

M. Guclu Atinc

Email: guclu.atinc@tamuc.edu

Office: BA 310

Email: gucluatic@yahoo.com

Office: (903)886-5685

Mobile: (318)245-2870 (preferred)

Education

Nov.2006 – Aug.2011 Louisiana Tech University, Ruston, LA, USA (AACSB)

Doctor of Business Administration

- Major: Strategic Management (corporate governance)
- Minor: Quantitative Analysis/Economics
- Dissertation Topic: *Detrimental effects of interventions with the corporate governance mechanisms of young entrepreneurial firms.*
- Dissertation Chair: Dr. Mark Kroll
- Dissertation Committee Members: Dr. Bruce Walters, Dr. Son Le, Dr. Marcia Simmering

2007 – 2009 Louisiana Tech University Ruston, LA, USA

Master of Business Administration

- Second Master's degree
- Concentration in Management (Winter-2009)
- GPA: 3.6/4.0

1999 – 2000 Troy State University Troy, AL, USA

Master of Business Administration

- GPA: 3.5/4.0

1995 - 1999 Troy State University Troy, AL, USA

Bachelor of Science in Business Administration

Management Concentration

Impact Statement

As evidence of my impact in management scholarship, 15 out of 26 articles that I published are in social science-indexed journals. Four of them are ranked in the elite category in their respective fields. My work has been cited over 5000 times.

Academic Activities

Publications

Updated – Spring 2025

Farid, M.D., **Atinc G.** (2024). Empowering Commitment: Unraveling the Impact of Motivating Language and the Mediating Role of Trust. *Corporate Communications: An International Journal* (in-print).

Atinc, G., and Simmering, M. J. (2022). Control Variables in Management Research. In *Oxford Encyclopedia of Business and Management*. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.221

Atinc, G., Srivastava, S., Taneja, S. (2022). The Impact of Gender Quotas on Corporate Boards: A Cross-Country Comparative Study, *Journal of Management and Governance*. 26(3): 685-706. Emerging Sources Citation Index

Liu, X. & **Atinc, G.** (2021). "CEO Selection, Reference Setting and Post-succession Strategic Change," *Management Decision*. 59(2): 258-284. SSCI- Journal Impact Factor: 1.963

Humphreys, J., Loncar, D., **Atinc, G.**, Hayek, M., & Novicevic, M. (2020). An Integrated Framework of Market and Nonmarket Strategies for Demoralized Transition Economies. *Journal of East European Management Studies*. 25(1): 84-104. SSCI- Journal Impact Factor: 0.794

Hayek, M., Randolph-Seng, B., **Atinc, G.**, Montolva, D. (2018). The Influence of Political Skill on Career Success in an Ecuadorian Family Firm: The Mediating Role of Affective Commitment. *International Journal of Cross Cultural Management*. 18(2): 175-190. Emerging Sources Citation Index

Hayek, C. and **Atinc, G.** (2018). Corporate Fraud: Does Board Composition Matter? *Journal of Accounting and Finance*. 18(3): 10-25.

Atinc, G. and Taneja, S. (2018). Why Do Applicants Leave Recruitment Websites Without Submitting and Application?. *The Journal of Applied Management and Entrepreneurship*. 23(1): 83-92.

Taneja, S., **Atinc, G.**, Pryor, M. (2017) Strategic Reorientation in Failing Firms: The CEO Perspective. *Journal of Business Strategies*. 34(2): 125-144.

Atinc, G., Kroll, M., Walters, B. (2017). Detrimental Effects of Interventions with the corporate governance mechanisms of young entrepreneurial firms: The Case of Young Entrepreneurial Firms. *Management Decision*. 55(2): 234-247. SSCI- Journal Impact Factor: 1.868

Williams, W.J., Randolph-Seng B., Hayek, M., Pane-Haden, S., and **Atinc, G.** (2017). Servant Leadership and Followership Creativity: The Influence of Workplace Spirituality and Political Skill. *Leadership & Organization Development Journal*. 38(2). - SSCI- Journal Impact Factor: 0.362

Darrat, M., **Atinc, G.**, Babin, B. (2016). On The Dysfunctional Consequences of Salesperson Exhaustion. *Journal of Marketing Theory and Practice*. 24(2). 236-245.- Emerging Sources Citation Index

Becker, T. **Atinc, G.***, Breaugh, J., Carlson, K. Edwards, J., Spector, P. (2016). Statistical Control in Correlational Studies: Ten Essential Recommendations for Organizational Researchers. *Journal of Organizational Behavior*. 37(2): 157-167. -SSCI *Starting with the second author, authorship is in alphabetical order- Journal Impact Factor: 3.038

Fuller, C., Simmering, M., **Atinc, G.**, Ocal, Y. and Babin, B. (2015). Common method variance detection in business research. *Journal of Business Research*. 69(8):3192-3198.- SSCI- Journal Impact Factor: 1.480

Simmering, M., Fuller, C., Richardson, H., Ocal, Y., **Atinc, G.** (2015) Misuse of marker variables in detecting common method variance. *Organizational Research Methods*. 18(3): 473-511.-SSCI- Journal Impact Factor: 4.727

Atinc, G. and Ocal, Y. (2014). The Moderating Effect of Organizational Environment on Post-IPO Corporate Governance Changes and Firm Performance Relationship. *Journal of Leadership & Organizational Studies*. 21 (3): 286 - 298.-SSCI- Journal Impact Factor: 1.125

Atinc, G., Kroll, M., and Walters, B. (2013). An Investigation of the Impact of Academicians as Directors. *Journal of Leadership & Organizational Studies*. 20(3): 323-330.-SSCI- Journal Impact Factor: 1.125

Atinc, G., Simmering, M.D., and Kroll, M.J. (2012). Use of control variables in management research. *Organizational Research Methods*. 15(1): 57-74.-SSCI- Journal Impact Factor: 4.727

Atinc, G., Liu, Y., Kroll, M., and Walters, B. (2012). An Inquiry into Chinese Initial Public Offerings from a Corporate Governance Perspective. *Journal of Business Strategies*. 29(2): 99-123.

Liu, Y., **Atinc, G.**, and Kroll, M. (2011). The Unique Nature of Chinese Corporate Governance Practices. *Journal of Business Strategies*. 28(1): 29-58

Atinc, G., Darrat, M., Fuller, B. and Parker, B. (2010). Perceptions of Organizational Politics: A Meta-analysis of Theoretical Antecedents. *Journal of Managerial Issues*. 22(4): 494-513

Peer-Reviewed (Not Related to Primary Research Areas)

Xie, Y. **Atinc, G.**, Lei, Xin. (2021). The impact of trust on public participation in the sharing economy, *China: An International Journal* 19(1): 158-176. – SSCI-Journal Impact Factor: 0.25

Gormus, A.N. and **Atinc, G.** (2016). Volatile Oil and the U.S. Economy. *Economic Analysis and Policy*. 50: 62-73.

Atinc, G. Ocal, Y. and Uwakonye, M. (2012). FED's Impact on the Value of Dollar through Interest Rates. *Journal of Business & Economics Research*. 10(1): 45-52.- Master's level paper

Sale, S. and **Atinc, G.** (2008). A Real Options Approach for Entrepreneurs Making Decisions under Uncertainty, *Issues in Innovation*. Spring 2008 Edition.

Book Review (non-peer reviewed)

Atinc, G. (October 2012). Review of the book *Corporate Governance Matters: A Closer Look at Organizational Choices and Their Consequence*, by Larcker, D. & Tayan, B., Upper Saddle River, New Jersey: Pearson Education Inc., 2011, 480 pages.

Conference Proceedings (*)/Presentations

Srivastava, S., **Atinc G.**, Taneja, S. (2024). Entrepreneurial Orientation as a Facilitator between Strategic Thinking and Product Performance Relationship. *Southern Management Association*, San Antonio, Texas.

Atinc, G. (2024). Management Decision Conference, Paris, France.

Atinc, G. (2023). Future of Management Decision, Dublin, Ireland.

Talukder, M. & **Atinc, G.** (2023). Is There a Perception Gap Between Covid-19-Affected and Non-Covid-19-Affected Employees? Perspectives Motivating Language, Organizational Citizenship Behavior, Prosocial Values, and Trust in Leader. *Southwest Academy of Management*, Houston, Texas.

Atinc, G. (2022). Over a Half-Century of Micro vs. Macro Theory in Management Decision. Florence, Italy.

Srivastava, S., **Atinc, G.** (2020). SMA Speed Dating. Presenter. Southern Management Association Annual Conference (virtual).

Myers, C., **Atinc, G.**, Ocal-Atinc Y. (2018) Tackling Corporate Business Needs through BI/Analytics Growth. Panel Discussion. *World Marketing Congress*, Porto, Portugal.

Atinc G. Use of Control Variables in Management Research. (2017). Invited Presentation. Doctoral Consortium. *Southwest Academy of Management*, Little Rock, AR.

Taneja, S., Pryor, M., **Atinc, G.** (2016). Strategic Reorientation in Failing Firms: The CEO Perspective. Organizational Theory/Strategy/Sustainability Track. *Southwest Academy of Management*, Oklahoma City, OK. (Best paper of the Track Award)*

Bifei Tian, Jing Zhang, **Atinc G.** (2016). An Exploratory Study on Antecedents and Dimensions of International Entrepreneurial Self-efficacy of Chinese New Ventures, USASBE Conference. San Diego, CA.

Ocal Y., **Atinc, G.** (2015). What is response bias in marketing research today? Special Session in Research Methods. *World Marketing Congress*, Bari, Italy.

Atinc, G. and Ocal, Y. (2014). Uncommon thoughts on common method variance. Presented at *World Marketing Congress*, Lima, Peru.

Atinc, G.*, Becker, T. Breugh, J., Carlson, K. Edwards, J. (2014). Statistical Control in Organizational Research: An Update, Analysis, & Discussion of Next Steps. Presented at *Academy of Management*, Annual Meeting, Philadelphia, PA. (Sponsored by the Organizational Behavior and Research Methods Divisions, designated as Showcase Symposium-*Authorship is in alphabetical order).

Darrat, M., **Atinc, G.**, and Babin, B. (2014). Effects of LMX and Emotional Exhaustion on Salesperson Deviance. Presented at *World Marketing Congress*, Lima, Peru.

Atinc, G. (2013). The Moderating Effect of Environment on Corporate Governance Changes and Firm Performance Relationship: The Case of Young Entrepreneurial Firms. Presented at *Midwest Academy of Management*, 2013 Annual Meeting, Milwaukee, WI. (nominated for Best Paper Award)

Atinc, G. and Kappen, J. (2013). Why Do Applicants Leave Without Submitting the Applications? To be presented at *Midwest Academy of Management*, 2013 Annual Meeting, Milwaukee, WI.

Darrat, M. and **Atinc, G.** (2013). The Effects of Supervisory Feedback on Salesperson Proclivity to Deviance: The Central Role of Trust in Manager. Presented at *National Conference of Sales Management*, 2013 Annual Meeting, San Diego, CA.*

Atinc, G. (2012). Detrimental Effects of Post-IPO Corporate Governance Changes. Presented at *Midwest Academy of Management*, 2012 Annual Meeting, Itasca, IL. (nominated for Best Paper Award)

Simmering, M., Fuller, C., Ocal, Y., **Atinc, G.**, Richardson, H. (2012) Missing the Mark: Problems with marker variable choice, reporting, and interpretation in the detection of

common method variance. Presented at *Southern Management Association, 2012 Annual Meeting*, Fort Lauderdale, FL. (Best Paper of the Track award)*

Fuller, C., Simmering, M., **Atinc, G.** and Ocal, Y. (2011). An Analysis and Critique of the Use of Post Hoc Common Method Variance Detection Techniques in Information Systems Research. Presented at *Southern Management Association, 2011 Annual Meeting*, Savannah, GA.*

Atinc, G., Kroll, M., Walters, B. (2010). Academicians on the Board. Presented at *Southwest Academy of Management, 2010 Annual Meeting*, Dallas, TX.*

Atinc, G., Lui, Y., Kroll, M., Walters, B. (2009). Different stages of Chinese Initial Public Offerings. Presented at *Southern Management Association, 2009 Annual Meeting*, Asheville, NC.*

Atinc, G., Bennett, R. and Kroll, M. (2009). Corruption among Upper Echelons. Presented at *Southern Management Association, 2009 Annual Meeting*, Asheville, NC.*

Atinc, G., Darrat, M. Parker, B. and Fuller, B. (2009). Perceptions of Organizational Politics: Meta-Analysis. Presented at *Southwest Academy of Management, 2009 Conference*, Oklahoma City, OK.*

Atinc, G. and Simmering, M., (2008). Use of Control Variables in Management Research, presented at *Southern Management Association, 2008 Annual Meeting*, St. Pete Beach, FL.*

Liu, Y., **Atinc, G.**, Kroll, M. and Wang, Y., (2008). Board Structure Ownership Structure, and Firm Performance in Chinese Publicly Listed Firms, presented at *Southwest Academy of Management 2008 Conference*, Houston, TX. (Best paper award in the track)*

Manuscripts under review

Srivastava, S., **Atinc G.**, Taneja, S. (2024). Strategic Thinking and Entrepreneurial Orientation: The Relationship and Role in Performance. *The Journal of Entrepreneurship* (Initial submission, under review).

Academic Involvement

Reviewer, various journals, 2024

Senior Associate Editor, Management Decision, 2022-present

Associate Editor, Management Decision, 2020-2022

Track Chair, Southwest Academy of Management, Organizational Mission: Organizational Theory / Strategic Management & Leadership / International

Management Track, 2019

Editorial Board Member, Journal of Managerial Psychology, 2017-current

Proceedings Editor, Academy of Management, 2017-2020

Editorial Board Member, Thunderbird International Business Review, 2017-2019

Track Chair, Southwest Academy of Management, Ethics and Corporate Social Responsibility Track, 2017

Track Chair, Southwest Academy of Management, Research Pipeline, 2016

Session Chair, Academy of Management, BPS Division, 2015

Session Chair, World Marketing Congress, 2014

Track Chair, Organization Theory, Strategy and Entrepreneurship Track, Midwest Academy of Management Annual Meeting, 2014

Editorial Board Member, Journal of Leadership and Organizational Studies, 2012-2018

Editorial Board Member, Journal of Applied Management and Entrepreneurship, 2016-2018

Ad-hoc Reviewer, Organizational Research Methods, 2022

Ad-hoc Reviewer, Journal of Business Strategies, 2022

Ad-hoc Reviewer, Journal of Contingencies and Crisis Management, 2022

Ad-hoc Reviewer, Journal of Marketing Theory and Practice, 2020, 2024

Ad-hoc Reviewer, Revista Colombiana de Psicología, 2020

Ad-hoc Reviewer, Long Range Planning, 2020

Ad-hoc Reviewer, Leadership & Organizational Development Journal, 2018

Ad-hoc Reviewer, International Journal of Human Resource Management, 2018

Ad-hoc Reviewer, Corporate Governance: An International Review, 2016

Ad-hoc Reviewer, Management Decision, 2017, 2018, 2019

Ad-hoc Reviewer, International Journal of Cross Cultural Management, 2017, 2019

Ad-hoc Reviewer, Strategic Management Journal (SMJ), 2012

Ad-hoc Reviewer, ODTU Teknoloji Dergisi, 2011

Ad-hoc Reviewer, Journal of Business Research (JBR), 2010, 2014

Ad-hoc Reviewer, Journal of Applied Management and Entrepreneurship (JAME), 2015

Session Facilitator, Strategy and Organizational Theory Track, Midwest Academy of Management Annual Meeting, 2012 and 2013

Reviewer, USASBE Annual Meeting, 2015

Reviewer, Management and Organizational Behavior Track, Decision Sciences Institute Southwest Region Annual Meeting, 2013

Reviewer, Strategy and Organizational Theory Track, Midwest Academy of Management Annual Meeting, 2012

Track Chair, Management and HR Track, Academy of Marketing Science Annual Meeting, 2012 and 2014

Session Chair, Strategy Track, Southern Management Association Annual Meeting, 2011

Reviewer, Strategy Track, Research Methods Track, Organizational Behavior Track, Southern Management Association Annual Meetings, 2024, 2014, 2013, 2012, 2011, 2009, 2008, 2007

Reviewer, Research Methods Track, Academy of Management Annual Meeting, 2020, 2014

Reviewer, Strategy Track, Academy of Management Annual Meetings, 2017, 2015, 2014, 2013, 2012, 2010, 2009, 2008

Reviewer, Strategy Track, Southwest Academy of Management Annual Meetings 2009 and 2008

Discussant, Strategy Track, Southern Management Association Annual Meetings, 2012, 2011, 2010

Discussant, Business Policy-Strategy Track, Southwest Academy of Management Annual Meeting, 2009

Consortium Fellow, Doctoral Student Consortium, Southwest Academy of Management Annual Meeting, 2008

Consortium Fellow, Doctoral Student Consortium, Southern Academy of Management, Annual Meeting, 2007

Other Academic Activities

Research Poster Presenter, Drake University (2012)

Research Colloquium Presenter, Drake University (2011-2012, 2012-2013, 2013-2014)

Research Roundtable Presenter, Drake University (2012)

Graduate Student Research Symposium Presenter, Louisiana Tech University (2009)

Academic Experience

Fall 2014 – current East Texas A&M University (former Texas A&M University-Commerce) Commerce, TX (AACSB)

Professor of Management

- Promoted to Professor - 2022
- Granted tenure and promoted to Associate Professor-September 2017
- Class taught or scheduled to teach: Strategic Management (graduate and undergraduate level strategy courses), Corporate Governance and Sustainability (graduate level), Research Methods (graduate level), Transforming Organizations (graduate level), Global Competitiveness (graduate level), Freshman Seminar
- Served on Faculty Committee (accreditation subcommittee chair-in charge of AACSB), Search Committee (staff, faculty, administrator, and dean), New-faculty Orientation Committee, Curriculum Committee, Research Committee, Student Scholarship Committee, Supervised an undergraduate honor thesis.
- Student evaluations average (~4.3/5.0)
- Nominated for multiple research awards
- Selected as Global Fellow
- Granted tenure-September 2017
- Associate Dean (2017-2020, 2023-2024)
- Attended training sessions about impact, and reaffirmation, provided by AACSB
- Attended seminars on AACSB Accreditation, New Associate Deans, Associate Deans, Aspiring Deans, AACSB mentor training
- AACSB reaffirmation is announced in January 2019
- Prepared new program proposals, created faculty handbook, involved in personnel and budgetary decisions
- Member of executive committee (2017-2020)
- Served as the Interim Head of the Economics and Finance Department (2019-2020)
- Multiple trainings such as; Flipped Classroom, Harvard Business School Case Teaching, SmartPLS, Introduction to SAP, ACUE Teaching Certificate.

Fall 2011 – Summer 2014

Drake University, Des Moines, IA (AACSB)

Assistant Professor of Management

- Classes taught: Corporate Governance for Sustainable Development (MBA 250), Business Strategy and Policy (BUS 195), Organizational Behavior (MGMT 110-In class and online)- Student evaluations average (4.30/5.0 IDEA Adjusted Score)
- Served on Graduate Committee, Search Committee, Enterprise Risk Management Track Development Committee (new MBA track development), Committee for collaboration with a foreign university, University wide Sustainability Committee, Levitt Award Selection Committee, Co-Advisor of Enactus (former SIFE) of Drake University

Fall 2010 - Summer 2011

University of Texas at Tyler, Tyler, TX (AACSB)

Senior Lecturer of Management

- Classes taught: Managing People in Organizations (MANA 3311-In class and distance learning), Managing Modern Organizations (MANA 3315), Strategic Management Capstone (MANA 4395)
- Average of teaching evaluations: 4.6/5.0 (highest in the entire college)

Winter 2008 - Summer 2010

Louisiana Tech University, Ruston, LA (AACSB)

Graduate Teaching Assistant

- Classes taught: Principles of Management (MAN 310-In class and online), Strategic Management (BUS 495)
- Teaching evaluations: 3.4/4.0 (average)

Winter 2006 - Winter 2008

Louisiana Tech University, Ruston, LA (AACSB)

Graduate Research Assistant

- Assisted Prof. Mark Kroll for the ongoing research projects that ended up getting published in top-tier journals.

Guest Lecturer

Shanxi University of Finance and Economics, 2023

Istanbul Bilgi University, Istanbul, Turkey, 2015-2016

International University of Business and Economics, Beijing, China, 2016, 2018, 2019, 2021, 2022, 2023, 2024

Istanbul Sehir University, Istanbul, Turkey, Summer 2018

Professional Expérience

2003 Jan. - 2006 Nov. Yapı Kredi Bank, Koc-Unicredito Istanbul, Turkey

Senior Internal Auditor

- Worked for the Internal Audit Board of one of the country's largest banks and the first privately owned.

- Involved in Branch Audit, credit and operational, Centralized Audit regarding accounting and fraud prevention (worked as the team leader), IT Audit based on COBIT methodology, Subsidiary Audit (financial-non financial) and Head Office Departments Audit.
- Received bank audit training on all the tracks for a duration of 7 months.
- Promoted at the end of first, third and fourth year.
- Involved in System Merge Projects representing the audit board.
- Sample Audits: CIT Department, Invisible Transactions Department, ADC department, Cheques and Notes Center, Fraud Monitoring and Early Warning, Internal fraud investigations, Credit Audit worth of 1 Billion USD, Operation Audit of various big branches (assets over 100 million)
- Worked as a member of the Integration Team on behalf of the Internal Audit Board (Integration of two banks worth 10 billion USD, 10 million customers)

2002 May- 2002 Sept. Çelik Halat, Doğan Group Izmit, Turkey

Marketing Representative (Export)

- Worked in the Export and Marketing Department of this Fortune 500 Company of Turkey, specialized in production of steel wire ropes.

1999 - 2000 Troy State University Troy, AL, USA

Graduate Teaching and Lab Assistant

Partly coordinated the biggest lab on campus on both hardware and software basis.

Additional professional activities and training received

Consulting, Involved in Seminars about Anti-Money Laundry, Global Economics, Team-Work, Operational Risk in Banking, Credit placement, Fraud prevention, Efficient Communication Skills, Corporate Culture, Tracking of details in workplace environment

Awards

Paul W. Barrus Distinguished Faculty Teaching Award, Texas A&M University-Commerce, 2017

Best Paper of the Track Award, Southwest Academy of Management 2016 Annual Meeting

Outstanding Reviewer Award, Midwest Academy of Management 2013 Annual Conference

Best Paper of the Track Award, Southern Management Association 2012 Annual Meeting

Outstanding Reviewer Award, Midwest Academy of Management 2012 Annual Conference

Best Paper Award in the Business Policy-Strategy Track, Southwest Academy of Management 2008 Annual Conference

Academic Achievement scholarship from Louisiana Tech University, College of Business

Travel and Research Awards from Texas A&M University - Commerce, College of Business for conference travel

Travel and Research Awards from Louisiana Tech University, College of Business for conference travel

Travel and Research Awards from Drake University

Academic Memberships

Member	Southwest Academy of Management
Member	Academy of Management
Member	Southern Management Association
Member	Strategic Management Society
Member	Midwest Academy of Management

Other Highlights

Computer Knowledge	SPSS, SAS, Limdep, AMOS, Lisrel, Smart PLS, Microsoft Certified Professional, Microsoft Office Package, Various Learning Management Systems such as D2L, Blackboard, Various central auditing and early warning software packages
Languages Spoken	Turkish (Native), English (Excellent)
Military Service	Completed mandatory military training in Turkish Land Forces (NATO Member)-Sergeant (trainer)
Eligibility for Work	Dual citizenship (Turkish and U.S.)