

Saba S. Colakoglu, Ph.D.

Georgia Institute of Technology
Scheller College of Business
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ACADEMIC DEGREES

- 2009 Ph.D., Industrial Relations and Human Resources
Rutgers University, New Jersey, USA
- 2006 M.Sc., Industrial Relations and Human Resources
Rutgers University, New Jersey, USA
- 1997 M.B.A.
Bilkent University, Ankara, Turkey.
- 1995 B.Sc., Psychology
Middle East Technical University, Ankara, Turkey.

ACADEMIC APPOINTMENTS

- 2017 – Present Lecturer
Georgia Institute of Technology, Scheller College of Business
Atlanta, GA U.S.A.
- 2015 – 2017 Associate Professor of Management (with tenure)
Berry College, Campbell School of Business
Rome, GA U.S.A.
- 2009 – 2015 Assistant Professor of Management
Berry College, Campbell School of Business
Rome, GA U.S.A.
- 2013 – Present Visiting Faculty
Koc University, College of Administrative Sciences and Economics
Istanbul, Turkey
- 2003 – 2009 Research Assistant and Pre-doctoral Lecturer
Rutgers University, School of Management and Labor Relations
Piscataway, NJ U.S.A.

Awards and Grants

- 2016 Winner of Best Paper Award in International HRM, Academy of Management, Human Resource Management (HRM) Division, International HRM Scholarly Research Award
- 2016 Professor of the Year, Beta Gamma Sigma International Honor Society, Berry College Chapter
- 2016 Granted sabbatical for Fall 2016-2107 academic year, Berry College
- 2015 Recipient of Dorothy Englis Research Fellowship, three-year term.
- 2013 Professor of the Year, Beta Gamma Sigma International Honor Society, Berry College Chapter
- 2012 Faculty Development Grant, Berry College
- 2010 Academy of International Business (AIB) Best Paper Award Nominee (Best papers from each division of AIB are nominated for the Temple/AIB Best Paper Award)
- 2009 Academy of Management, Human Resource Management (HRM) Division, International HRM Scholarly Research Award, Honorary Mention
- 2008 Society of Human Resource Management, Dissertation Grant Award

SCHOLARSHIP

Refereed Journal Articles

- Jiang, Y., Jackson, S., & **Colakoglu, S.** 2016. Team context as a form of experiential learning: Impact of team leadership climate and task characteristics on team members' learning. *Journal of Organizational Behavior*, 37: 654-672.
- Colakoglu, S.**, Allen, M., Miah, K., & Bird, A. 2016. High-investment HR values and firm performance among local firms and US MNCs' subsidiaries in South Asia: a comparative study. *International Journal of Human Resource Management*, 27(13): 1426-1447.
- Chung, Y., Liao, H., Jackson, S.E., Subramony, M.V., **Colakoglu, S.**, Jiang, Y. 2015. Cracking but not breaking: Joint effects of faultline strength and diversity climate on loyal behavior. *Academy of Management Journal*, 58(5): 1495-1515.
- Jiang, Y.*, **Colakoglu, S.***, Lepak, D., Kruse, D., & Blasi, J. 2015. Involvement work systems and operational effectiveness: Exploring the moderating effect of national power distance. *Journal of International Business Studies*, 46(3): 332-354. *Equal contribution
- Colakoglu, S.**, Yamao, S., & Lepak, D. 2014. Knowledge creation capability in MNC subsidiaries: Examining the roles of global and local knowledge inflows and subsidiary knowledge stocks. *International Business Review*, 23(1): 91-101.
- Colakoglu, S.**, & Jiang, Y. 2013. Expatriate staffing levels and host market performance: An examination of global and local mediating mechanisms. *European Journal of International Management*, 7(6): 696-718.

- Colakoglu, S.** 2012. Building shared vision in MNE subsidiaries: The role of formal, personal, and social control in its development and its impact on subsidiary learning. *Thunderbird International Business Review*, 54(5): 639-652.
- Colakoglu, S., & Littlefield, J.** 2011. Teaching organizational culture using a projective technique: collage construction. *Journal of Management Education*, 35(4): 564-585.
- Caligiuri, P., **Colakoglu, S.**, Cerdin, J.L., & Kim, M.S. 2010. Examining cross-cultural and individual differences in predicting employer reputation as a driver of employer attraction. *International Journal of Cross-Cultural Management*, 10(2): 137-151.
- Colakoglu, S., Tarique, I., & Caligiuri, P.M.** 2009. Towards a conceptual framework for the relationship between subsidiary staffing strategy and subsidiary performance , *International Journal of Human Resource Management*, 20(6): 1288-1305.
- Colakoglu, S., & Caligiuri, P.M.** 2008. Cultural distance, expatriate staffing, and subsidiary performance: The case of U.S. subsidiaries of multinational corporations. *International Journal of Human Resource Management*, 19(2): 223-239.
- Caligiuri, P.M., & **Colakoglu, S.** 2007. A strategic contingency approach to expatriate assignment management. *Human Resource Management Journal*, 17(4): 393-410.
- Colakoglu, S., Lepak, D.P., & Hong, Y.** 2006. Measuring human resource management effectiveness: Considering multiple stakeholders in a global context. *Human Resource Management Review*, 16: 209-218.

Book Chapters

- Colakoglu, S., Chung, Y., & Tarhan, A.B.** 2015. Strategic human resource management in facilitating organizational change. In Goksoy, A. (Ed.) *Organizational Change Management Strategies in Modern Business*, pp. 172-192. IGI Global
- Colakoglu, S., & Caligiuri, P.** 2012. Cultural influences on millennials' career goals: Evidence from 23 countries. In Ng, S. Lyons, and L. Schwitzer (Eds.), *International Perspectives on the Millennial Generation* Edward Elgar.
- Colakoglu, S., Hong, Y., & Lepak, D.P.** 2009. Models of strategic human resource management. In A. Wilkinson, T. Redman, S. Snell, and N. Bacon (Eds.), *The Handbook of Human Resource Management* (pp: 31-50). Thousand Oaks, CA: Sage.
- Lepak, D.P., & **Colakoglu, S.** 2006. Strategic human resource management and ethics. In J. Deckop, B. Giacalone, and C. L. Jurkiewicz (Eds.), *Human Resource Management Ethics* (pp. 27-45). Greenwich, CT: Information Age.
- Lepak, D.P., Takeuchi, R., Erhardt, N.L., & **Colakoglu, S.** 2006. Emerging perspectives on the relationship between human resource management and performance. In R. Burke, and C.

Cooper (Eds.), *The Human Resources Revolution: Research and Practice* (pp. 31-54). Oxford, U.S.: Elsevier.

Best Paper Proceedings

Chung, Y., Liao, H., Jackson, S.E., Subramony, M.V., **Colakoglu, S.**, Jiang, Y. 2011. A Cross-Level analysis of demographic faultlines and diversity climate on job dedication. *Best Paper Proceedings of the Seventy-first Meeting of Academy of Management*.

Colakoglu, S., & Tarique, I. 2006. Developing a theoretical model of subsidiary staffing and performance. Paper presented at the *Best Paper Proceedings of the Sixty-sixth Meeting of Academy of Management*.

Conference Presentations

Ceylan, C., & **Colakoglu, S.** 2016*. The impact of culture-specific leadership and power distance values on innovative work behavior: A longitudinal study. *European Academy of Management*, Paris, France. * **Best Paper Nomination**.

Taras, V., Lynden, K., **Colakoglu, S.**, Lituchy, T., & Vyas, B. 2015. Teaching international business through experience. *Academy of International Business Southeast*, Savannah, GA

Colakoglu, S., & Ceylan, C. 2015. Perceptions of high-commitment human resource practices and innovative work behavior: Evidence from Turkey. *European Academy of Management*, Warsaw, Poland.

Jiang, Y*, **Colakoglu, S.***, Lepak, D., Kruse, D., & Blasi, J. 2013. Involvement work systems and facility performance: Exploring the moderating effect of national power distance. *Academy of International Business Annual Conference*, Istanbul, Turkey.
(* Equal contribution)

Colakoglu, S., Allen, M., Miah, K., & Bird, A. 2013. Are we there yet? Comparing adoption, internalization, and effectiveness of high-investment values among local firms and MNC subsidiaries of U.S. Firms in South Asia. *Academy of International Business Annual Conference*, Istanbul, Turkey and *Academy of Management Conference*, Orlando, FL.

Colakoglu, S., & Jiang, Y. 2011. Expatriate staffing levels and host market performance: An examination of global and local mediating mechanisms. *Academy of International Business Annual Conference*, Nagoya, Japan.

Colakoglu, S., Yamao, S., & Lepak, D. 2011. Knowledge-based path to subsidiary competitive advantage: Knowledge flows, knowledge stocks, and knowledge creation capability. *Academy of Management Annual Conference*, San Antonio, TX.

- Jiang, J., **Colakoglu**, S., & Lepak, D. 2011. Justice for all? Organizational justice climate as a mediator of high involvement work practices and facility performance. *Academy of Management Annual Conference*, San Antonio, TX.
- Jiang, J., **Colakoglu**, S., & Lepak, D. 2011. Justice for all? Organizational justice climate as a mediator of high involvement work practices and facility performance. *Fourth Annual People and Organizations Conference*, The Wharton School, Philadelphia, PA.
- Chung, Y., Liao, H., Jackson, S.E., Subramony, M.V., **Colakoglu**, S., Jiang, Y. 2011. A Cross-Level analysis of demographic faultlines and diversity climate on job dedication. *Academy of Management Annual Conference*, San Antonio, TX. ***Best Paper Proceedings**
- Colakoglu**, S. & Caligiuri, P.M. 2010 Cultural influences on MBAs' Career Goals: Evidence from 23 countries. *Academy of International Business – South East Conference*, St. Petersburg, FL.
- Colakoglu**, S. 2010. The role of global and local learning practices in subsidiary knowledge creation. Paper presented at a competitive paper session at the *Academy of International Business Annual Conference*, Rio de Janeiro, Brazil. *** Best Paper Nomination**
- Colakoglu**, S. 2010. Enhancing subsidiary absorptive capacity: The role of knowledge acquisition practices. Paper presented at a symposium session at the *Academy of Management Annual Conference*, Montreal, Canada.
- Colakoglu**, S. 2007. Use of expatriates in the U.S. subsidiaries of multinational corporations: Does it hurt or help? Paper presented at the *Academy of Management Annual Conference*, Philadelphia, PA.
- Colakoglu**, S. 2007. Dual knowledge flows and organizational learning mechanisms in multinational corporations' subsidiaries. Paper presented at the *Academy of Management Annual Conference*, Philadelphia, PA.
- Colakoglu**, S., & Tarique, I. 2006. Developing a theoretical model of subsidiary staffing and performance. Paper presented at the *Academy of Management Annual Conference*, Atlanta, GA. *** Best Paper Proceedings**
- Colakoglu**, S., Caligiuri, P.M., & Cerdin, J.L. 2006. Cultural convergence and divergence in career anchors: Evidence from 13 countries. Paper presented at the *Academy of Management Annual Conference*, Atlanta, GA.
- Cerdin, J.L., & **Colakoglu**, S. 2006. Influence of national culture on mentoring relationships: Occurrence of positive and negative role behaviors. Paper presented at the *Academy of Management Annual Conference*, Atlanta, GA.

Caligiuri, P.M., & **Colakoglu**, S. 2005. A strategic contingency approach to expatriate assignment management. Paper presented at the *Academy of Management Annual Conference*, Honolulu, HI.

Lepak, D.P., Erhardt, N.L., & **Colakoglu**, S. 2005. Level of understanding and attributions of human resource practices. Paper presented at the *Academy of Management Annual Conference*, Honolulu, HI.

Book Reviews

Colakoglu, S. 2014. *The triple package: How three unlikely traits explain the rise and fall of cultural groups in America*, by J. Rubinfeld & A. Chua [Book], *Journal of International Business Studies*.

Editorial Review Board Appointments

2013 - Present	International Journal of Human Resource Management
2009 - Present	Journal of World Business
2009-2012; 2013-2015	Journal of International Business Studies
2016 - Present	Human Resource Management Review

TEACHING

Berry College, Campbell School of Business

- Principles of Management (Undergraduate)
- Human Resource Management (Undergraduate)
- Organizational Behavior (Undergraduate)
- Human Capital Management (Graduate)
- Leadership and Change Management (Graduate)
- Cross-cultural Management (Undergraduate)

Koc University, College of Administrative Sciences and Economics

- Managing and Leading Organizations (Undergraduate)
- Strategic Human Resource Management (Graduate)

Rutgers University, School of Management and Labor Relations

- Managing a Global Workforce (Graduate)
- Human Resource Issues in the Workplace (Undergraduate)
- Organizational Behavior and Work (Undergraduate)

SERVICE

Ad Hoc Reviewer

Human Resource Management Journal, Human Resource Management, Journal of Global Mobility, Journal of Asia Business Studies, Academy of Management Perspectives, British Journal of Management, METU Studies in Development, Thunderbird International Business Review, Personnel Review, Annual meetings of the Academy of Management, Annual meetings of the Academy of International Business, Annual meeting of AIB Southeast Chapter

Academic Committees

Academy of Management International Management Division, Outreach Committee, 2007- 2009
Academy of Management International Management Division, Social Committee, 2009 - 2014

Institutional Service

Undergraduate Curriculum and Assessment Committee, Berry College, CSOB, 2015-2107, Chair
Foundations Committee, Berry College, 2015-2017, Member
CSOB Dean's Search Committee, 2015-2016, Member
Graduate Assessment and Policy Committee, Berry College, CSOB, 2012 – 2013, Chair
Undergraduate Curriculum/AACSB Committee, Berry College, CSOB, 2009 – 2012, Member
Faculty Development Committee, Berry College, 2010 – 2014, Member
Shatto Lecture Series Committee, Berry College, 2009 – 2012, Member
Ad Hoc Committee on Undecided Students, Berry College, Fall 2011, Member
Berry Student-Operated Enterprises, Advisory Board Member, 2011 - present
Discover Berry, CSOB Representative, October 2009, April 2011, November 2011, November 2012, November 2013
New Faculty Orientation, Discussant, Berry College, August 2010
Third-year Review Workshop, Discussant, Fall 2012
Berry College Scholarship Day, CSOB Facilitator, Spring 2013
CSOB Scholarships Selection Committee, Spring 2013, Spring 2014
Berry College Symposium on Student Scholarship, CSOB Session Moderator, Spring 2014
Communications Faculty Search Committee, External Member, Fall 2013, Fall 2014
Management Faculty Search Committee, Member, Fall 2013, Fall 2014
SACS Re-affirmation Committee, Fall 2013
Exit Exam Proctor for MBA students, Spring 2013
Exit Exam Proctor for Marketing and Management Students, Spring 2014
Session Moderator, Symposium on Student Scholarship, Spring 2014
Centre for Integrity in Leadership Planning Committee, Member, Fall 2014

Invited Speaker

Walker School; Dream-Discover-Do Speaker Series, Spring 2016
Student-Operated Enterprise Conference, Berry College, Invited Panelist, Spring 2014
Atılım University, Ankara, Turkey; Faculty Seminar Series, Spring 2014
Interview Preparation and Etiquette, Berry Enterprises BEST Team, Fall 2013

Problem-Solving Workshop, Berry Enterprises BEST Team, Spring 2013
 Interpersonal Communication Workshop, Open Door Children’s House, Spring 2013
 CSOB Executive Advisory Board Meeting, Invited Speaker, Fall 2012
 Koc University, Management and Strategy Seminar Series, Summer 2012
 Email Etiquette Workshop, National Student Employment Week, Spring 2012
 Society of Human Resource Management, Rome Chapter, Invited Speaker, January 2010
 Junior Achievement Program, Bullard Elementary School, Instructor, 2010, 2011

PROFESSIONAL DEVELOPMENT

Academy of International Business, Doctoral Student Consortium, Summer 2007
 Academy of Management, HR Division Doctoral Student Consortium, Summer 2007
 Academy of Management, IM Division Junior Faculty Consortium, Summer 2009
 Teaching the First Day of Classes, Centre for Teaching Excellence, Berry College, Fall 2009
 Teaching Millennials, Centre for Teaching Excellence, Berry College, Spring 2010
 Employment Law Update, Rome SHRM Chapter, April 2010
 Innovations in Teaching “Principles of Management”, South-Western Webinar, Spring 2011
 Organizational Behavior Incubator, Academy Of Management, PDW, Summer 2011
 How to Engage Business Students Using Technology, McGraw Hill, Summer 2011
 How to Teach, What to Teach, Academy Of Management, PDW, Summer 2011
 Teaching Writing-Intensive Classes, Writing Across the Curriculum, Berry College, Fall 2011
 Human Resource Management Simulation, Interpretive Simulations Webinar, Spring 2012
 Participant-Centred Learning Workshop, Harvard Business School Fall 2012
 Teacher-Scholar Workshop, Berry College Centre for Teaching Excellence Spring 2013

Professional Affiliations

Academy of Management, Member (Human Resources and International Management)
 Academy of International Business, Member
 Society of Human Resource Management, Member
 The Honor Society of Beta Gamma Sigma, Member

WORK EXPERIENCE

1998 – 2001	Human Resource Management Professional Nokia Telecommunications	Istanbul, Turkey
1997 – 1998	Human Resource Management Professional Sevgi Medical Group	Ankara, Turkey