

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, Firm Performance, Organizational and National Culture*

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**. 1 WoS, 2 citations; 2020 IF: 1.943; H-Index: 15; ABS-2 in 2021, Q2 in Strategy and Management in SJR; Q3 in JCI; DOI: <https://doi.org/10.1515/erj-2018-0213> WOS: 000612466700006
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**. 3 WoS, 5 citations; 2020 IF: 1.356; H-Index: 32; Q2 in Social Sciences in SJR; Q2 in JCI. DOI: 10.1177/2158244019846192. WOS: 000467237700001
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. 1 WoS, 4 citations; 2020 IF: 2.315; H-Index: 34; ABS-2 in 2021, Q1 in Economics, Econometrics and Finance in SJR; Q2 in JCI. DOI: 10.2753/REE1540-496X490602. WOS: 000338933600003

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. 1 WoS, 23 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. 6 WoS, 89 citations.
6. Bulut, C., **Fis, A. M.**, Aktan, B., and Yilmaz, S. (2008). "Kurumsal Girişimcilik: Kavramsal Yapı Üzerine Bir Tartışma - [Corporate Entrepreneurship: A Discussion of Conceptual Structure]", **Journal of Yasar University**, 3(10), 1389-1416. 59 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, 1 WoS citation. 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
9. **Fis, A. M.** (2021). "Kurum İçi Girişimcilik Kültürü ve Liderlik", in C. Bulut and A. Candemir (Eds.), *KOBİ*, 199-217, **Detay Yayıncılık**: Ankara. ISBN: 978-6052544006

OTHER PUBLICATIONS:

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

RESEARCH IN PROGRESS:

Submitted - Under Review:

1. "Entrepreneurial Femininities and Gender Regimes: Cases from Turkey", with Gur, F., Oztan, E. and Ozturkcan, S. *R&R in the Gender, Work & Organization Journal: 2020 IF: 3.465; H-Index: 73; listed as 3 in AJG 2021, Q1 in Gender Studies in SJR*.
2. "The Observe Side of an Intrapreneurship Coin: Organisational Commitment and Psychological Contracts", with Bulut, C. *Submitted to the European Journal of Innovation Management Management Journal: 2020 IF: 4.691; H-Index: 63; listed as 1 in AJG 2021, Q2 in Management of Technology and Innovation in SJR*.

Before Submission - Analysis Phase:

3. "Women Entrepreneurship in Turkey from a Jungian Perspective" with Paça, E. *Data has been gathered, currently in the analysis phase. To be submitted to an A/B level SSCI journal before the end of 2021*.
4. "Çokuluslu Şirketlerde Ortaya Çıkan İletişim Sorunlarına Etnografik İletişim Tekniği ile Yaklaşım: Bir Vaka Çalışması", with Gur, F. *To be submitted to a ULAKBİM Turkish Journal before the second half of 2022*.
5. "Effects of Essentialism on Entrepreneurial Intentions and Efficacy", with Ozturkcan, S. *To be submitted to a B level SSCI journal before the second half of 2022*.

GRANTS

EU Projects:

- Erasmus for Young Entrepreneurs –Cycle 8, *Leader of the Özyeğin Team*, 2016 – 2018. *Partners*: UnternehmerTUM GmbH, Technische Universiteit Eindhoven, Özyeğin Üniversitesi, Fundacja Uniwersytetu, Fondazione Politecnico di Milano. Özyeğin Budget: 38.609,76 Euros
- Erasmus for Young Entrepreneurs – Cycle 7, *Leader of the Özyeğin Team*, 2015 – 2017. *Partners*: UnternehmerTUM GmbH, Technische Universiteit Eindhoven, Özyeğin Üniversitesi, Fundacja Uniwersytetu, Fondazione Politecnico di Milano. Özyeğin Budget: 75.626,75 Euros
- European Entrepreneurship Colloquia, *Member of the Özyeğin Team*, 2013 – 2015. *Partners*: European Forum for Entrepreneurship Research, Europe Unlimited, Özyeğin Üniversitesi, Vlerick Business School and Munich Technical University. Özyeğin Budget: 108.237,35 Euros
- Management for SMEs/NGOs - Exchange of Experience for Trainers, *Member of the Özyeğin Team*, 2010 – 2012. *Partners*: University of Economics of Prague, Wisdoma Ltd., Rotalent, Özyeğin 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 İlişkisinde Girişimcilik Oryantasyonunun Bir Ara Değişken 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. **32nd Babson College Entrepreneurship Research Conference (BCERC), June 6-9, 2012**, Texas, USA. *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. **9th International Entrepreneurship Forum, September 2009**, İstanbul, Turkey. 1 WoS, 7 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. 14 citations. WOS:000277502500186
- “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. 11 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 ACTIVITIES:

- 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.

TEACHING

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

COURSES:

- I offer(ed) **graduate and undergraduate level entrepreneurship and management courses** every semester/year since 2009 in Sabancı and mostly in Özyeğin University, such as:
 - *Introduction to Entrepreneurship,*
 - *New Business Creation,*
 - *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.

SERVICE AND CONSULTANCY EXPERIENCE

EXECUTIVE EDUCATIONS OFFERED:

- **“Yaratıcı Yıkım: Kurum İçi Girişimcilik / İnovasyon** - [*Creative Destruction: Corporate Entrepreneurship / Innovation*]
 - 1/1.5/2 day(s) modules developed and delivered to
 - **Özyeğin University – Alp Alkaş Retail and Real Estate Management Certificate Program** (2021, 2020, 2019, 2018, 2017)
 - **Vakıf Katılım A.Ş.** (2019)
 - **Bilişim A.Ş.** (2019)
 - **Özyeğin University E/MBA Programs** (2018)
 - **İş Bankası** (2017)
 - **Vestel Graduate and MT Programs** (2013, 2010)
 - 2 days module developed and delivered *with Dr. Steven Seggie and Dr. Emre Soyer,* to
 - 4 different groups from **Garanti Bankası** (2016, 2015)
 - 1 from **ING Bank** (2016)
 - 2 days modules developed and delivered *with Dr. Dilek Cetindamar,* to
 - **Havelsan** (2009)
 - **Borusan** (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.
- Serve(d) as a member in different selection committees for **TÜBİTAK** such as 1001 panels, juries, and workshops, since 2009.
- Jury member for Türkiye İnsan Yönetimi Derneği (PERYÖN); 12. Peryön İnsana Değer Ödülleri, "Gelişim ve Yetenek Yönetimi" category.

- Ad-hoc **academic advisory 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.
- Served in the selection and jury panels of **Özyeğin University - Goldman Sachs Foundation 10K Woman Entrepreneurship Certificate Program** participants between 2010-2014.
- “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 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(d) in **different committees of the Özyeğin University and Business Faculty** such as:
 - Ozyegin University TTO A.Ş. Board – *still member*,
 - Faculty Board – *still member*,
 - Graduate School of Business Board – *still member*,
 - Faculty AACSB AoL Committee – *still member*,
 - Faculty Curriculum Committee – *still member*,
 - Faculty High Schools Promotion Committee – *still member*,
 - Faculty University Promotion Days Organizer – *still member*,
 - Faculty Discipline Committee – *still member*,
 - University Campus Services Advisory Board – *still member*,
 - YOK Application for the "Entrepreneurship" Program – *member*,
 - University Faculty Excellence Awards Committee – *member and chair*,
 - University Entrepreneurship Strategy Working Group – *member*,
 - University Entrepreneurial and Innovative University Index Committee – *member*,
 - University Survey Committee – *member*,
 - Faculty Transfer, Double Major, Minor Application Assessment Committee – *member*.

WORK EXPERIENCE

ACADEMIA:

- | | |
|--|--|
| <p>Sept.'09 – Pres.
Sep.'11 - Pres.</p> | <p>Özyeğin University, İstanbul, Turkey
Assistant Professor, Faculty of Business</p> <ul style="list-style-type: none"> • Founding Chair of Entrepreneurship Department, December 2012 - September 2015; February 2018 – <i>still</i>. • Member of "Faculty Board " and "Graduate School Board ", January 2014 – September 2015; February 2018 – <i>still</i>. • Founding Academic Coordinator of Master of Arts in Entrepreneurship Program, September 2012 - September 2015. • Board Member of Özyeğin Üniversitesi TTO A.Ş., July 2020 – <i>still</i>. |
| <p>Sept.'09 - Aug.'11</p> | <p>Post-Doctoral Research Fellow, Faculty of Economics and Administrative Sciences</p> |
| <p>Feb. '09 – Aug.'09</p> | <p>Sabancı University, İstanbul, Turkey
Part Time Faculty Member, Faculty of Management</p> |
| <p>Oct.'02 – Jan.'09</p> | <p>Sabancı University, İstanbul, Turkey
Research Assistant, Faculty of Management</p> |
| <p>Aug. '94 – Jun. '95</p> | <p>Oklahoma State University, Stillwater, OK, USA
Graduate Assistant, College of Business Administration</p> |

INDUSTRY:

- | | |
|---|--|
| <p>Aug. '96 – Sep. '02
Jun. '02 - Sep. '02</p> | <p>Olmuxa International Paper – Sabancı Packaging & Trade Inc., İstanbul, Turkey
Quality Specialist, Human Resources & Quality Department</p> |
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- 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 led 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

AWARDS & HONORS

- June 2014. *"Faculty Excellence Award in Service"*, Özyeğin University.
- September 2009. *"Best Paper Award for Scholarship and Academic Rigour"*, 9th 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; 2020 – still); 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).
- Beginner level Arabic.
- Born in Ankara on July 8, 1970. Married with two children.

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; alphan@itu.edu.tr