

## EDUCATION

- **Ph.D.**, 2009  
SABANCI UNIVERSITY, İstanbul, Turkey  
Thesis: **Unlocking the Relationship Between Corporate Entrepreneurship and Performance**  
Advisor: Dr. Dilek Çetindamar
- **MBA**, 1995  
OKLAHOMA STATE UNIVERSITY, Stillwater, OK, USA  
Graduation Report: **Virtual Organizations & Agile Manufacturing**  
Advisor: Dr. Wayne Meinhart
- **BA**, in Business Administration, 1993  
BOĞAZİÇİ UNIVERSITY, İstanbul, Turkey

## RESEARCH

**Interests:** Entrepreneurship, Corporate Entrepreneurship, Women Entrepreneurship, Corporate Innovation, Organizational and National Culture, Firm Performance

### PEER-REVIEWED JOURNAL ARTICLES - SSCI:

1. **Fis, A. M.**, and Cetindamar, D. (2019). "Unlocking the Relationship Between Corporate Entrepreneurship and Firm Performance", **Entrepreneurship Research Journal**. *2018 IF: 1.625; H-Index: 8; listed as Q2 in SJR, Q3 in JCR, 80<sup>th</sup> percentile in Scopus in Business and International Management subfield*. DOI: <https://doi.org/10.1515/erj-2018-0213>
2. **Fis, A. M.**, Ozturkcan, S. and Gur, F. (2019). "Being a Woman Entrepreneur in Turkey: Life Role Expectations and Entrepreneurial Self-Efficacy", **SAGE Open**. *2018 IF: 0.675; H-Index: 19; listed as Q2 in Social Sciences, in SJR, Q3 in JCR, 93<sup>rd</sup> percentile in Scopus in General Arts and Humanities subfield; 1 WoS citation*. DOI: [10.1177/2158244019846192](https://doi.org/10.1177/2158244019846192).
3. **Fis, A. M.**, and Cetindamar, D. (2013). "Start-Up Information Search Practices: The Case of Turkey", **Emerging Markets Finance and Trade**, 49(6), 22-36. *2018 IF: 0.934; H-Index: 26; listed as Q2 in SJR Q3 in JCR, and 75% in Scopus in General Economics, Econometrics and Finance subfield; 1 WoS, 7 citations*. DOI: [10.2753/REE1540-496X490602](https://doi.org/10.2753/REE1540-496X490602).

### PEER-REVIEWED JOURNAL ARTICLES - LOCAL IMPACT:

4. Wasti, S. A., and **Fis, A. M.** (2010). "Örgüt Kültüründe Sıkılık – Esneklik Boyutu ve Kurumsal Girişimciliğe Etkisi - [Tightness – Looseness as a Dimension of Organizational Culture and its Impact for Corporate Entrepreneurship]", **Yönetim Araştırmaları Dergisi [Journal of Management Research]**, 10(Organizational Culture Special Issue), 11-32. *11 citations*
5. **Fis, A. M.**, and Wasti, S. A. (2009). "Örgüt Kültürü ve Girişimcilik Yönelimi İlişkisi - [The Relationship Between Organizational Culture and Entrepreneurial Orientation]", **ODTÜ Gelişme Dergisi [METU Studies in Development]**, 35(Muhan Soysal Special Issue), 127-164. *5 WoS, 73 citations*
6. Bulut, C., **Fis, A. M.**, Aktan, B., and Yılmaz, S. (2008). "Kurumsal Girişimcilik: Kavramsal Yapı Üzerine Bir Tartışma - [Corporate Entrepreneurship: A Discussion of Conceptual Structure]", **Journal of Yasar University**, 3(10), 1389-1416. *45 citations*

## BOOK CHAPTERS:

7. Bulut, C., **Fis, A. M.**, and Halac, D. S. (2015). "The Academy of Culinary Arts - Turkey", in J. Hayton, C. Salvato and M. J. Manimala (Eds.), *Global Entrepreneurship: Case Studies of Entrepreneurial Firms Operating Around the World*, 164-176, **Routledge**: London and New York. "A" ranked publisher according to 2017 WASS-SENSE book publishers ranking list. ISBN: 978-0-415-70324- 6
8. Cetindamar, D. and **Fis, A. M.** (2007). "Schumpeter's Twins: Entrepreneur and Intrapreneur", in E. G. Carayannis and C. Ziemnowicz (Eds.), *Re-Discovering Schumpeter: Creative Destruction Evolving into 'Mode3'*, 199-217, **Palgrave Macmillan**: New York. "B" ranked publisher according to 2017 WASS-SENSE book publishers ranking list; 2 WoS citations. ISBN: 978-1403942418

## OTHER PUBLICATIONS:

9. Beba, A., Saatçiođlu, K., **Fiş, A.M.**, and Leblebici, B. (2009). "KOBİ'lerde Finansmana Erişim", *Türkönfed, İstanbul*. ISBN: 978-9944-0172-2-0.

## RESEARCH IN PROGRESS:

1. "The Discourse of Entrepreneurial Femininities and Gender Regimes: Cases from Turkey", with Oztan, E., Gur, F. and Ozturkcan, S. *At the final checking and controlling stage. Planned to be submitted at most by the end of the 1<sup>st</sup> quarter of 2020, to Gender, Work & Organization: 2018 IF: 2.273; H-Index: 62; listed as Q1 in SJR and JCR, and 94<sup>th</sup> in Gender Studies subfield.*
2. "Intrapreneurial Climate and its Impact on Corporate Entrepreneurship", with Bulut, C. *At the final checking and controlling stage. Planned to be submitted at most by the end of the 1<sup>st</sup> quarter of 2020, to Journal of Career Development: 2018 IF: 1.431; H-Index: 37; listed as Q2 in SJR, Q3 in JCR, and 80<sup>th</sup> in Scopus in Social Sciences.*
3. "Harnessing Disruptive Technology and Fostering an Innovation Culture", with Burdon, S. and Cetindamar D. *Data has been gathered and initial analysis has been realized. Currently in the writing and further analysis phase. Targeted to be submitted to an A/B level SSCI journal before the end of August 2020.*
4. "Effects of Essentialism on Entrepreneurial Intentions and Efficacy", with Ozturkcan, S. *Targeted to be submitted to a B level SSCI journal before the end of 2020.*
5. "Çokuluslu Şirketlerde Ortaya Çıkan İletişim Sorunlarına Etnografik İletişim Tekniđi ile Yaklaşım: Bir Vaka Çalışması", with Gur, F. *Targeted to be submitted to a Turkish Journal before the end of 2020.*
6. Accelerators Research, with Seggie, S. *Data gathering phase, to be submitted to a A/B level SSCI journal before the end of 2021.*

## GRANTS

### EU Projects:

- Erasmus for Young Entrepreneurs –Cycle 8, *Leader of the Özyeđin Team*, 2016 – 2018. *Partners*: UnternehmerTUM GmbH, Technische Universiteit Eindhoven, Özyeđin Üniversitesi, Fundacja Uniwersytetu, Fondazione Politecnico di Milano. Özyeđin Budget: 38.609,76 Euros
- Erasmus for Young Entrepreneurs – Cycle 7, *Leader of the Özyeđin Team*, 2015 – 2017. *Partners*: UnternehmerTUM GmbH, Technische Universiteit Eindhoven, Özyeđin Üniversitesi, Fundacja Uniwersytetu, Fondazione Politecnico di Milano. Özyeđin Budget: 75.626,75 Euros
- European Entrepreneurship Colloquia, *Member of the Özyeđin Team*, 2013 – 2015. *Partners*: European Forum for Entrepreneurship Research, Europe Unlimited, Özyeđin Üniversitesi, Vlerick Business School and Munich Technical University. Özyeđin Budget: 108.237,35 Euros
- Management for SMEs/NGOs - Exchange of Experience for Trainers, *Member of the Özyeđin Team*, 2010 – 2012. *Partners*: University of Economics of Prague, Wisdoma Ltd., Rotalent, Özyeđin Üniversitesi.

### TÜBİTAK Projects:

- 1601, *Coordinator*, Özünde Girişimcilik Sertifika Programı, 2014 – 2017. Budget: 48.240 TL
- 2223, *Coordinator*, The European Entrepreneurship Colloquium 2013 Organization, 2013. Budget: 3.000 TL
- 1002, *Researcher*, Örgüt Kültürü ile Kurum İçi Girişimcilik İlişkinde Girişimcilik Oryantasyonun Bir Ara Deđişken Olarak Rolü: Bir Kurum İçi Girişimcilik Modelinin Çok Metodlu Analizi, 2006. Budget: 18.500 TL

## CONFERENCES:

### *Invited Speaker:*

- Teaching Entrepreneurship for Undergraduate Students vs. Graduate Students. **European Forum Entrepreneurship Research Alumni Roundtable 2013, 10-12 November**, Budapest, Hungary.
- Teaching and Curriculum Development for Post-Graduates. **European Entrepreneurship Colloquium 2013, June 30 – July 6**, İstanbul, Turkey.

### *Presentations/Proceedings:*

- “Effects of Essentialism on Entrepreneurial Intentions & Efficacy”, with S. Ozturkcan. **19th EBES Conference, May 26-28, 2016**, İstanbul, Turkey.
- “Intrapreneurial Climate for performance, but for employees?”, with C. Bulut. *Frontiers of Entrepreneurship Research* 32 (17), 15, (Interactive Paper). 1 citation.
- “Yeni Bir Örgüt Kültürü Boyutu: Sıkılık – Esneklik – [A New Dimension of Organizational Culture: Tightness – Looseness]”, with S. A. Wasti. **18. Yönetim Organizasyon Kongresi, May 2010**, Adana, Turkey.
- “The Missing Link Between Firm-Level Entrepreneurship and Performance”, with D. Cetindamar. **9<sup>th</sup> International Entrepreneurship Forum, September 2009**, İstanbul, Turkey. 1 WoS, 5 citations.
- “Unlocking the Relationship Between Corporate Entrepreneurship and Performance”, with D. Cetindamar. **PICMET '09 Conference, August 2009**, Portland, USA. *Proceedings of PICMET 09 - Technology Management in the Age of Fundamental Change, Vols 1-5*, pages: 1776-1787. 12 citations.
- “Kurumsal Girişimcilik ve Performans İlişkisi – [Firm-level Entrepreneurship and Performance]”, with D. Cetindamar. **17. Yönetim Organizasyon Kongresi, May 2009**, Eskişehir, Turkey. 2 WoS, 17 citations
- “What is Missing in Entrepreneurial Orientation - Performance Relationship?” **31st Small Business and Entrepreneurship Conference, November 2008**, Belfast, Northern Ireland. Also, **Doctoral Day participant.**
- “Girişimcilik Oryantasyonu, Kurum İçi Girişimcilik ve Bağlı Ölçeklerin Türkçe’de Geçerlemesi – [Entrepreneurial Orientation, Corporate Entrepreneurship and Related Scales In Turkish]”, with D. Cetindamar. **15. Yönetim Organizasyon Kongresi, May 2007**, Sakarya, Turkey. 7 citations.
- “A Practice Sharing: Sabancı University Entrepreneur Development Program (EDP)”, with D. Cetindamar. **Entrepreneurial Education and Innovation for Cluster Development in Enlarged Europe Workshop, October 2003**, Nîmes, France.
- “Türkiye Politik Ekonomisinde Etkin Devlet Tartışması – [Discussion on Effective State in the Turkish Political Economy]”, with A. Öncü and M. B. Talay. **METU International Conference in Economics VII, September 2003**, Ankara, Turkey.
- “Entrepreneurial Information Search: Practice in Turkey”, with D. Cetindamar. **METU International Conference in Economics VII, September 2003**, Ankara, Turkey.

### **OTHER RESEARCH ACTIVITY:**

- Session Chair, **19th EBES Conference, May, 2016**, İstanbul, Turkey.
- Doctoral Consortium Participant & Session Chair, **Babson Entrepreneurship Research Conference (BCERC) Annual Meeting, June 2005**, Babson, USA.
- Session Chair, **Academy of International Business (AIB) Annual Meeting, July 2004**, Stockholm, Sweden.
- Refereeing and panelist for TÜBİTAK and some scholarly and professional journals.

## SERVICE AND CONSULTANCY EXPERIENCE

### EXECUTIVE EDUCATIONS OFFERED:

- **“Yaratıcı Yıkım: Kurum İçi Girişimcilik / İnovasyon** - [*Creative Destruction: Corporate Entrepreneurship / Innovation*]
  - 1/1.5 day(s) modules developed and delivered to **Vakıf Katılım A.Ş.** (2019); **Bilişim A.Ş.** (2019); **Özyeğin University – Alp Alkaş Retail and Real Estate Management Certificate Program** (2019, 2018, 2017); **Özyeğin University E/MBA Programs** (2018); **İş Bankası** (2017).
  - *With Dr. Steven Seggie and Dr. Emre Soyer*, 2 days module developed and delivered to 4 different groups from **Garanti** and 1 from **ING Banks**, in 2016 & 2015.
  - 1/2 day(s) modules developed and delivered for **Vestel Graduate and MT Programs**, February 2013 and February 2010; **Havelsan** and **Borusan** with Dr. Dilek Cetindamar, in June and July 2009.
- **“Uygulamalı Girişimcilik Eğitimi** - [*Applied Entrepreneurship Education*”
  - 4 days module developed and delivered for **KOSGEB**, 2018.
- **“Girişimcilik Süreci ve Büyümeye Geçiş** - [*Entrepreneurship Basics and Transition to Growth*]” and **“İş Planı Hazırlama** - [*Business Plan*]”
  - 2 days module developed and delivered for women entrepreneurs, **Anadolu Vakfı**, 2016.
  - 1/2 day(s) modules developed and delivered for 12 different **Özyeğin University - Goldman Sachs Foundation, 10K Woman Entrepreneurship Certificate Program**, between 2010 – 2014.
- Entrepreneurship course designed and delivered for **ENKA High School**, for the first semester of 2016-2017.

### OTHER:

- Member of Advisory Board for **CaseCampus by Endeavor** Turkey, since 2015.
- **“Customer Attitudes Survey and Implications for Improving Customer Satisfaction”** technical report prepared for **Kordsa A.Ş.** with S. A. Wasti, between 2010 and 2014.
- Served in the selection and jury panels of **Özyeğin University - Goldman Sachs Foundation 10K Woman Entrepreneurship Certificate Program** participants between 2010-2014.
- Served as a member of "X. Development Plan, Development of Entrepreneurship" Special Expert Commission, **Ministry of Development**, 2013.
- **Co-editor** role in the translation of the book called "The Lean Startup" [Yalın Yeni Girişim] into Turkish. 2012, Özyeğin Üniversitesi Yayınları, İstanbul ISBN: 978-605-5625-05-4
- Serve as a member in different selection committees for **TÜBİTAK** such as 1001 panels, juries, and workshops, since 2009.
- Served as a member/chair in **different committees of the Özyeğin University** such as: *Preparation of the YOK Application for the New "Entrepreneurship" Program Team*; Faculty Board; Faculty Excellence Awards Committee; Entrepreneurship Strategy Working Group; Entrepreneurial and Innovative University Index Committee; Faculty Promotion Committee; Curriculum Committee; Scheduling Committee; Survey Committee; Transfer, Double Major, Minor Application Assessment Committee.
- **Academic advisor role** in some of the Özyeğin University Entrepreneurship Center / Startup Factory and TTO projects such as High School Students Entrepreneurship Boot Camp project, ISTKA projects, EFER projects, KOSGEB trainings, etc.
- Entrepreneurship module delivered for Özyeğin University Summer School for High School Students, since 2015.

## TEACHING

**Interests:** *Entrepreneurship, Corporate Entrepreneurship and Innovation, Startup World, How to Manage Growth for Startups, Organizational Behavior.*

### COURSES:

- I offer **graduate and undergraduate level entrepreneurship and management courses** since 2009 in Sabancı and mostly in Özyeğin University, such as *Introduction to Entrepreneurship, Entrepreneurship and Startup World, Creative Destruction, Sustainable Entrepreneurship, Independent Study in Entrepreneurship and Organizations.*
- I also supervised *Entrepreneurship Certificate, Undergraduate Graduation and E/MBA COOP Projects.*

### ASSISTANTSHIP / TUTORING:

- Teaching and Research Assistantship in different courses such as Organizational Behavior, Entrepreneurship, and Practice and Theory of Globalization and to different professors like Nakiye Boyacıgiller, Dilek Çetindamar, Ahmet Öncü, Arzu Wasti and Ayşe Karaevli, in Sabancı University, between 2002 – 2009.
- Girişimci Geliştirme Programı - [Entrepreneurship Development Program], Sabancı University, June-Dec. 2003; June – Aug. 2007.

## AWARDS & HONORS

- June 2014. *“Faculty Excellence Award in Service”*, Özyeğin University.
- September 2009. *“Best Paper Award for Scholarship and Academic Rigour”*, 9<sup>th</sup> International Entrepreneurship Forum.
- Fall 2002 – January 2009. *Full Ph.D. scholarship and research assistantship*, Sabancı University.
- November 2008. *Honorary Award for ten years of service as Quality Assessor in National Quality Award Organization*, Turkish Quality Society.
- June 2005. *Doctoral Consortium Participant*, Babson Entrepreneurship Research Conference.
- Fall 1994 - Spring 1995. *Graduate assistantship and tuition waiver*, Oklahoma State University.
- Fall 1988 – Fall 1993. *Scholarship for the Excellent Performance at the University Entrance Exam*, Hacı Ömer Sabancı Foundation.

## CERTIFICATES & PROFESSIONAL SEMINARS ATTENDED

- Certified KOSGEB trainer since 2010.
- Management Trainee Program (YAP) of Sabancı Holding: 1999-2001.
  - Attended various seminars on Coaching, Empowering Leader, Forming & Managing Teams, Effective Presentation Skills, Group Dynamics & Human, Communication & Effective Living, Globalization & Meaning Management, Creative Problem Solving and Decision Making, etc.
- ISO - 9000 Internal Quality Auditor, 1997.

## PERSONAL

- **KalDer** - Turkish Quality Association – Quality Award Steering Committee Member (2012 –2014; 2018 – 2019); Quality Award Assessor & Chief Assessor (1999 – 2014),
- **BÜMED** [Boğaziçi University Alumni Association] – Member (1993 - still),
- **Beta Gamma Sigma Honorary Society** – Member (1995 - still),
- **OSU Turkish Student Association** – President (1994 – 1995); Member (1993 – 1995),
- **BURCIN** [Boğaziçi University & Robert College Alumni International] – Founding Board Member (1994 – 1995),
- Completed military obligation in Turkish Army Headquarters (Dec.’95 – July’96). Prepared 1997 Budget Presentation for the Army.
- Beginner level Arabic
- Born in Ankara on July 8, 1970. Married with two children.

## WORK EXPERIENCE

### ACADEMIA:

- Sept.'09 – Pres.** Özyeğin University, İstanbul, Turkey  
Sep.'11 - Pres. **Assistant Professor**, Faculty of Business
- Member of "Faculty Board " and "Graduate School Board ", January 2014 – September 2015; February 2018 – *still*.
  - Founding Chair of Entrepreneurship Department, December 2012 - September 2015; February 2018 – *still*.
  - Founding Academic Coordinator of Master of Arts in Entrepreneurship Program, September 2012 - September 2015.
- Sept.'09 - Aug.'11 **Post-Doctoral Research Fellow**, Faculty of Economics and Administrative Sciences
- Feb. '09 – Aug.'09** Sabancı University, İstanbul, Turkey  
**Part Time Faculty Member**, Faculty of Management
- Oct.'02 – Jan.'09** Sabancı University, İstanbul, Turkey  
**Research Assistant**, Faculty of Management
- Aug. '94 – Jun. '95** Oklahoma State University, Stillwater, OK, USA  
**Graduate Assistant**, College of Business Administration

### INDUSTRY:

- Aug. '96 – Sep. '02** Olmuksa International Paper – Sabancı Packaging & Trade Inc., İstanbul, Turkey  
Jun. '02 - Sep. '02 **Quality Specialist**, Human Resources & Quality Department  
Feb. '99 - Jun. '02 **Strategy Specialist**, Information Systems & Technology Department
- Helped in managing and implementing a tailor-made ERP system
- Aug. '96 - Feb. '99 **Assistant to General Manager**, Office of the General Manager
- Initiated and leaded major projects such as EFQM Excellence Model, new performance appraisal system, company-wide reporting system, etc.
- July '95 – Nov. '95** Hacı Ömer Sabancı Holding Inc., İstanbul, Turkey  
**Assistant to General Secretary**, Office of the General Secretary
- Active role in Sabancı University Search Conference organization & preliminary feasibility studies

## REFERENCES

**Dilek Cetindamar**, Associate Professor, Director of Master of Business and Technology; School of Information, Systems and Modelling, Faculty of Engineering and IT, *University of Technology Sydney*. +61 2 95141830, Dilek.CetindamarKozanoglu@uts.edu.au

**S. Arzu Wasti**, Professor of Organization Studies, Faculty of Management, *Sabancı University*. (216) 483 96 62, awasti@sabanciuniv.edu

**Hayat Kabasakal**, Professor of Organization Studies, Graduate Studies Coordinator, Department of Management, *Boğaziçi University*. (212) 359 65 09; kbasaka@boun.edu.tr

**Lütfihak Alphan**, Professor of Strategy, Faculty of Management, *Istanbul Technical University*. (212) 293 13 00; alpkan@itu.edu.tr