Divergent Strategic Behavior: The Roles of Social Comparisons and Organizational Identification, *Strategic Management Journal*, 39(4), 1139-1162.

Ateş N.Y., Tarakci M., Ahn, Y.J., Floyd S.W., Wooldridge B. 2017. A Psychological Perspective on Middle Managers' Strategic Championing Behavior, In Floyd SW, Wooldridge B (Eds.), *The Handbook of Strategy Process Research from a Middle Management Perspective*, Northampton, Massachusetts: Edward Elgar Publishing, Inc.

Tarakci M., Ateş N.Y., Porck J.P., Groenen P.J., van Knippenberg D., De Haas M. 2014. Strategic Consensus Mapping: a New Method for Testing and Visualizing Strategic Consensus within and between Teams, *Strategic Management Journal*, 35, 1053-1069.

#### MANUSCRIPTS UNDER REVIEW

Kurdoglu R.S., Lerner D.A., Ateş N.Y. <Undisclosed for blind-review purposes> under review at *Journal of Business Venturing*.

Kurduglu R.S., Jekel M., Ateş N.Y. <Undisclosed for blind-review purposes> under review at the *Thinking & Reasoning*.

Cuconato G.S., Aggarwal I., Ateş N.Y., Meslec M.N. <Undisclosed for blind-review purposes> under review at the *Journal of Research in Personality*.

Ateş N.Y. <Undisclosed for blind-review purposes> under review at *Yönetim Bilimleri Dergisi*.

Ateş N.Y., Kurdoglu RS. <Undisclosed for blind-review purposes> under review at *Beykoz Akademi Dergisi*.

Nathalie Pasmán, Ateş N.Y. <Undisclosed for blind-review purposes> under review at *İşletme Araştırmaları Dergisi*.

#### RESEARCH IN PROGRESS

Alipour A., Goudarzi K., Ateş N.Y., Gözübüyük R., Genç M. The Role of Institutional Environment Driving Firms' Attention to Forward-looking Aspirations, to be submitted to the *Academy of Management Journal*.

**Ateş N.Y.**, Van Oever K. Middle Managers' Strategic Issue-packaging Role, to be submitted to the *Strategic Management Journal*.

Van Oever K., Martin X., **Ateş N.Y.** In Deep Water: Negative Attainment Discrepancy, Organizational Attention, and Interorganizational Relationship Formation in the Dutch Water Authority Sector, to be submitted to the *Strategic Management Journal*.

**Ateş N.Y.**, Porck J.P, Tarakci M., van Knippenberg D. A Justice-Power Perspective on Middle Managers' Involvement in Strategy Process, to be submitted to *Long Range Planning*.

Van Leuven L., **Ateş N.Y.**, Groenen P. Capturing the Saliency of Diversity Attributes from the Broader Social Context, to be submitted to the *Academy of Management Discoveries*.

**Ateş N.Y.**, Kiessling T., Sırdar K. Bookkeeper or Advisor? The Performance Implications of External Accountants' Advising Role in Family and Non-family SMEs, to be submitted to *Family Business Review*

Huo J., Aggarwal I., **Ateş N.Y.**, Murase T. When can teams benefit from external advice ties? The asymmetric influence of spanners' and receivers' traits, to be submitted to the *Small Group Research*.

## **RECOGNITION & AWARDS**

ODTÜ Mustafa N. Parlar Foundation, Research Encouragement Award, 2020.

TÜBİTAK, Research Support, 2020 (2 times).

SMS, Strategy Process IG, The Best Reviewer Award, 2019.

Bilkent University, Faculty of Management, The Dean's Research Award, 2018.

Bilkent University, Faculty of Management, The Dean's Research Award, 2017.

TÜBİTAK, Research Support, 2018.

Erasmus University, Research Visit Fund, 2012.

## **TEACHING EXPERIENCE**

Sabancı Business School, Sabancı University

Business Strategy (Undergraduate)

Organizations and Organizing (Undergraduate)

Research Methods, Surveys and Longitudinal research (PhD)

Graduate Seminar in Networks (PhD)

Action Research in Business (PhD)

Context and Transformation (PhD)

Management Department, Bilkent Faculty of Business Administration

Business Strategy (Undergraduate)

Organization Theory (Undergraduate)

Strategic Management PhD Seminar (PhD)

Master Thesis Supervision

Management Department, Tilburg School of Economics and Management

Economics and Strategy 2 (Undergraduate)

Integrated Business Administration (Undergraduate)  
Selected Topics in Organization and Strategy (PhD)  
Master and Bachelor Thesis Supervision

**PROFESSIONAL EXPERIENCE**    **Instructor** (2019-present)  
Sabanci University, Executive Development Unit

**Associate Researcher** (2010-2015)  
S-ray Diagnostics  
Unilever Food Solutions, Friesland Campina, Floraholland, Stedin,  
Prorail, CTAC, Belastingdienst Dutch Tax Authority, Econometrics  
Institute, CRH Landscaping Europe.

**Consultant** (2006-2009)  
Consultancy Projects (with tenured professors)  
Dogus Yayin Grubu, Türkiye Jokey Kulübü, Asil Celik, Oztay  
Holding, and Abbate.

**Decision Analyst/Support** (Part-time) (2003-2008)  
ARAMA Participative Management Consulting Company

**Production Planning Engineer** (2002-2003)  
Kararmaz Glass Mould Industry Ltd. Co., Turkey

## SERVICE

**Professional Memberships**  
Strategic Management Society, Academy of Management, European Academy of  
Management

**Reviewing Activities**  
Academy of Management Journal, Journal of Management, Strategic  
Management Journal, Journal of Management Studies, Journal of Business  
Ethics, Entrepreneurship Theory and Practice, Journal of Small Business  
Economics, Journal of Product Innovation Management, ODTÜ Geliştirme  
Dergisi, Afyon Kocatepe Üniversitesi İktisadi ve İdari Bilimler Dergisi, SMS  
conference Strategy Process and Behavioral Strategy IGs, AOM STR and MOC  
divisions.

**Administrative Committees**  
Recruitment Committee, Sabancı Business School, Sabancı University  
Research Ethics Committee, Sabancı Business School, Sabancı University  
Internship Committee, Faculty of Management, Bilkent University  
Scholarship Committee, Faculty of Management, Bilkent University  
Recruitment Committee, Faculty of Management, Bilkent University  
Research Seminar Coordinator, Department of Management, Tilburg School of  
Economics and Management, Tilburg University  
Computers and Industrial Engineering Conference Local Organization  
Committee, İstanbul Technical University

**CONFERENCE PARTICIPATION**    Academy of Management, Annual Meetings  
Boston 2019, Atlanta 2017, Anaheim 2016, Vancouver 2015,  
Philadelphia 2014, Boston 2012.  
Strategic Management Society, Annual International Conferences

Minneapolis 2019, Paris 2018, Madrid 2014, Atlanta 2013, Prague, 2012, Miami, 2011, Rome, 2010.  
European Academy of Management Annual International Conferences  
Reykjavik 2018, Istanbul 2013, Rotterdam 2012.

<b>INVITED TALKS</b>	Department of Management, Özyeğin University	(Jan 2020)
	Sabancı Business School, Sabancı University	(Jan 2019)
	Department of Business Administration, Koç University	(Dec 2015)
	School of Management, Sabancı University	(Dec 2015)
	Department of Management, Bilkent University	(May 2015)
	Department of Management, Free University Amsterdam	(Oct 2014)
	Organization and Strategy Department, Tilburg University	(Feb 2013)
	Organization Studies Department, Tilburg University	(Jan 2013)
	International Strategy and Marketing, University of Amsterdam	(Jan 2013)

**ENGINEERING PUBLICATIONS** Korugan A., Dingec K.D., Onen T., **Ateş N.Y.** 2013. On the Quality Variation Impact of Returns in Remanufacturing, *Computers and Industrial Engineering*, 64 (4), 929-936.

Kahraman C., Cevik S., **Ateş N.Y.**, Gulbay M. 2007. Fuzzy Multi-Criteria Evaluation of Industrial Robotic Systems. *Computers & Industrial Engineering*, 52 (4), 414-433.

Kahraman C., Buyukozkan G., **Ateş N.Y.** 2007. A Two Phase Multi-attribute Decision-making Approach for New Product Introduction. *Information Sciences*, 177 (7-1), 1567-1582.

Kahraman C., **Ateş N.Y.**, Cevik S., Gulbay M., Erdogan SA. 2007. Hierarchical Fuzzy TOPSIS Model for Selection Among Logistics Information Technologies, *Journal of Enterprise Information Management*, 20 (2), pp. 143-168.

Kahraman C., **Ateş N.Y.**, Cevik S., Gulbay M. 2007. Fuzzy Multi-Attribute Cost–Benefit Analysis of E-Services, *International Journal of Intelligent Systems*, Vol. 22, 547–565.

**Ateş N.Y.**, Cevik S., Kahraman C., Gulbay M., Erdogan S.A. 2006. Multi-Attribute Performance Evaluation of a Faculty Developing a Hierarchical Fuzzy TOPSIS Method, In Cengiz Kahraman (Ed.), *Fuzzy Applications in Industrial Engineering*, Series: Studies in Fuzziness and Soft Computing, 201, 537-570.

**REFERENCES** Available upon request.