

Sungu Armagan
Assistant Professor

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Education

- 2007 – present Visiting professor at the Instituto Politécnico de Leiria, Portugal.
- 2006 – present Assistant Professor, Department of Management and International Business, College of Business Administration, Florida International University
- 2001 - 2006 Ph.D. in Organizational Behavior, David Eccles School of Business, The University of Utah
Dissertation Title: The effects of membership change and expertise on knowledge and identification in work groups.
Committee: Michael Baumann, Bryan Bonner, Kristina A. Diekmann, Gerardo A. Okhuysen (Chair), and Harris Sondak.
- 2000 – 2001 Ph.D. Student in Organizations, Strategy, and International Management, The University of Texas at Dallas
- 1996 – 2000 Bachelor's in Business Administration (English Program) in Istanbul University, Istanbul, Turkey.

Academic Work Experience

- 2006 – present Assistant Professor, College of Business Administration, Florida International University
- 2001 - 2006 Graduate assistant, David Eccles School of Business, The University of Utah.
 Graduate Assistant to Kristina A. Diekmann, Adam D. Galinsky, Gerardo Okhuysen, and Harris Sondak (includes Research Assistantship and Teaching Assistantship for the master's level courses on Team Foundations, Managerial Negotiations, and Organizational Behavior).

Publications

- Ferreira, M. P., Armagan, S., & Li, Dan. Vertical Integrations for full outsourcing: Growth and internationalization of Portuguese packaging firms. Forthcoming at *Revista Eletrônica de Administração da Unisul Business School*.
- Armagan, S., Ferreira, M. P., Okhuysen, G., & Bonner, B. 2006. A cross-cultural study of the impact of time horizon and valence of resource on negotiation efficiency. In Elizabeth A. Mannix, Margaret A. Neale, and Ya-Ru Chen (Eds.), *Research on Managing Groups and Teams: National Culture & Groups*, 9, 115-145.
- Armagan, S., & Ferreira, M. P. 2005. Does political culture matter for firms' international strategy? The impact of political culture on firms' choice of exploitation-exploration strategy. *International Journal of Cross Cultural Management*, 5 (3), 275-291.
- Lisboa, A., Armagan, S., & Ferreira, M. P. 2005. Efeito do género nas perspectivas éticas: Um estudo empírico numa amostra de estudantes de Gestão. *Revista Portuguesa de Marketing*, 17, 11-20.
- Armagan, S., Okhuysen, G. & Uptigrove, T. 2002. The Later the Better: Issue Delays and Outcome Delays in Dyadic Negotiations, in the *Best Paper Proceedings*, Academy of Management Meeting, Denver.

Manuscripts Under Review or in Preparation

Armagan, S., Okhuysen, G., & Galinsky, A. Is later better? Partial Outcome Delays in Dyadic Negotiations. To be submitted to *Personality and Social Psychology Bulletin*.

Ferreira, M. P., Armagan, S., Okhuysen, G., & Galinsky, A. Power and time horizon preference: An investigation in a labor negotiation setting. To be submitted to *Organizational Behavior and Human Decision Processes*.

Armagan, S., Okhuysen, G., & Sondak, H. Is expertise a good thing? The impact of membership change on task and social knowledge in groups. To be submitted to *the Academy of Management Review*.

Armagan, S., & Ferreira, M. P. Does physical attractiveness count in occupying and having access to central positions and if so, when? Journal to be determined.

Armagan, S., & Ferreira, M. P. Temporality in dyadic negotiations: Evidence from Portugal and Turkey. Journal to be determined.

Refereed Conference Presentations

Ferreira, M. P., & Armagan, S. *Power and temporal commitment: An investigation in a labor negotiation scenario in Portugal, Turkey, and the US*, accepted for presentation at the Academy of International Business Meeting, Indianapolis, 2007.

Armagan, S. *An empirical examination of newcomer expertise and identification in work groups*, accepted for presentation at the Academy of Management Meeting, Philadelphia, 2007.

Armagan, S. *Power and temporal commitment: An investigation in Portugal, Turkey, and the United States*, accepted for presentation at the Academy of Management Meeting, Philadelphia, 2007.

Armagan, S. *Newcomer expertise and member identification in work groups*, presented at the Academy of Management Meeting, Atlanta, 2006.

Armagan, S., Okhuysen, G. & Sondak, H. *The impact of membership change on task and social knowledge in research groups*, presented at the Academy of Management Meeting, Hawaii, 2005.

Armagan, S., Ferreira, M. P., Bonner, B. L., & Okhuysen, G. *Exploring temporality in dyadic negotiations: Evidence from Portugal, Turkey, and the United States*, presented at the 9th annual conference on Research on Managing Groups and Teams, Palisades, New York, 2005.

Armagan, S. *The influence of membership change on knowledge in groups*, presented at the Western Academy of Management Meeting, Las Vegas, 2005.

Armagan, S., & Okhuysen, G. *Is later better? Issue delays in dyadic negotiations*, presented at the Academy of Management Meeting, New Orleans, 2004.

Armagan, S., & Ferreira, M. P. *The role of membership changes and culture in knowledge transfer in small groups*, presented at the Academy of International Business Meeting, Stockholm, Sweden, 2004.

Li, Dan, Ferreira, M. P., Armagan, S. *Institutional business environment and firms' networks for*

financial resources in Eastern Europe, presented at the Academy of International Business Meeting, Stockholm, Sweden, 2004.

- Li, Dan, Ferreira, M. P., Armagan, S. *Firms' business networks: A multi-country study in developing Economies*, presented at the Academy of International Business Meeting, Stockholm, Sweden, 2004.
- Armagan, S., Ferreira, M. P., & Okhuysen, G. *The impact of time horizon and valence of resource on negotiation efficiency: A cross-cultural study in Portugal, Turkey, and United States*, presented at the Eastern Academy of Management – International, Porto, Portugal, 2003
- Armagan, S. *A cross-cultural study of the impact of time horizon and valence of resource on negotiation efficiency*, accepted at the Group Decision and Negotiation Conference, Istanbul, Turkey, 2003
- Armagan, S., & Ferreira, M. P. *The Impact of Political Culture on the Exploitation-Exploration International Strategies of Firms*, presented at the Western Academy of Management meeting, Palm Springs, 2003.
- Armagan, S., Okhuysen, G. & Uptigrove, T. *The Later the Better: Issue Delays and Outcome Delays in Dyadic Negotiations*, presented at the Academy of Management Meeting, Denver, 2002. Selected for the Best Paper Proceedings.
- Armagan, S. *Effects of diversity in time use preference on group decision-making*, presented at the Western Academy of Management meeting, Santa Fe, 2002.

Non-refereed Presentations

- Armagan, S., Okhuysen, G., & Sondak, H. *Newcomer expertise and newcomer identification in work groups*, presented at the PhD Brownbag, January, 2006, The University of Utah.
- Armagan, S., Okhuysen, G., & Sondak, H. *Is change a good thing? The impact of membership change on task and social knowledge in scientific research groups*, presented at the PhD Brownbag, January 2005, The University of Utah.
- Armagan, S., & Ferreira, M. P. *How does membership change in small groups affect group performance? The mediating role of component and architectural knowledge*, presented at the PhD Brownbag, May 2004, The University of Utah.
- Armagan, S., Okhuysen, G. A., & Galinsky, A. *Issue delays in dyadic negotiations*, presented at the PhD Brownbag, December 2003, The University of Utah.
- Armagan, S., & Okhuysen, G. A. *The later the better: Issue delays and outcome delays in dyadic negotiations*, presented at the PhD Brownbag, November 2002, The University of Utah.

Working Papers

- Armagan, S. *Membership change, expertise, and identity: An analysis of knowledge groups.*
- Armagan, S., & Ferreira, M. P. *Membership change, culture, and knowledge transfer in small groups.*
- Armagan, S., & Okhuysen, G. *Trust, familiarity, and conflict in groups: A meso approach.*
- Armagan, S., & Okhuysen, G. *Are polychronics better off? Effects of time use preference on*

dyadic negotiation outcomes.

Research Interests

Membership changes in groups. Temporal phenomena in group decision making and negotiations. Temporal and membership change issues in groups in cross-cultural contexts. Meso level understanding of groups.

Teaching Interests

Organizational Behavior. Negotiations and Conflict Resolution. Groups and Teams. Decision Making. Cross-cultural Negotiations.

Courses and Seminars Taught

Undergraduate Level:

Organizational Behavior (Florida Int. U) (Fall, 2006; Spring, 2007) (required course)

Human Behavior in Organizations (U of Utah) (Summer, 2003) (required course)

Human Behavior in Organizations (U of Utah) (Spring, 2003) (required course)

Graduate Level:

Organization Design & Behavior (Florida Int. U) (Spring, 2007)

Management Fundamentals for Scientists, Managerial Negotiations Module for Master of Science and Technology students (U of Utah) (Spring, 2006) (required course)

Management Fundamentals for Scientists, Managerial Negotiations Module for Master of Science and Technology students (U of Utah) (Spring, 2005) (required course)

Management Fundamentals for Scientists, Managerial Negotiations Module for Master of Science and Technology students (U of Utah) (Spring, 2004) (required course)

Executive Education:

Negotiation Training (October 27, 2004) for Disability Law Center, Salt Lake City, Utah

Academic Workshops

The Art and Craft of Discussion Leadership program, Harvard Business School, November 10-11, 2006

Hierarchical Linear Models workshop by Prof. John C. Kircher, University of Utah, May 6, 8, 10, 12, and 13, 2006

Modeling-as-theorizing workshop by Prof. David Whetten. Brigham Young University, January 27, 2006.

Negotiation and Teamwork Teaching Workshop by Dispute Resolution Research Center at Northwestern University featuring faculty from the law and business schools, Chicago, Illinois, October 23, 2004.

Modeling-as-theorizing workshop by Prof. David Whetten. Brigham Young University, January 23, 2004.

Theory Building Workshop by Prof. David Whetten. David Eccles Business School, The University of Utah, October, 2003.

Doctoral Workshop on Cross-Cultural Management and Organizational Behavior, University of Michigan Business School, Ann Arbor, Michigan, May 29-31, 2003.

The Fifth Doctoral Seminar on Cultural Embeddedness of Marketing, Consumer and Organizational Research: The Cultural Dimension of Business Research, hosted by University of Southern Denmark, Odense-Denmark, June 1-8, 2002.

Grants

2004 – 2005 Graduate Travel Award for the development of international research. The Graduate School, The University of Utah. With Manuel P. Ferreira.

2002 – 2003 Grant for the development of international research. Global Business Program,

Eccles School of Business, The University of Utah. With Manuel P. Ferreira and Gerardo Okhuysen.

2003 – 2004 Graduate Travel Award for the development of international research. The Graduate School, The University of Utah. With Manuel P. Ferreira and Gerardo Okhuysen.

2002 – 2003 Doctoral student grant. Western Academy of Management.

2001 – 2002 Doctoral student grant. Western Academy of Management.

2001 – 2002 Grant for the development of international research. Center for International Business Research, Eccles School of Business, The University of Utah. With Gerardo Okhuysen and Manuel P. Ferreira.

Service

Journal List Committee, Department of Management & International Business, Florida Int. U., committee member, 2006 – 2007.

Leadership & Change Management Committee, Department of Management & International Business, Florida Int. U., committee member, 2006 – 2007.

Student Expectations Committee, Department of Management & International Business, Florida Int. U., committee member, 2006 – 2007.

PhD Committee, David Eccles School of Business, The University of Utah, PhD student committee member, 2004 – 2005.

Business Doctoral Student Organization Committee, David Eccles School of Business, The University of Utah, Department of Management Representative, 2003-2004.

Reviewer for Academy of Management Meeting in 2002, 2003, 2004, 2006.

Reviewer for Western Academy of Management Meeting in 2003, 2004, 2005, and 2006.

Reviewer for the Eastern Academy of Management in 2003.

Awards

Outstanding reviewer, Academy of Management - OB Division, August 2006

Affiliations

Academy of Management

Western Academy of Management

Academy of International Business

Organization of Women in International Trade – Miami Chapter, 2006 Corporate Member

References

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