

BEGUM BILGIN

University of Liverpool, Management School
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RESEARCH INTERESTS

Leadership and Emotions | Communication | Intergroup relations | Generosity and helping

ACADEMIC APPOINTMENTS

University of Liverpool, Management School	the United Kingdom
Assistant Professor – Work, Organization, and Management Department	August 2024 - Present
Tenure Track Recipient of ULMS 20 th Anniversary Fellowship	

EDUCATION

Rotterdam School of Management – Erasmus University	Netherlands
Ph.D. in Management – Organizational Behavior	2019 - 2024
Supervisors: Daan van Knippenberg and Inga Hoever	

The Wharton School – University of Pennsylvania	Philadelphia, US
Visiting Scholar	2022 - 2023
Supervisor: Andrew Carton	

Koç University	Turkey
Master of Arts in Social and Organizational Psychology	2019
Summa Cum Laude (GPA: 4.00/4)	

Middle East Technical University	Turkey
Bachelor of Science in Psychology, Management Minor	2017
Summa Cum Laude (GPA: 3.96/4)	

Yale School of Management & Medicine – Yale University	New Haven, US
Visiting Student & Research Assistant	2016

MANUSCRIPTS UNDER REVIEW

[3] **Bilgin, B.**, van Knippenberg, D., Hoever, I., & de Haas, M [topic: Visionary leadership and hierarchy]. Under review: *Journal of Applied Psychology*.

[4] **Bilgin, B.**, Carton, A., & van Knippenberg, D. [topic: Leader communication and corporate volunteering]. Under review: *Administrative Science Quarterly*.

SELECTED MANUSCRIPTS IN PROGRESS

[5] **Bilgin, B.**, Dietz, B., & van Knippenberg, D. [topic: External and internal vision communication]. *Being finalized to be submitted to the Organization Science*.

[6] Nederveen Pieterse, A., Hoever, I., & **Bilgin, B.** Goal-orientation and instrumentality in team performance. *Being finalized to be submitted to the Journal of Applied Psychology*.

[7] Creary, S., Seegars, L., **Bilgin, B.**, & Martin, A. Signs of performative vs. authentic acts of allyship. Target: *Academy of Management Journal*. *Data analysis*.

[8] **Bilgin, B.**, van Knippenberg, D., Hoever, I., & Stam, D. The vision impossible. Target: *Academy of Management Journal*. *Data analysis for the Study 2*.

[9] **Bilgin, B.**, O'Neill, O. A., & van Knippenberg, D. Leadership and the emotional culture. *Data collection*.

[10] **Bilgin, B.**, Dietz, B., & van Knippenberg, D. A Visionary communication intervention: A field experiment. *Data collection*.

OTHER PUBLICATIONS

[1] Zhang, J.W., Chen, S., Tomova, T., **Bilgin, B.**, Chai, W. J., Ramis, T., Shaban-Azad, H., Razavi, P., Nutankumar, T., & Manukyan, A. 2019. A compassionate self is a true self? Self-compassion promotes authenticity. *Personality and Social Psychology Bulletin*, 45(9), 1323–37.

[2] Zhang, J. W., Howell, R. T., Chen, C., Goold, A. R., **Bilgin, B.**, Chai, W. J., Ramis, T. 2022. 'I have high self-compassion': A Face-Valid Single-Item Self-Compassion Scale for Resource-Limited Research Contexts. *Clinical Psychology & Psychotherapy*, 29 (4), 1463-1474.

CONFERENCES & PRESENTATIONS

Bilgin, B., Dietz, B., & van Knippenberg, D. (August 2024). The impact of misaligned external and internal vision communications on employee behavior and organizational performance. Paper was presented at *the Academy of Management Annual Meeting*, Chicago, IL.

Bilgin, B., Dietz, B., & van Knippenberg, D. (May 2024). The impact of misaligned external and internal vision communications on employee behavior and organizational performance. Paper was presented at *the Relationships Across Differences Meeting at the Wharton School* (invite-only), Philadelphia, PA.

Bilgin, B., van Knippenberg, D., Hoever, I., Wu, J., & de Haas, M. (August 2023). Leader communication and organizational hierarchy. Paper was presented at the *OB Division Research Incubator at the Academy of Management Annual Meeting*, Boston, MA.

Bilgin, B., van Knippenberg, D., Hoever, I., & Stam, D. (August 2023). The vision impossible. Paper was presented at the *MOC Division Paper Development Workshop at the Academy of Management Annual Meeting*, Boston, MA.

Bilgin, B., Carton, A., & van Knippenberg, D. (October 2022). Overcoming the myopia of helping: How vision vividness drives organizations to help distant groups. Paper presented at *the 11th Annual Doctoral Consortium of Wharton-INSEAD Alliance*, Philadelphia, PA.

Bilgin, B., Dietz, B., & van Knippenberg, D. (July 2022). The substitutional effects of CEO vision communication and HR practices on firm performance. Paper presented at the *Paper Development Workshop for Academy of Management Journal*, Amsterdam, Netherlands.

Bilgin, B. & Aycan, Z. (June 2019). 'What happens to the thwarted and worried leader?': A goal blockage-irritation model of abusive supervision. Interactive poster presented at the *Annual Meeting of the European Association of Work and Organizational Psychology*, Turin, Italy.

Aycan, Z., Shelia, S., **Bilgin, B.**, Karakulak, A., & Feldt, T. (April 2019). Worries about Leadership: A new Construct for Leadership Emergence and Effectiveness. Paper symposium conducted at the *Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP)*, Washington, DC.

Bilgin, B. & Aycan, Z. (November 2018). The role of social problem-solving skills in the relationship between worries about leadership (WAL) and abusive supervision. Oral Presentation at the *Annual Meeting of the Turkish Psychological Association*, Ankara, Turkey.

TEACHING EXPERIENCE

Rotterdam School of Management – Erasmus University

- **Internship Supervision** Fall, 2023
 - Instructor Ratings: 5.0/5.0
- **Team Leadership** (assisting this M.B.A. course) Spring, 2023
 - Instructor Ratings: N/A

- **Master Thesis Supervision** (six students) **Fall 2022 & Spring, 2023**
 - Instructor Ratings: **4.88/5.0**
- **Strategic Human Resource Management** (master-level course) **Spring, 2021**
 - Instructor Ratings: **4.7/5.0**
- **Leadership Training and Development** (master-level course) **Fall, 2021**
 - Instructor Ratings: **4.3/5.0**
- **Managing Complexities** (bachelor-level course) **Fall, 2021**
 - Instructor Ratings: **5.0/5.0**
- **Workshops in Organizational Behavior** (bachelor-level course) **Fall 2022, 2021, 2020, 2019**
 - Instructor Ratings: **4.8/5.0**

Koç University

- **Quantitative Research Methods** **Spring, 2019**
(TA for Assoc. Professor Yasemin Kisbu and instructor of statistics recitations – bachelor-level)
- **Research Methods** **Spring, 2019**
(TA for Professor Nazli Baydar and instructor of statistics recitations of this graduate-level course because I was the first ranking student in the same class in the previous semester)
- **Introduction to Psychology** **Fall, 2017 & Spring, 2018**
(Head TA for Assoc. Professor Ayse Atalay - managed 7 other TAs for this 4-section bachelor's course)

SELECTED AWARDS, FELLOWSHIPS, GRANTS AND HONORS

- University of Liverpool Management School 20th Anniversary Fellowship (2024)
- Erasmus Research Institute of Management Research Grant, €1500 (2023)
- Erasmus TrustFonds Association Research Visit Grant, €1800 (2022)
- Erasmus Research Institute of Management Research Visit Grant, €5600 (2022)
- Turkish National Science Foundation (TUBITAK) High Achievement Fellowship, ₺ 48,000 (2018 & 2019)
- Koç University - Graduate School of Social Sciences and Humanities Outstanding Success Scholarship covering tuition fee and housing support, (2017 - 2019)
- Middle East Technical University – Faculty of Arts and Sciences, Dean's High Honor List (2013 - 2017)
- The Turkish Higher Education Credit and Hostels Institution Higher Education Scholarship, ₺ 30,000 (2012 -2017)

SERVICE AND MEMBERSHIPS

Relationship Across Differences (RAD) Roundtable Chaired by Stephanie Creary Member	2024-Present
IDEAS Lab (Wharton) Lab Member (Identity, Diversity, Engagement, Affect, and Social Relationships)	2022-Present
Academy of Management Reviewer for Annual Meeting, OB and MOC Divisions Mentoring Junior Students	2021-Present
Society for Industrial and Organizational Psychology	2018-Present
American Psychological Association	2018-Present