

Öykü (Oyku) Arkan

CONTACT INFORMATION

Rutgers Business School, Rutgers University
1 Washington Park, Room 1025B
Newark, NJ 07102

E-mail: oyku.arkan@rutgers.edu
Mobile: +1 (929) 213 5640
Personal Website: www.oykuarkan.com

RESEARCH INTERESTS

Psychology of whistleblowing, ethical decision making, organizational culture, moral character, constructive deviance

EDUCATION

Rutgers Business School, Newark, New Jersey

Ph.D. in Organization Management,

Fall 2016 - Present

▪ CGPA: 3.93/4

▪ **Dissertation Committee:** Danielle E. Warren (Chair), Chao C. Chen, Tobey Scharding, Miguel Alzola

Thesis Title: *The Competing Virtues of Loyalty and Courage: When Ethical Climate Does Not Lead to Whistleblowing*

Middle East Technical University (METU), Ankara, Turkey

M.B.A., Business Administration,

Fall 2013 - Spring 2016

▪ **Advisors:** Pinar Acar and M. Sinan Gonul

Thesis Title: *Determinants of Organizational Citizenship and Counterproductive Work Behavior: The Role of Personality, Job Characteristics, Job Satisfaction and Organizational Commitment*

Bilkent University, Ankara, Turkey

B.S., Industrial Engineering,

Fall 2009 - Spring 2013

WORK EXPERIENCE

Rutgers Business School, Newark, New Jersey

▪ Instructor - Ethics in Business Spring 2020 - Present
Spring 2021 Teaching evaluation: 4.53 (instructor effectiveness); 4.24 (course quality)

▪ Behavioral Lab Coordinator Fall 2018 - Spring 2021

▪ Teaching Assistant Fall 2018 - Spring 2020
Ethics in Business (undergraduate), Marketing Management (MBA)

METU Department of Business Administration, Ankara, Turkey

Research & Teaching Assistant

Fall 2013 - Spring 2016

Courses Assisted: Management Science, Organizational Behavior, Decision Analysis: Behavioral and Psychological Perspective, Decision Analysis: Tools and Methods, Strategic Management, Operations Management.

PUBLICATIONS

ARTICLES

▪ **Arkan, O. & Acar, P.** 2020. Understanding Organizational Deviance: An Interactive Model of Perceived Job Characteristics and Personality, *METU Studies in Development*, 47(1), 1-28.

BOOK REVIEWS

▪ **Arkan, O.** 2020. Whistleblowing: Toward a New Theory, by Kate Kenny. Cambridge, MA: Harvard University Press, 2019. 296 pp. *Business Ethics Quarterly*, 30(4), 603-607.

CONFERENCE PRESENTATIONS

- Warren, D. E. & **Arkan, O.** How to reduce unethical behavior and promote voice: The role of moral ownership and perspective-taking. In Gaspar, J. & Warren, D. E. (Chairs) Behavioral Ethics: Challenging Fundamental Assumptions and Insight in the Field. Symposium presented at the **Academy of Management Annual Conference**, Virtual, August 2021.
- Alzola, M. & **Arkan, O.** Whistleblowing in the Catholic Church: The Role of Wrongdoing Characteristics and Ethical Climate. Paper presented at the **Academy of Management Annual Conference**, Virtual, August 2021.
- **Arkan, O.** & Alzola, M. (Panel Organizers) To Blow or Not to Blow: Normative Approaches to Whistleblowing. Presented at **The Society for Business Ethics Annual Conference**, Virtual, July 2021.
- Warren, D. E., **Arkan, O.**, Scharding, T., & Nagpal, M. Don't trust your gut: the importance of normative deliberation to ethical decision making at work. Paper presented at the **ComplianceNet Annual Conference**, Virtual, June 2021.
- **Arkan, O.** The Competing Virtues of Loyalty and Courage: When Ethical Climate Does Not Lead to Whistleblowing. Paper presented at the **International Association for Business and Society Annual Conference**, Virtual, June 2021.
- **Arkan, O.** When does an ethical climate lead to silence? The role of moral character in predicting employee whistleblowing. Paper presented at the **Society for Business Ethics Annual Conference**, Virtual, August 2020.
- **Arkan, O.** Psychology of Whistleblowing. Poster presented at the **Society for Business Ethics Annual Conference**, Boston, Massachusetts, August 2019.
- Scharding, T., Nagpal, M., **Arkan, O.** & Warren, D. E. An empirical test of the intersubjective reflection process on ethical decision making. In Gaspar, J. & Warren, D. E. (Chairs) Theoretical and empirical insights into ethical decision: The role of social context. Symposium presented at the **Academy of Management Annual Meeting**, Boston, Massachusetts, August 2019.
- Acar, P. & **Arkan, O.** The Relation between Employee Impostor Feelings, Organizational Identification, and Counter-Productive Work Behaviors. Paper presented at the **Meeting of the European Association of Work and Organizational Psychology**, Dublin, Ireland, May 2017.

RESEARCH IN PROGRESS

- **Arkan, O.**, Nagpal, M., Scharding, T. & Warren, D. E., Don't Just Trust Your Gut: The Importance of Normative Deliberation to Ethical Decision-Making at Work, *submitted to Journal of Business Ethics*.
- Alzola, M. & **Arkan, O.**, Whistleblowing in the Catholic Church: The Role of Wrongdoing Characteristics and Ethical Climate, *selected as one of the papers awarded the Taking Responsibility Initiative grant from the Fordham University, target journal Business Ethics Quarterly*.
- Warren, D. E. & **Arkan, O.**, Promoting Effective Whistleblowing: The Role of Financial Incentives and Whistleblowing Retaliation.
- **Arkan, O.**, Preserving the image of the ethical organization: Impression management and whistleblowing.
- Warren, D. E. & **Arkan, O.**, How to reduce unethical behavior and promote voice: The role of moral ownership and perspective-taking.

TEACHING WORKSHOPS

- Georgetown Institute for the Study of Markets and Ethics Workshop on Teaching Professional Business Ethics - 2021
- Bentley Business Ethics Teaching Workshop and Symposium - 2019

ACHIEVEMENTS & GRANTS	<ul style="list-style-type: none"> ▪ The Rutgers Advanced Institute for the Study of Entrepreneurship and Development Summer Research Scholarship, Rutgers Business School, 2021 ▪ Taking Responsibility Initiative Grant, Fordham University, 2020 ▪ Society for Business Ethics Emerging Scholar, 2020 ▪ Institute for Ethical Leadership Summer Research Scholarship, Rutgers Business School, 2020 ▪ Rutgers Business School Dean's Competition for Summer Ph.D. Research Assistants Award, 2019 ▪ Rutgers Newark Graduate Dean's Award, 2018, 2019 ▪ Rutgers Business School Dean's Fellowship, 2018 - 2020 ▪ J. William Fulbright Scholarship, Fulbright Commission, 2016 - 2018
PROFESSIONAL AFFILIATIONS	<ul style="list-style-type: none"> ▪ Academy of Management, Social Issues in Management (SIM) and Organizational Behavior Divisions ▪ Society for Business Ethics ▪ Academy of Management, Organizational Behavior Doctoral Consortium Fellow ▪ International Association for Business & Society, Doctoral Consortium Fellow
LANGUAGES	Turkish (Native), English (Fluent), Spanish (Beginner), German (Beginner)