

BEGUM BILGIN

University of Liverpool, Management School

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RESEARCH INTERESTS

Diversity, Equity, & Inclusion | Leadership | Emotions

ACADEMIC EMPLOYMENT

University of Liverpool, Management School

Assistant Professor, Organizational Behavior

the United Kingdom

July 2026 - Present

Tenure Track Recipient of ULMS 20th Anniversary Fellowship

Work, Organization, and Management Department

August 2024 – June 2026

EDUCATION

Rotterdam School of Management – Erasmus University

Ph.D. in Management – Organizational Behavior

Supervisors: Daan van Knippenberg and Inga Hoeber

Netherlands

2019 - 2024

The Wharton School – University of Pennsylvania

Visiting Scholar

Philadelphia, US

2022 - 2023

Koç University

Master of Arts in Social and Organizational Psychology

Summa Cum Laude (GPA: 4.00/4)

Turkey

2019

Middle East Technical University

Bachelor of Science in Psychology, Management Minor

Summa Cum Laude (GPA: 3.96/4)

Turkey

2017

Yale School of Management & Medicine – Yale University

Visiting Student & Research Assistant

New Haven, US

2016

PUBLICATIONS

[1] van Knippenberg, D., **Bilgin, B.**, van Ginkel, W. P., & Pearce, C. L. (forthcoming 2027). On the interface of shared leadership and vertical leadership. In C. L. Pearce (Ed.), *Shared leadership: The next wave*. Palgrave Macmillan.

[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.

[3] 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.

MANUSCRIPTS UNDER REVIEW & REVISION

[4] **Bilgin, B.**, van Knippenberg, D., Hoevers, I., & de Haas, M [topic: Visionary leadership and hierarchy]. *2nd Revise and Resubmit, Journal of Organizational Behavior*.

[5] Creary, S., Seegars, L., **Bilgin, B.**, & Martin, A. Development of organizational allyship signaling. *Revise and Resubmit, Academy of Management Journal*.

[6] **Bilgin, B.**, Dietz, B., & van Knippenberg, D. [topic: External and internal vision communication]. Under review: *Journal of Organizational Behavior*.

[7] Nederveen Pieterse, A., Hoevers, I., & **Bilgin, B.** Goal-orientation and instrumentality in team performance. Under review: *Journal of Applied Psychology*.

[8] Zhang, J.W., Chen, S., Tomova, T., **Bilgin, B.** Self-Compassion Growth Mindset Fosters Self-Compassion Intention. Under review: *Mindfulness*

SELECTED MANUSCRIPTS IN PROGRESS

[9] Steelman, A., **Bilgin, B.**, & van Knippenberg, D. [topic: Leadership and strategic alignment in healthcare systems]. Target: *California Management Review*. *Writing stage*.

[10] **Bilgin, B.**, & van Knippenberg, D. The vision impossible. Target: *Academy of Management Journal*. *Data collection for Study 2*.

[11] **Bilgin, B.**, O'Neill, O. A., & van Knippenberg, D. Leadership and the emotional culture. Target: *Academy of Management Review*. *Writing stage*.

[12] **Bilgin, B.**, Carton, A., & van Knippenberg, D. [topic: Leader communication and corporate volunteering]. *Academy of Management Journal*. *Data collection for Study 2*.

[13] Creary, S., Younge, A., & **Bilgin, B.** [topic: Inclusive leadership]. Target: *Academy of Management Journal*. *Data collection for Study 4*.

[14] **Bilgin, B.**, Carton, A., & van Knippenberg, D. [topic: Leader communication]. Target: *Academy of Management Journal*. *Data collection for Study 2*.

INVITED TALKS

University of Reading, Henley Business School	2026
Leeds University, Business School	2026
University of Zurich, Department of Business Administration	2026
Imperial College, Imperial College Business School, Management & Entrepreneurship	2025
University of Liverpool, Management School	2023

CHAired SYMPOSIA

Bilgin, B., Levitt, J., & O'Neill, O. A. (July 2025). New Directions in Leader Emotions: Considering the Role of Intentionality. Symposium was held *at the Academy of Management Annual Meeting*,

Copenhagen, Denmark.

CONFERENCE PRESENTATIONS

Bilgin, B., O'Neill, O. A., & van Knippenberg, D. (April, 2026). Leadership and the emotional culture. Paper has been accepted to the paper development workshop of *Academy of Management Review*, Milan, Italy.

Bilgin, B. & Carton, A. (July 2025). How Vision Vividness Drives Corporate Volunteering Initiatives to Help Distant Beneficiaries. Paper was presented at the *Academy of Management Annual Meeting*, Copenhagen, Denmark.

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., & 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

University of Liverpool Management School

- **Psychological Assessment in Organizations** **Spring, 2026**
 - Instructor Ratings: **4.3/5.0**
- **Master Thesis Supervision** **Fall, 2025 & Spring, 2026**
 - Instructor Ratings: *awaiting*
- **Psychological Approaches to Decision Making** **Fall, 2025**
 - Instructor Ratings: **4.6/5.0**

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

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- Global Talent Visa – Exceptional Promise, endorsed by the British Academy (2026)
 - 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 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 - 2020
American Psychological Association	2018 - Present