Burak Oc, Ph.D.

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PROFESSIONAL ACADEMIC EXPERIENCE

Singapore Management University   2023 – present
    Lee Kong Chian School of Business
    Department of Organizational Behavior and Human Resources
    Associate Professor (Tenured)

University of Melbourne   2020 – 2023
    Melbourne Business School
    Associate Professor (Tenured)

University of Melbourne   2018 – 2020
    Melbourne Business School
    Assistant Professor

University of Western Australia   2016 – 2018
    University of Western Australia Business School
    Department of Management and Organisations
    Senior Lecturer

Bocconi University   2014 – 2016
    Department of Management and Technology
    Assistant Professor

Singapore Management University   2011 – 2014
    Lee Kong Chian School of Business
    Department of Organizational Behavior and Human Resources
    Visiting Scholar

EDUCATION

Universitat Pompeu Fabra   2010 – 2014
    Ph.D. in Economics, Finance and Management
    Thesis Title: The dynamic interplay between followers and leaders
    Thesis supervisor: Michael R. Bashshur
    Thesis committee chair: Gary J. Greguras
    Thesis committee members: Gaël Le Mens, Tessa Melkonian, Inga Hoever

Universitat Pompeu Fabra   2008 – 2010
    M.Res. in Management

Istanbul Technical University   2003 – 2007
    B.Sc. in Industrial Engineering

REFEREED SCHOLARLY PUBLICATIONS

Oc, B., & Kouchaki, M. (2023). The More the Merrier: How Psychological Standing and Work Group Size Explain Managers' Willingness to Communicate about Unethical Conduct in their Work Group. *Journal of Business Ethics*, 1-12.

[†]**Oc, B.**, [†]Chintakananda, K., Bashshur, M. R., & Day, D. V. (2023). The study of followers in leadership research: A systematic and critical review. *The Leadership Quarterly, 34*(1), 101674.

Oc, B., & Carpini, J. A. (2023). How and why is context important in leadership? Sage Leadership Handbook.

Carpini, J. A., & **Oc, B.** (2022). Contextualizing the organizational mindset. *Industrial and Organizational Psychology*, *15*(3), 403-407.

Oc, B., Netchaeva, E., & Kouchaki, M. (2021). It's a man's world! The role of political ideology, gender role attitudes, and threat in the early stages of leader recruitment. *Organizational Behavior and Human Decision Processes, 162*, 24-41.

> * Appeared in: Kouchaki, M., Oc, B., & Netchaeva, E. (2021, March 31). Breaking the cycle of bias that works against women leaders. MIT Sloan Review. Retrieved from https://sloanreview.mit.edu/article/breaking-the-cycle-of-bias-that-works-against-women-leaders/

Oc, B., Daniels, M. A., Diefendorff, J. M., Bashshur, M. R., & Greguras, G. J. (2020). Humility breeds authenticity: How leader authentic humility shapes follower vulnerability and authenticity. *Organizational Behavior and Human Decision Processes, 158*, 112-125.

Oc, B., Bashshur, M. R., & Moore, C. (2019). Head above the parapet: How minority subordinates influence group outcomes and the consequences they face for doing so. *Journal of Applied Psychology, 104*(7), 929-945.

Oc. B., Moore, C., & Bashshur, M. R. (2018). When the tables are turned: The effects of the 2016 U.S. Presidential election on in-group favoritism and out-group hostility. *PloS One, 13*(5), e0197848.

Oc, B. (2018). Contextual leadership: A systematic review of how contextual factors shape leadership and its outcomes. *The Leadership Quarterly, 29*(1), 218-235.

Oc, B., Bashshur, M. R., & Moore, C. (2015). Speaking truth to power: The effect of candid feedback on how individuals with power allocate resources. *Journal of Applied Psychology, 100*(2), 450-463.

[†]Bashshur, M. R., & [†]**Oc, B.** (2015). When voice matters: A multi-level review of the impact of voice in organizations. *Journal of Management, 41*(5), 1530-1554.

Oc, B., Bashshur, M. R., Daniels, M. A., Greguras, G. J., & Diefendorff, J. M. (2015). Leader humility in Singapore. *The Leadership Quarterly, 26*(1), 68-80.

Oc, B., & Bashshur, M. R. (2013). Followership, leadership, and social influence. *The Leadership Quarterly, 24*(6), 919-934.

MANUSCRIPTS UNDER REVIEW

Chintakananda, K., Diefendorff, J. M., **Oc, B.**, Daniels, M. A., Bashshur, M. R., & Greguras, G. An inductively developed leader humility measure.
Status: Third round of Reviews at *Journal of Business Ethics*

Oc, B., Chintakananda, K., & Bashshur, M. R. Leadership and autonomous narcissism.
Status: First round of Reviews at *Journal of Applied Psychology*

** [Note: actual titles redacted to preserve blind review]

[†] *equal contribution*

Moore, C., **Oc, B.**, Shehu, E., & De Cremer, D. Can reading literature make leaders more effective?
Status: Three studies completed | Finalizing the manuscript for submission

Moore, C., & **Oc, B.** Do snakes get ahead? The role of moral disengagement in organizational advancement.
Status: Two studies completed | Finalizing the manuscript for submission

Carpini, J. A., Yeo, G., & **Oc, B.** An examination of leaders' responses to employee mental health incidents.
Status: One study completed | Finalizing the manuscript for submission

Oc, B., Daniels, M. A., Dhaliwal, N.A., & Chintakananda, K. Humility decreases dehumanization of senior leaders.
Status: Two studies completed | Collecting additional data

Daniels, M. A., **Oc, B.**, Evans, J. B., Wang, M., & Zhou, T. Motives of humility: Why do senior leaders express humility and why their humility matters?
Status: One study completed | Collecting additional data

Oc, B. Authenticity enables humility: How subordinate authenticity shapes leader trust and leader humility.
Status: Three studies completed | Collecting additional data

TECHNICAL REPORTS

Daniels, M.A., Greguras, G. J., Diefendorff, J. M., Bashshur, M. R., & **Oc, B.** (2014). *Leader humility in Singapore: Development of scales*. Technical report presented to the Human Capital Leadership Institute: Singapore.

Oc, B., Bashshur, M. R., Daniels, M. A., Greguras, G. J., & Diefendorff, J. M. (2013). *Leader humility in Singapore*. Technical report presented to the Human Capital Leadership Institute: Singapore. *Featured in HQ Asia, Issue 8, 2014.*

INVITED WORKSHOPS

Oc, B. (2018). *An upside of narcissism: Leaders who think highly of themselves are less reactive to threats to their power*. Invited presentation at the 3rd Interdisciplinary Perspectives on Leadership Symposium (Crete, Greece).

Oc, B., Bashshur, M. R., & Paddock, E. L. (2013). *Consistency, reactivity, and confidentiality: The role of leader behavior and follower confidentiality in the formation of group justice climate perceptions.* Invited presentation at the 3rd International Workshop on Insights in Organisational Justice and Behavioural Ethics (Toulouse, France).

Sajons, G., **Oc, B.**, & Bashshur, M. R. (2012). *Strategic justice*. Invited presentation at the 7th International Round Table on Innovations in Organizational Justice (Nice, France).

Oc, B., Sajons, G., Bashshur, M. R., & Moore, C. (2011). *Follower effects on leader fairness: Two potential approaches*. Invited presentation at 2nd International Workshop on Insights in Organisational Justice and Behavioural Ethics (Birmingham, United Kingdom).

Bashshur, M. R., & **Oc, B.** (2010). *Follower voice and ethical leadership*. Invited presentation at the conference on "Leading with Integrity: The Psychology of Ethical Leadership" (Tilburg, Netherlands).

PROFESSIONAL DEVELOPMENT WORKSHOPS

Invited panel discussant. (2021). Organizational Behavior Doctoral Consortium. Professional Development Workshop, Annual Academy of Management Meeting, held online.

Granger, S., Guarana, C., Sugiyama, K., Chui, C., Fan, F., & Tong, N. Discussant (2021). *Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty*. Professional Development Workshop to be organized at the 81st Annual Academy of Management Meeting (Virtual).

Granger, S., Guarana, C., Sugiyama, K., Chui, C., Fan, F., & Tong, N. Discussant (2020). *Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty*. Professional Development Workshop to be organized at the 80th Annual Academy of Management Meeting (Vancouver, Canada).

CONFERENCE PRESENTATIONS

Oc, B. (2023). Authenticity enables humility: How subordinate authenticity shapes leader trust and leader humility. In M. Lehmann (Chair), *All about me: Affective, cognitive, and behavioral consequences of self-concept*. Symposium presented at the 6th Israel Organizational Behavior Conference (Tel Aviv, Israel).

Oc, B., Moore, C., Shehu, E., & De Cremer, D. (2020). Reading leaders: The role of literary fiction in leadership effectiveness. In M. Lehmann (Chair), *Transcendent and other-oriented leaders: Interventions to increase leader humility and prestige in organizations*. Symposium presented at the 5th Israel Organizational Behavior Conference (Tel Aviv, Israel).

Moore, C., & **Oc, B.** (2019). Do snakes get ahead? The role of moral disengagement in career advancement. In D. Welsh, E. Campbell, & W. Wang (Chairs), *Consequences of unethical behaviors at work*. Symposium presented at the 79th Annual Meeting of the Academy of Management (Boston, Massachusetts).

Oc, B., Daniels, M. A., Diefendorff, J. M., Bashshur, M. R., & Greguras, G. J. (2018). Leader humility breeds follower authenticity: How humble leaders shape follower authenticity and job performance. In M. Lehmann & A. Ou (Chairs), *Humility: A cascade of benefits and its tributaries*. Symposium presented at the 78th Annual Meeting of the Academy of Management (Chicago, Illinois).

Oc, B., & Kouchaki, M. (2017). When and why individuals voice their moral concerns at work?. In B. Oc & M. Kouchaki (Chairs), *Antecedents and consequences of formal and informal voice*. Symposium presented at the 77th Annual Meeting of the Academy of Management (Atlanta, Georgia).

Oc, B., & Kouchaki, M. Co-Chairs. (2017). *Antecedents and consequences of formal and informal voice*. Symposium chaired at the 77th Annual Meeting of the Academy of Management (Atlanta, Georgia).

Netchaeva, E., **Oc, B.**, & Kouchaki, M. (2017). It's a man's world! Exploring the role of political ideology in the hiring process for leadership positions. Paper presented at the 77th Annual Meeting of the Academy of Management (Atlanta, Georgia).

Oc, B., Bashshur, M. R., & Moore, C (2017). Head above the parapet: How minority subordinates influence group outcomes and the consequences they face for doing so. Paper presented at the 77th Annual Meeting of the Academy of Management (Atlanta, Georgia).

Daniels, M. A., Greguras, G. J., Bashshur, M. R., & **Oc, B.** (2016). Who's judging?: Humility and competence as sources of leader legitimacy. In M. A. Daniels & M. R. Bashshur (Chairs),

Leader humility: Outcomes, moderators, and assessment at multiple levels. Symposium presented at the 76th Annual Meeting of the Academy of Management (Anaheim, California).

Daniels, M. A., Greguras, G. J., Bashshur, M. R., & **Oc, B.** (2016). Humility and competence as sources of leader legitimacy: The role of power distance orientation. Paper presented at the Annual Meeting of the European Academy of Management (Paris, France).

Bashshur, M. R., Daniels, M. A., Greguras, G. J., Diefendorff, J. M., & **Oc, B.** (2015). Leader humility in Singapore: An inductively developed measure. Paper presented at the 75th Annual Meeting of the Academy of Management (Vancouver, Canada).

Oc, B., Bashshur, M. R., & Paddock, E. L. (2015). Shaping voice: How powerholder's self-interest impacts subordinates' justice-oriented voice over time. Paper presented at the 75th Annual Meeting of the Academy of Management (Vancouver, Canada).

Oc, B., Bashshur, M. R., & Paddock, E. L. (2015). Justice climate emergence: The unexplored role of causal attributions and impression management tactics. In D. D. Steiner (Chair), *Organizational justice: The roles of power and authority*. Invited Symposium presented at the 17th conference of the European Association of Work and Organizational Psychology (Oslo, Norway).

Greguras, G. J., Daniels, M. A., Bashshur, M. R., & **Oc, B.** (2015). Leader humility, LMX, and subordinate need satisfaction: The role of power distance values. In M. Gagne (Chair), *Using self-Determination theory to understand respectful leadership in turbulent times*. Invited Symposium presented at the 17th conference of the European Association of Work and Organizational Psychology (Oslo, Norway).

Daniels, M. A., Greguras, G. J., Bashshur, M. R., & **Oc, B.** (2014). Do humble leaders affect all followers similarly? The role of power distance. In C. Chiu (Chair), *Leader humility: The boundary conditions, cross-cultural comparisons, and practical implications*. Symposium presented at the 74th Annual Meeting of the Academy of Management (Philadelphia, Pennsylvania).

Oc, B., Bashshur, M. R., & Paddock, E. L. (2014). Concurrent effects of top-down and bottom-up processes on justice climate. In H. Park & K. L. McAlpine (Chairs), *Trust in leadership: New insights and empirical evidence*. Symposium presented at the 74th Annual Meeting of the Academy of Management (Philadelphia, Pennsylvania).

Oc, B., Bashshur, M. R., Daniels, M. A., Greguras, G. J., & Ramakrishnan, M. (2014). Leader humility: a Singaporean perspective. In B. J. Hoffman & A. L. Hetrick (Chairs), *The narcissistic leadership paradox: Causes, consequences, and responses*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology (Honolulu, Hawaii).

Daniels, M. A., **Oc, B.**, Bashshur, M. R., & Greguras, G. J. (2013). To be effective, incompetent leaders should at least be humble. In M. A. Daniels & B. Oc (Chairs), *Leading from the back or the front: A look at humble and narcissistic leadership*. Symposium presented at the 73rd Annual Meeting of the Academy of Management (Orlando, Florida).

Daniels, M. A., & **Oc, B.** Co-Chairs. (2013). *Leading from the back or the front: A look at humble and narcissistic leadership.* Symposium presented at the 73rd Annual Meeting of the Academy of Management (Orlando, Florida).

Oc, B., Bashshur, M. R., & Moore, C. (2013). *Stooges and squeaky wheels: The role of followers in shaping leader fairness*. Paper presented at the 73rd Annual Meeting of the Academy of Management (Orlando, Florida).

Bashshur, M. R., Rupp, D., & **Oc, B.** (2013). Relative justice: The effect of differences in individual and group treatment. In M. Fortin & N. Cigueró-Escofet (Chairs), *What's considered fair in teams? Justice, norms, and teams*. Symposium presented at the 16th conference of the European Association of Work and Organizational Psychology (Münster, Germany).

Oc, B., & Bashshur, M. R. (2011). *Activist followers and fairer leaders: The upward effect of justice climate*. Paper presented at the 71st Annual Meeting of the Academy of Management (San Antonio, Texas).

Oc, B., & Bashshur, M. R. (2011). Top-down effects of leader style on justice climate emergence over time: An experimental study. In J. Stouten & M. Euwema (Chairs), *On the good and bad faces of leadership*. Symposium presented at the 15th conference of the European Association of Work and Organizational Psychology (Maastricht, Netherlands).

Sajons, G., **Oc, B.**, & Bashshur, M. R. (2010). *The future of justice research: dynamics, dynamics, dynamics*. Paper presented at the Sixth International Round Table on Innovations in Organizational Justice (Orlando, Florida).

INVITED ACADEMIC TALKS

Sabancı Business School	2023
Management and Organization	
Singapore Management University	2022
Lee Kong Chian School of Business	
University of British Columbia	2019
UBC Sauder School of Business	
University of Queensland	2019
UQ Business School	
Bond University	2018, 2019
Bond Business School	
University of Melbourne	2018
Melbourne Business School	
Católica Lisbon School of Business & Economics	2016
Department of Organizational Behaviour and Human Resources Management	
University of Western Australia	2015, 2019, 2022
UWA Business School	
Bocconi University	2013
Department of Management and Technology	

PROFESSIONAL SERVICE – INTERNAL

University of Melbourne
Human Research Ethics - Low to Negligible Risk Committee Chair	2020 – 2022
Research Ethics Advisor	2020 – 2022
EQUIS and AACSB Accreditation Panel Member	2021
FBE & MBS Joint Human Research Ethics Committee Member	2020 – 2021

Melbourne Business School

Conflict of Interest Committee Chair	2023
Hiring & Selection Committee Member	2023
Research Committee Member	2021 – 2023
Teaching Performance Evaluation Committee Member	2020 – 2021
Part-time MBA Implementation Committee Member	2020 – 2021

University of Western Australia

Faculty Research Committee Member	2017 – 2018
Business School Research Committee Member	2017 – 2018
Business School Learning and Teaching Committee	2017
Founder of the Mentorship Program	2017
Hiring & Selection Committee Member	2016 – 2017

PROFESSIONAL SERVICE – EXTERNAL

Managerial Organizational Cognition (MOC) Division

Division Chair	2024 – 2025
Program Chair	2023 – 2024
Professional Development Workshops Chair	2022 – 2023
MOC Best Practical Paper Award	2023
MOC Best Symposium Submissions Award	2022

Editorial Board Member

Organizational Behavior and Human Decision Processes	2022 – present
Journal of Organizational Behavior	2020 – present
Best Reviewer Award (2019)	

Ad-hoc Reviewer

Personnel Psychology	2022 – present
Journal of Management	2021 – present
Journal of Applied Psychology	2020 – present
Organization Science	2019 – present
Human Relations	2019 – present
The Leadership Quarterly	2015 – present
Organizational Behavior and Human Decision Processes	2018 – 2020
Journal of Organizational Behavior	2014 – 2019

Academy of Management OB Division

Outstanding Paper with International Implications Award Committee	2019

Network of Leadership Scholars (NLS)

Dissertation Award Committee	2018

Conference Reviewer

Academy of Management	2014 – present

TEACHING EXPERIENCE – DEGREE PROGRAMS

Melbourne Business School

Leadership & Change (Senior Executive MBA)	2021 – present
Leadership (Executive MBA)	2021 – present
Leadership (Full-Time MBA)	2021 – 2022
Internship Program (Full-Time MBA)	2019 – 2022

Business Essentials (Full-Time MBA)	2021 – 2022
Business Essentials (Part-Time MBA)	2022
Organizational Behavior (Senior Executive MBA)	2021
Managing People (Executive MBA)	2021
Managing People (Part-Time MBA)	2019 – 2020

University of Western Australia Business School

Leading Self, Leading Others (Full-Time MBA)	2017 – 2018
Organisational Behaviour (Undergraduate)	2016 – 2017

Bocconi University

Leadership and Power (Masters)	2015 – 2016
Managing Creativity (Undergraduate)	2014 – 2016
Organization Theory (Undergraduate)	2014 – 2015

Singapore Management University

Leadership and Team Building (Undergraduate)	2011 – 2014

TEACHING EXPERIENCE – EXECUTIVE TEACHING / SHORT COURSES

Melbourne Business School

General Management Program	2021 – 2023
Online New Leader Development Program	2021 – 2023

Department of Defence Australia

Ethical Leadership	2021 – 2022

Royal Melbourne Hospital

The Role of Authenticity in Leading Others	2021 – 2022
Coaching Others at Work	2021 – 2022

Raytheon Australia

Organizational Leadership for Engineers	2021

Sarawak Energy Berhad Malaysia

Agile Management Principles	2021

PHD SUPERVISION

Huai-Ching (Evita) Liu — 2023
External examiner
Supervisor: Prof. Celia Moore
Department of Management and Technology, Bocconi University

Michal Lehmann (PhD in Organizational Behavior) — 2021
External examiner
Supervisor: Prof. Avraham N. Kluger
School of Business Administration, Hebrew University of Jerusalem

Nikolas Smyrlakis (PhD in Organizational Behavior) — 2015
Thesis committee member
Supervisor: Prof. Giuseppe Soda
Department of Management and Technology, Bocconi University

RESEARCH GRANTS

Melbourne Business School	2022 – 2023

> 2022 Internal Competitive Grant
> With Michael R. Bashshur and Celia Moore
> AU$ 14,987

Melbourne Business School	2021 – 2022

> 2021 Internal Competitive Grant
> With Michael R. Bashshur
> AU$ 14,005

Melbourne Business School	2019 – 2021

> 2019 Internal Competitive Grant
> With Maryam Kouchaki
> AU$15,200

BHP Billiton Distinguished Research Award	2017 – 2018

> Formal and informal ethics-related conversations in organisations
> With Maryam Kouchaki
> AU$24,904

University of Western Australia Business School	2016 – 2017

> Ahearn Family Early Career Researcher Portfolio Prize
> AU$2,500

University of Western Australia Business School	2016 – 2017

> Early Career Researcher Visitor Scheme
> With Ekaterina Netchaeva
> AU$7,693

Bocconi University	2015 – 2016

> Young Researcher Grants
> With Ekaterina Netchaeva
> €5,220

Human Capital Leadership Institute	2012 – 2014

> Conceptualization and Operationalization of Leader Humility
> With Gary J. Greguras and Michael A. Daniels
> S$54,125

Spanish Ministry of Science and Innovation	2010 – 2014

> FPI Research Grant
> €16,452

TEACHING AWARDS AND HONORS

University of Western Australia	2016 – 2017

> Excellence in Teaching Award - Early Career Researcher

Singapore Management University	2013 – 2014

> Dean's Teaching Honor List

PROFESSIONAL AFFILIATIONS

Academy of Management · American Psychological Association

PROFESSIONAL EMPLOYMENT

Mercedes-Benz (Turkey)   2006 – 2008
    Business Analyst (IT Department)

Cemile International (Turkey)   2005 – 2006
    Sales and Marketing Analyst

Rotaract (Turkey)   2006 – 2008
    Professional Development Committee Director

LANGUAGES

Turkish (native) · English (fluent) · German (conversant) · Spanish, Italian (basic)