

**OZGUN BURCU RODOPMAN**  
Curriculum Vitae

Department of Management  
Bogazici University  
34342 Bebek, Istanbul, Turkey

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**EDUCATION**

- 2003- 2009                      Ph.D., Industrial and Organizational Psychology  
University of South Florida, FL
- 2007- 2009                      Master of Liberal Arts in Management  
Organizational Behavior and Human Resources  
Harvard University, MA
- 2003- 2006                      Master of Arts in Industrial and Organizational Psychology  
University of South Florida, FL
- 1997- 2003                      Bachelors of Arts in Political Science and International Relations  
Bachelors of Arts in Psychology (Double-Major)  
Bogazici University, Istanbul

**RESEARCH  
INTERESTS**

Proactivity, mentoring, leadership, motivation, citizenship and counterproductive work performance

**PUBLICATIONS**

- Kessler, S. R., Bruursema, K., **Rodopman**, O. B., & Spector, P. E. (2013). Leadership, interpersonal conflict, and counterproductive work behavior: An examination of the stressor-strain process. *Negotiation and Conflict Management Research*, 6(3), 180-190.
- Rodopman**, O. B. (2011) The Case of AES. (Chapter). In E. Kimakowitz & M. Pirson (Eds.) *Humanistic Management in Practice*. Palgrave Macmillan.
- Johnson, R. E., Silverman, S. B., Shyamsunder, A., Swee, H., **Rodopman**, O., Cho, E., et al. (2010). Acting Superior But Actually Inferior?: Correlates and Consequences of Workplace Arrogance. *Human Performance*, 23(5), 403-427.
- Spector, P.E., & **Rodopman**, O. B. (2010). Methodological Issues in CWB Research (Chapter). In J. Greenberg (Ed.) *Insidious workplace behavior*. NJ: Lawrence Erlbaum Associate, Inc.
- Johnson, R. E., Tolentino, A. L., **Rodopman**, O. B., & Cho, E. (2010). We (sometimes) know not how we feel: Predicting work behaviors with an implicit measure of trait affectivity. *Personnel Psychology*, 63, 197-219.
- Allen, T. D., Johnson, H., Xu, X., Biga, A., **Rodopman**, & O. B., Ottinot, C. R (2009). Mentoring and Protégé Narcissistic Entitlement. *Journal of Career Development*, 35, 385-405.
- Rodopman**, O.B. & Spector, P. E. (2007). Counterproductive work behaviors- Organizational Deviance (Entry). In S. G. Goldberg's (Ed.) *The Encyclopedia of Industrial and Organizational Psychology*. Sage Publications.

O'Brien, K., **Rodopman**, O. B., & Allen, T. D. (2007). Formal mentoring programs (Chapter). In T. D. Allen & L. Eby's (Eds.) *Blackwell handbook of mentoring: A multiple perspectives approach*. Malden, MA: Blackwell Publishing.

## CONFERENCE PRESENTATIONS

**Rodopman**, O. B. (2011). Proactive personality, stress and organizational citizenship behavior. Paper presented at the annual meeting for Decision Sciences Institute, Boston.

Johnson, R. E., Ispas, D., **Rodopman**, O. B., Akirmak, U. & Valwood, A. G. (2011) Dual Process Model of Justice. Paper presented at the annual conference for Academy of Management, San Antonio.

**Rodopman**, O. B. & Spector, P. E. (2011). Proactive personality, emotional exhaustion and non-task performance. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, Chicago.

**Rodopman**, O. B. & Spector, P. E. (2010). The Role of Proactivity during Organizational Entry: Socialization Tactics and Citizenship Behaviors. Paper presented at the annual conference for Academy of Management, Montreal.

**Rodopman**, O. B. & Spector, P. E. (2010). Newcomer Adjustment and Counterproductive Work Behaviors. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, Atlanta.

Tolentino, A. L., Johnson, R. E., & **Rodopman**, O. B. (2010). Do good soldiers equal good intentions? Measuring OCB motives. Poster presented at the annual conference for Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Bauer, J., Ispas, D., & **Rodopman**, O. B. (2010). Feedback Environment and Counterproductive Behaviors: Does Feedback Orientation Matter? Poster presented at the annual conference for Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Shockley, K. M, Ureksoy, H., **Rodopman**, O. B., Poteat, L. F, Dullaghan, T. R., Washington, L. & Ludvigsen, J. (2010). Subjective Career Success: A Measurement Approach Poster presented at the annual conference for Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Maher, C., Valwood, A. G., **Rodopman**, O. B., & Allen, T. D. (2009). A proactive approach to work-family enrichment. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, New Orleans.

Shockley, K. M., Meikle, H., **Rodopman**, O. B., & Poteat, L. F. (2009). Clarifying the Construct of Career Success: A Qualitative Approach. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, New Orleans.

Winick, D., **Rodopman**, O. B., Goncu, A., Gordon, T., Johnson, R. E. (2009). Who's Your Leader?: Follower Personality and Leadership Style Preferences. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, New Orleans.

Jackson, E., Rossi, M., **Rodopman**, O. B., Taylor, A., Lopez Rivas, G., Hoover, E., Yang, L., & Johnson, R. (2008). Leader reward behaviors affect employee performance. Paper presented at the annual conference for Society for Industrial and Organizational

Psychology, San Francisco.

**Rodopman, O. B.** (2007). New Insights into the relationship between stressors and voluntary work behaviors. Paper presented at the annual conference for the Academy of Management, Philadelphia.

**Rodopman, O. B., Allen, T. D., Xu, X., Johnson, H., Ottinot, C. R., & Biga, A.** (2007) Mentoring and OCB: Those who have been helped help others. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, New York.

**Rodopman, O. B. Xu, X., Allen, T. D., & Johnson, H.** (2007). National culture as the context: New Propositions for workplace mentoring. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, New York.

Allen, T. D., Johnson, H., Xu, X., **Rodopman, O. B., Ottinot, C. R., & Biga, A.** (2006) Mentoring and Protégé Narcissistic Entitlement. Paper presented at the annual conference for Academy of Management, Atlanta.

**Rodopman, O. B., Bruursema, K., & Spector, P. E.** (2006). The links between leadership style and counterproductive work behavior: The moderating role of procedural justice. Paper presented at the annual conference of Southern Management Association, Clearwater.

**Rodopman, O. B., Teichman, M., & Spector, P. E.** (2006). Work-family conflict and quality of life. Paper presented at the annual conference for Association for Psychological Science, New York.

Fischbach, A., Rank, J., & **Rodopman, O. B.** (2005). Cross-cultural affect measurement: General issues and the US-German example. Paper presented at the annual conference for Society for Industrial and Organizational Psychology, Los Angeles.

**Rodopman, O.B., & Rank, J.** (2005) Impact of globalization on performance appraisal and management. Paper presented at the annual conference for European Association of Work and Organizational Psychology, Istanbul.

**Rodopman, O.B.** (2005). Mentoring relationship and career success. Paper presented at the annual conference for European Association of Work and Organizational Psychology, Istanbul.

Spector, P. E., Fox S., & **Rodopman, O. B.** (2004). The role of control in a stressor-emotion theory of counterproductive work behavior. Paper presented at the annual conference for the Academy of Management, New Orleans.

Rank, J., Spector, P. E., **Rodopman, O. B., & Xu, X.** (2004) Influences of globalization on stress: High-context and low-context approaches. Paper presented at the annual conference for the Academy of Management, New Orleans.

## TEACHING INTERESTS

Organizational Behavior, Human Resource Management, Motivation, Leadership, Research Methods

## TEACHING EXPERIENCE

Instructor  
Bogazici University, Istanbul, Turkey  
Managing Organizations, Fall 2009 - present  
Human Resources Management, Spring 2010 - present

Leadership, Spring 2013  
Leadership, Spring 2010 – present (Executive MBA with Dr. Kabasakal)  
Leadership, Fall 2010 – present (Engineering & Technology Mngmt)

**Instructor**

University of South Florida, Tampa, FL  
Motivation, Fall 2006 & Spring 2007  
Teaching Assistant for Psychological Statistics, Psychological Tests & Measurement,  
Introduction of Psychology, Research Methods

**HONORS AND  
ACHIEVEMENTS**

Tom Tighe Research Award, University of South Florida, 2009  
University of South Florida Graduate Scholarship, 2003 - 2008  
Human Resources Division Doctoral Fellow, Academy of Management, 2008  
Conference Presentation Grant, Graduate & Professional Student Council, 2003 - 2008  
Herbert Meyer Master's Thesis Fellowship, University of South Florida, 2006

**CONSULTING  
PROJECTS**

Procter & Gamble, Cincinnati, OH (Fall 2008)  
Invited participant to the inaugural P&G I-O Graduate Student Seminar  
Member of a six person project team that provided recommendations for  
implementation regarding rewards and benefits offered globally in more than 80  
countries

University of South Florida, Tampa, FL (Spring 2007)  
Evaluated the College of Arts and Sciences Mentoring Program for new faculty

Executive Assessment and Coaching, Tampa, FL (Spring 2006)  
Conducted validation analyses for the test battery used in selection of customer  
service representatives

Raymond James Financial, Tampa, FL (Fall 2005)  
Developed Situational Judgment Test for managerial selection

Zephyrhills Water, Tampa, FL (Fall 2004)  
Conducted job analysis for forklift operators  
Co-authored a technical report with recommendations for selection, training and  
methods to improve employee productivity and decrease safety violations

**SERVICES**

Professional Community  
Committee Member & Organizer of Friday Seminar for Society of Industrial &  
Organizational Psychology (SIOP)  
Ad Hoc Reviewer, Isletme ve Finans Dergisi, Bogazici Journal, Human Performance,  
Ad Hoc Reviewer for conferences of Society of Organizational Psychology, Academy  
of Management, Southern Management Association

**PROFESSIONAL  
AFFILIATIONS**

Society of Industrial and Organizational Psychology  
Academy of Management  
Southern Academy of Management  
Metropolitan New York Association of Applied Psychology  
Turkish Psychological Association