

Öykü (Oyku) Arkan

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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 <ul style="list-style-type: none">CGPA: 3.93/4Dissertation Committee: Danielle E. Warren (Chair), Chao C. Chen, Tobey Scharding, Miguel Alzola Thesis Title: <i>The Competing Virtues of Loyalty and Courage: When Ethical Climate Does Not Lead to Whistleblowing</i>	
	Middle East Technical University (METU) , Ankara, Turkey M.B.A., Business Administration, Fall 2013 - Spring 2016 <ul style="list-style-type: none">CGPA: 3.86/4Advisors: Pinar Acar and M. Sinan Gonul Thesis Title: <i>Determinants of Organizational Citizenship and Counterproductive Work Behavior: The Role of Personality, Job Characteristics, Job Satisfaction and Organizational Commitment</i>	
	Bilkent University , Ankara, Turkey B.S., Industrial Engineering, Fall 2009 - Spring 2013 <ul style="list-style-type: none">CGPA: 3.03/4	
WORK EXPERIENCE	Rutgers Business School , Newark, New Jersey <ul style="list-style-type: none">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 2021Teaching 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 <ul style="list-style-type: none">Arkan, O. & Acar, P. 2020. Understanding Organizational Deviance: An Interactive Model of Perceived Job Characteristics and Personality, <i>METU Studies in Development</i>, 47(1), 1-28. BOOK REVIEWS <ul style="list-style-type: none">Arkan, O. 2020. Whistleblowing: Toward a New Theory, by Kate Kenny. Cambridge, MA: Harvard University Press, 2019. 296 pp. <i>Business Ethics Quarterly</i>, 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 will be 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 will be 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. To Be 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
LANGUAGES	Turkish (Native), English (Fluent), Spanish (Beginner), German (Beginner)