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Faculty of Business and Economics
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Education

1998 – 2004

Ph.D. in Management

Major: Industrial Relations/Human Resource Management
Minor: Industrial/Organizational Psychology
University of Calgary, Haskayne School of Business, AB, Canada

1995 – 1997

Master of Business Administration

Major: Human Resources Management
Virginia Tech, Pamplin School of Business, VA, USA

1989 – 1993

Bachelor of Science in Business Administration

Major: Management
Hacettepe University, Department of Business Administration,
Turkey

Work Experience

2012-present

Eastern Mediterranean University
Faculty of Business and Economics
Department of Business Administration
Associate Professor

2014-2015

Mount Royal University
Bissett School of Business
Management and Human Resources Department
Visiting Scholar

2005 – 2012	Eastern Mediterranean University Faculty of Business and Economics Department of Business Administration Assistant Professor
2003 – 2005	Memorial University Faculty of Business Administration Assistant Professor
1998 – 2003	University of Calgary Faculty of Management Sessional Instructor
1998 – 2003	University of Calgary Faculty of Management Research Assistant (Working with Professor A. Ponak)
1994 – 1998	Kocaeli University, Turkey Research / Teaching Assistant

Peer Reviewed Publications and Conference Papers

1. Timur, S. and Timur A.T. (in press). Employee Ownership and Sustainable Development in Tourism: A Case in North Cyprus. *Sustainable Development*
2. Timur S. and Timur A.T. (2013). Employee Involvement in Sustainable Tourism: How to Sustain an Iconic Hotel and a Workplace? International Conference: Sustainability Issues and Challenges in Tourism,42, Istanbul, Turkey, October 3-5, 2013.
3. Korkuter, U. Timur, S. and Timur A.T. (2013). An Examination of Service Quality Indicators of Foreign versus Local Bank Customers in Turkish Republic of Northern Cyprus Banking Industry. Proceedings of 6th International Conference on Services Management,726-742, North Cyprus, June 23-25 2013.
4. Alidad, Y., Timur, A. T., and Timur, S. (2012). Perceptions of Organizational Justice and its Impact on Job Satisfaction: A study of University Research Assistants. International Journal of Business and Management Studies, 1 (1): 509-522.
5. Timur, A. T., Taras, D. G., and Ponak, A. (2012) “Shopping for Voice”: Do pre-Existing Nonunion Employee Representation Plans Matter when Employees Unionize? British Journal of Industrial Relations, 50 (2): 214-238.
6. Timur, A. T. and Taras, D. G. (2010) Why and how do employees reject nonunion voice regimes, Paper Presented at Voice and Value Conference at London School of Economics and Political Science, London, UK, March 26, 2010.

7. Timur, A. T., Tumer, M., and Kaymak, T. (2009). Myth or Reality? The presence of glass ceiling in North Cyprus. Paper presented at Equal Opportunities International 2009 Conference, Bosphorus University, Istanbul, Turkey (July 15-17, 2009).
8. Timur, A. T. (2004). Western-originated management theories and developing countries. Proceedings of Academy of International Business, Stockholm, Sweden, 8-13 July, 2004
9. Timur, A. T. (2004). Institutional arrangements in employee representation and their impact on union-management relations. Paper Presented at Canadian Industrial Relations Association 41st Annual Conference, University of Manitoba (June 3-7, 2004)
10. Timur, A. T. and Ponak, A. (2002). The impact of new technologies on labor relations at Canadian Pacific Railway. Journal of Labor Research, 23 (4), 535-58
11. Timur, A. T. and Ponak, A. (2002). The impact of new technologies on labour relations at Canadian Pacific Railway. Paper presented at 39th CIRA/IIRA Conference in Toronto, Ontario.
12. Timur, A. T. (2001). Book Review: "New Rules for a New Economy: Employment and Opportunity in Post-industrial America." by Herzenberg, Stephen A., Alic, J. A., and Wial, H. Relations Industrielles/Industrial Relations, 56 (1), 210-12.
13. Timur, A. T. and Jacques, F. (1999). The emergence of a new institution at the workplace. Paper presented at the 37th Annual Canadian Industrial Relations Conference, Edmonton /Alberta

Work in Progress

1. Lukomskaya, A., Timur, A. T., and Timur, S. (in progress) Job satisfaction in employee-managed workplaces (Data collection and analysis completed, completing the manuscript).
2. Magaji, A., Garip, G., Timur, A.T., and Timur, S. (in progress) University students' attitudes towards sexual harassment (Data collection and analysis completed, completing the manuscript)
3. Timur, A. T. (in progress) Public attitude toward unions in North Cyprus (Data collection and analysis completed, completing the manuscript)

Other Professional Activities

1. Research trip to Calgary, AB to work on projects in collaboration with Dr. Daphne G. Taras and Dr. Allen Ponak (funded by Industrial Relations Research Group), July 2009.
2. The Impact of Ethnicity on Union Organizing. Paper presented to Cultural Diversity Institute, March 2002.
3. Ethnicity and Union Organizing. Paper presented at CIRA Southern Alberta Chapter Meeting, May 2002.

Grants/Awards Received

1. Eastern Mediterranean University A-Type Scientific Research Grant “Public attitude toward unions in Cyprus.” \$5,000 (2009)
2. Ministry of Education Research Grant “Myth or reality? The presence of glass ceiling in Cypriot organizations and its impact on organizational performance.” \$5,000 (2007)
3. University of Calgary Thesis Research Grant “Institutional Arrangements in Employee Representation Before Unionization and their Impact on Union-Management Relationship.” \$2,500 (2002)
4. University of Calgary Canadian Diversity Institute Grant (with Allen Ponak and Fred Jacques) “The Impact of Ethnicity on Unionization.” \$5,000 for one year. (2001)
5. Faculty of Management HROD Department Research Grant “Institutional Arrangements in Employee Representation Before Unionization and their Impact on Union-Management Relationship.” \$5,000 (2000)
6. Graduate Assistanship from Haskayne School of Business, \$55,000 for 4 years.
7. Turkish Government Graduate Education Abroad Scholarship, \$60,000 US for 3 years.

Professional Membership

Canadian Industrial Relations Association since 1999
Industrial Relations Research Association since 2000

Teaching Experience

Courses taught at Mount Royal University

- MGMT 2130 Introduction to Management
- HRES 2170 Introduction to Human Resource Management

Courses taught at Eastern Mediterranean University

- MGMT 317 Industrial Organizational Psychology
- MGMT 305 Developing Management Skills
- MGMT 202 Organizational Behavior
- MGMT 303 Human Resource Management
- MGMT 329 Labor Relations
- MGMT 102 Introduction to Business II
- MGMT 201 Principles of Management
- MGMT 571 Organizational Behavior (Graduate course)
- MGMT 577 Advanced Human Resource Management (Graduate Course)

Courses taught at Memorial University:

- B3320 Introduction to Labour Relations
- EMER6020 Research Seminar in Employment Relations II (Qualitative Research Methods – Graduate course)

Courses taught at the University of Calgary:

- HROD 321 Foundations in Human Resources Management
- HROD 323 Leadership and Managerial Skills in Organizations
- HROD 317 Employment Relationships in Canada

Courses taught at Kocaeli University in Turkey:

- IIBF 343 Introduction to Business Administration
- IIBF 355 Foundations of Human Resources Management

Teaching Interests

- Human Resources Management
- Labor Relations
- Industrial/Organizational Psychology
- Strategic Human Resources Management
- Qualitative Research Methodology

Theses/Projects Supervised

Graduate Theses Supervised

Alexandra Lukomskaya Job Satisfaction at employee-managed workplaces

(Eastern Mediterranean University, 2014)

Taraneh Fouratan Attitudes of MBA Students Towards Collective Representation

(Eastern Mediterranean University, 2012).

Yasaman Alidad Perception of Organizational Justice and its Impact on Job Satisfaction: A Study of EMU Research Assistants (Eastern Mediterranean University, 2009).

Marzieh Arad The effects of organizational justice, Leader Member Exchange (LMX), Job Satisfaction and Organizational Commitment on Turnover intention: A study of Iranian Hotel employees. (co-supervisor, Eastern Mediterranean University, 2007)

Susan Yeats A reflection on the process of “Teaming Up” in community care: Capital Health Region community health program case. (Royal Roads University, 2002).

John Belland Workplace flexibility at Skeena Cellulose: Managing the change (Royal Roads University, 2001)

Graduate Projects Supervised at Memorial University

Maureen Meaney Investigation of Perceived Job Demands and Coping Techniques in Paramedics and the Impact on Personal and Work Related Outcomes (2004).

Leona Hagan Applying Career Development Theory to Career Decision-Making Process of Entrepreneurs in the Tourism Industry on the Irish Loop (2004).

Jennifer Dillon Analysis of Change in Organizational Culture Following a Company Split and Mechanisms Employed to Cope with Change (2004).

Ken Palmer Determining Union Attitude of 16 to 24 Year Old Employed in the Fast Food Industry (2004).

Steve Murrin Evaluation of Transfer of Learning from Employee Training to Job Performance (2004).

Undergraduate Theses Supervised

Berna Yalcin Economic developments’ impact on employment relationship (Business Administration Department, Kocaeli University, 1998)

Ayca Kilinc Who benefits most from technology?: A Turkish case (Business Administration Department, Kocaeli University, 1998)

Kerem Kahraman The possibility of implementing gainsharing plans in Turkey (Business Administration Department, Kocaeli University, 1998)

University Service

At Eastern Mediterranean University

Faculty of Business and Economics Accreditation Committee Coordinator (2011-2014)

Eastern Mediterranean University Faculty Association President (2013-2014)

Eastern Mediterranean University Faculty Association Foreign Affairs Secretary (2012-2013)

Faculty of Business and Economics FIBAA Accreditation Coordinator (2012-present)

Faculty of Business and Economics AACSB Accreditation Coordinator (2010-present)

Eastern Mediterranean University Faculty Association Benefits Officer (2010-2011)

Faculty Council (2010-2011, Elected member)

Faculty Council (2007-2008, Elected member)

Faculty of Business and Economics AACSB Accreditation Committee

Department of Business Administration Graduate Studies Committee

Eastern Mediterranean University Faculty Association Department Representatives Council.

At Memorial University:

Memorial University Faculty Association Economic Benefits Committee

Memorial University Faculty Association Occupational Health and Safety Committee

Memorial University Board of Regents Employee Benefits Committee

Faculty of Business Administration Curriculum Development Committee

At the University of Calgary:

Haskayne School of Business PhD Student Association Representative in University of Calgary Graduate Student Council (2001-2003).

Available References

Allen Ponak, Ph.D.

Haskayne School of Business
University of Calgary
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Calgary, Alberta
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Daphne G. Taras, Ph.D.

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