

# **CARMEN BUZEA**

Date of Birth: August, 18, 1979

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## **EDUCATION**

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2004-2009 **Ph.D. in Sociology**, University of Bucharest (thesis title: *Developing Motivation Pragmatics in Organisational Environment*, supervisor Prof. Dr. Floare Chipea)

2002-2004 **Master of Arts in Communication and Public Relation**, National School of Political and Administrative Studies, Bucharest

1998-2002 **Bachelor's degree in Sociology**, Transilvania University of Brasov

## **PROFESSIONAL EXPERIENCE**

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2015-present **Professor**, Transilvania University of Brasov, Faculty of Sociology and Communication

2013-2015 **Associate Professor**, Transilvania University of Brasov, Faculty of Sociology and Communication

2007- 2013 **Lecturer**, Transilvania University of Brasov, Faculty of Sociology and Communication

2003 - present **Project Manager**, Team Resources SRL, HR Consulting Industry

2004 - 2007 **Assistant Professor**, Transilvania University of Brasov, Sociology Department

2003 - 2006 **Human Resource Specialist**, Sergiana Group Brasov, Food industry, 450 employees

2002 - 2004 **Tutor**, Transilvania University of Brasov, Sociology Department

2001 - 2002 **Project Manager**, Isirom SRL, HR Consulting Industry, 5 employees

2000 - 2001 **Marketing Assistant**, TEX Media Group, Mass-Media Industry, 180 employees

### **Managerial and Administrative Positions:**

- Vice-Rector for Research & Development, Transilvania University of Brasov (2014 - present);
- Coordinator of Project Management Office, Transilvania University of Brasov (2012-2014);
- Coordinator of Communication and Social Innovation Research Centre, PRO-DD Research and Development Institute (2010 - present);
- Coordinator of Human Resource Bachelor Study Programme (2012 - present)
- Vice-Dean, Faculty of Sociology and Communication (2010-2012);
- Deputy Director of Sociology Department (2008-2010);
- Faculty Quality Assurance Coordinator (2004-present);

## **SHORT-TERM INTERNATIONAL RESEARCH & TRAINING VISITS**

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- 7-15 Sept. 2013, Complutense University of Madrid, Centro Superior de Estudios de Gestión
- 9 - 15 Sept. 2012, Tilburg University, Department of Cross-Cultural Psychology
- 4 - 11 Oct. 2009, Charles University in Prague, Institute of Sociological Studies
- 25 - 30 Sept. 2006, Bologna University, Department of Sociology
- 13 -27 May 2006, University of the Basque Country, Leonardo da Vinci Program

## **GRANTS AND RESEARCH FUNDING**

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- **29 projects and grants** (4 as Principal Investigator)

### Principal Investigator

- *Human capital development. Assessing Managerial Skills*, FDEE Electrica Transilvania Sud Distribution C4048/S/700, 2014
- *Work motivation and work culture: redefining equity theory constructs in Romanian cultural context*, PN-II-RU-PD-2011-3-0071, UEFISCDI, 2011-2013
- *Human Capital and social development in Brasov community*, Brasov County Council 4492 / 14.05.2013
- *Effects of European Integration on Brasov community*, Brasov County Council, 3298/2009-2010

### Researcher/team member (selection)

- *European Academic Network for Open Innovation (OI-NET)*, 542203-LLP-1-2013-1-FI-ERASMUS-ENW (2013-2016)
- *PLANT food supplements: Levels of Intake, Benefit and Risk Assesement*, FP7 - KBBE-2009 -245199 (2012-2014)
- *Entrepreneurship Development through Learning-By-Doing International Experience - LEARN-DO*, ERASMUS for Young Entrepreneurs, 30-G-ENT-CIP-12-E-N01C051 / C5 – 325427 (2013-2014)
- *Social capital and community development*, Brasov County Council 1832/2012
- *Motivation strategies for public transportation employees*, UEFISCDI/Partnerships in Priority S&T Areas, 92117/2008-2011.
- *Mapping the social issues in Brasov County*, Brasov County Council, 2012/2008-2010.
- *Future for Youth*, Brasov County Council, 2013/2008-2009.
- *Institutional language and intercultural communication in joint venture companies in Romania*, UEFISCDI/CNCSIS A, 1052/2007-2009.
- *Evaluation of the European Information Centre CORONA*, Brasov County Council 2015/14.03.2008.
- *Sociologist profession and occupations*, UEFISCDI/CNCSIS A, 430/2006-2007.
- *Transparency and integrity in local government*, Pro Democratia Association, 15350/2006.
- *The challenges of modernity: social representations, perceptions and images built in the Brasov community*, Brasov County Council, 150/2006.

## PUBLICATIONS

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### 3 books, 1 book edited, 40 articles

#### Books

- Buzea, C. (Ed.) (2014). *Human Resources Management: Applications*. Cluj-Napoca: Presa Universitara Clujeana.
- Buzea, C. (2013). *Work Motivation and Work Values in the Romanian Cultural Context*. Saarbrucken, Germany: Lambert Academic Publishing.
- Buzea, C. (2010). *Motivation. Theory and Practice*. Iasi: Institutul European Publishing House.
- Manea, C. (2007). *Staffing: 80 questions and answers about human resources' recruitment, selection and induction*. Brasov: Transilvania University of Brasov Publishing House.

#### Peer-reviewed papers (selection)

- Dimitrova, R., van de Vijver, F. J. R., Tausosa, J., Chasiotis, A., Bender, M., **Buzea, C.**, Uka, F., & Tair, E. (in press). *Ethnic, Familial, Religious Identity and Well-Being of Roma in Bulgaria, Czech Republic, Kosovo, and Romania*. *Child Development*. (Impact Factor 4.061, JCR 2014).
- Dimitrova, R., Crocetti, E., **Buzea, C.**, Jordanov, V., Kosic, M., Tair, E., Taušová, J., van Cittert, N., Uka, F. (2015). The Utrecht-Management of Identity Commitments Scale (U-MICS): Measurement invariance and cross-national comparisons of youth from six European countries. *European Journal of Psychological Assessment*. doi:10.1027/1015-5759/a000241 (Impact Factor 1.973, JCR 2014).
- Surdu, M., & **Buzea, C.** (2015). A content analysis of work-related jokes in British, French, German and Romanian cultural contexts. *International Psychology Bulletin*, 19(4), 21–25.
- Buzea, C.** (2015). Romanian Employees' Folk Theory on Work: A Qualitative Study. *Procedia - Social and Behavioral Sciences. International Conference PsiWorld 2014*, Vol. 187, 196–200. doi:10.1016/j.sbspro.2015.03.037
- Dimitrova, R., **Buzea, C.**, Ljujic, V. & Jordanov, V. (2015). Nationalistic Attitudes and Perceived Threat Determine Romaphobia among Bulgarian and Romanian Youth. *Revista de Asistență Socială*, 3, 33–47.
- Buzea, C.** (2014). Equity theory constructs in a Romanian cultural context. *Human Resource Development Quarterly*, 25, 421-439. doi:10.1002/hrdq.21184 (Impact Factor 0.854, JCR 2013).
- Dimitrova, R., **Buzea, C.**, & Jordanov, V. (2013). Ethnic and personal identity enhance life satisfaction of Bulgarian and Romanian youth, *Bulletin of the Transilvania University of Brasov*, 6(55), 127-132.
- Dimitrova, R., **Buzea, C.**, Ljujic, V., & Jordanov, V. (2013). Nationalism and identity of Bulgarian and Romanian youth, *Studia UBB Sociologia*, LVIII (1), 69-86
- Buzea, C.** (2013). Using factorial survey method to study foster care placement decisions. *Social Work Review*, 2, 47-58.
- Buzea, C.**, Mesesan-Schmitz, L., & Van de Vijver, F. J. R. (2013). Reward-Allocation Judgments in Romania: A Factorial Survey Approach. *Review of Research and Social Intervention*, 40, 107-123. (Impact Factor 1.354, JCR 2012)

- Buzea, C.** (2012). Distributive justice preferences and cultural factors in Romania. *Bulletin of the Transilvania University of Braşov*, 5(54), 127-134.
- Popescu, M., **Buzea, C.**, & Lache, S. (2011). Resistance to information technology implementation in universities. *Proceedings of The 7th International Conference on Management of Technological Changes - MTC*, vol.1, pp.661-664
- Buzea C.**, & Scarneci, F. (2011). Occupational prestige in Romania - an exploratory study. *Bulletin of the Transilvania University of Brasov*, 4 (53), 1, 9-18.

## **PROFESSIONAL ASSOCIATIONS MEMBERSHIP**

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- from 2012 - European Sociological Association
  - from 2010 - International Sociological Association (ISA)
  - from 2009 - Romanian Sociological Association (RSA)
- 2008 - present, Editor Social Science Review, Transilvania University of Brasov Publishing House