

# CARMEN BUZEA

Address: Eroilor 29, 500036, Braşov, Romania

E-mail: [carmen.buzea@unitbv.ro](mailto:carmen.buzea@unitbv.ro)

## EDUCATION

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2017 **Habilitation in Sociology**, University of Bucharest, thesis title: Work and work motivation in Romanian cultural context

2004-2009 **Ph.D. in Sociology**, University of Bucharest

2002-2004 **Master's degree 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, Department of Social Sciences & Communication

2013 - 2015 **Associate Professor**, Transilvania University of Brasov, Department of Social Sciences & Communication

2007 - 2013 **Lecturer**, Transilvania University of Brasov, Department of Social Sciences 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

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

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

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

### Managerial and Administrative Positions:

- Vice-Rector for Research & IT, 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, 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)

## Membership in national and regional boards

- National Council of Higher Education Statistics and Forecasting (CNSPIS) (member, December 2016 - March, 2018)
- University National Metaranking Exercise - 2016 (member, 2016)
- Regional Innovation Council - Regional Development Agency – ADR Centru (member, 2016 - present)
- Regional Development Committee - Regional Development Agency – ADR Centru (member, 2015 - present)

## PUBLICATIONS

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### 3 books, 1 book edited, 49 articles

#### Books

- Buzea, C. (Ed.) (2014). *Gestiunea si dezvoltarea resursei umane. Aplicatii practice*. 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). *Motivația. Teorii și practici*. Iasi: Institutul European Publishing House.
- Manea, C. (2007). *Asigurarea resursei umane (staffing). 80 de întrebări și răspunsuri despre recrutarea, selecția și integrarea resursei umane*. Brasov: Transilvania University of Brasov Publishing House.

#### Peer-reviewed papers in the last 5 years (selection)

- Dimitrova, R., **Buzea, C.**, Uka, F., Zahaj, S., Tausova, J., & Crocetti, E. (2018). Relationships between Identity Domains and Life Satisfaction in Minority and Majority Youth in Albania, Bulgaria, Czech Republic, Kosovo, and Romania. *European Journal of Developmental Psychology*, 15, 61–82. doi:10.1080/17405629.2017.1336997
- Buzea, C.**, & Dimitrova, R. (2017). Positive Affect and the Experience of Meaning in Life Among Romanian Emerging Adults. In R. Dimitrova (Ed.), *Well-Being of Youth and Emerging Adults across Cultures*, NY: Springer.
- He, J., Van de Vijver, F. J. R., Fetvadjev, V. H., Dominguez-Espinosa, A., Adams, B. G., Alonso-Arbiol, I., Aydinli-Karakulak, A., **Buzea, C.**, Dimitrova, R., Fortin Morales, A., Hapunda, G., Ma, S., Sargautyte, R., Schachner, R. K., Sim, S., Suryani, A., Zeinoun, P., & Zhang, R. (2017). On enhancing the cross-cultural comparability of Likert-scale personality and value measures: A comparison of common procedures. *European Journal of Personality*, 31, 642–657. doi:10.1002/per.2132
- Dimitrova, R., van de Vijver, F. J. R., Tausosa, J., Chasiotis, A., Bender, M., **Buzea, C.**, Uka, F., & Tair, E. (2017). Ethnic, Familial, and Religious Identity of Roma Adolescents in Bulgaria, Czech Republic, Kosovo, and Romania in Relation to Their Level of Well-Being. *Child Development*, 88(3), 693–709. doi: 10.1111/cdev.12786

- Andronesi, O., Banabic, D., **Buzea, C.** si David, D. (2016). Raport asupra Exercițiului Național de Metaranking Universitar - 2016 al Ministerului Educației Naționale și Cercetării Științifice. *Revista de Politica Stiintei si Scientometrie*, 5(4), 267–277.
- Dimitrova, R., Crocetti, E., **Buzea, C.**, Jordanov, V., Kosic, M., Tair, E., Taušová, J., van Cittert, N., Uka, F. (2016). The Utrecht-Management of Identity Commitments Scale (U-MICS): Measurement invariance and cross-national comparisons of youth from seven European countries. *European Journal of Psychological Assessment*, 32(2), 119–127. doi:10.1027/1015-5759/a000241
- Buzea, C.** & Dimitrova, R. (2016). Internal versus external ethnic identification of Roma: Implications for social inclusion in Romania. *Revista de Asistența Socială*, 3, 93–102.
- Adams, G.B., **Buzea, C.** Cazan, A-M., Sekaja, L., Stefenel, D., Gotea, M., & Meyers, C. (2016). Measurement Invariance of the Tilburg Work Identity Scale for Commitment and Reconsideration of Commitment (TWIS-CRC) in Romania, England, the Netherlands, and South Africa. *Psihologia Resurselor Umane*, 14(2), 122–135.
- Buzea, C.** (2016). Sistemul motivațional. In G. Neamțu (Ed.), *Enciclopedia Asistenței Sociale*. (pp. 821-825). Iasi: Editura Polirom.
- Dimitrova, R., **Buzea, C.**, Abubakar, A., & Stefenel, D. (2016). Measurement Invariance of the Satisfaction with Life Scale in Roma Minority and Romanian Majority Adolescents in Romania. *Psihologia Resurselor Umane*, 14(2), 111–121.
- Buzea, C.** (2015). Strategii de reducere a inechității în context cultural românesc. In G. Ratulea (Ed.). *Justitie si coeziune sociala* (pp. 131–146). Iași: Editura Institutul European.
- 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.**, Lujic, 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 (IF 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.**, Lujic, V., & Jordanov, V. (2013). Nationalism and identity of Bulgarian and Romanian youth, *Studia UBB Sociologia*, LVIII (1), 69-86
- Buzea, C.**, & Mesesan-Schmitz, L. (2013). The Employee-Employer Exchange in the Romanian Cultural Context, *Bulletin of the Transilvania University of Brasov*, 6(56), 103-110.
- 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.

## **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.

## **PROFESSIONAL ASSOCIATIONS MEMBERSHIP**

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- from 2012 - European Sociological Association (ESA)
- from 2010 - International Sociological Association (ISA)
- from 2009 - Romanian Sociological Association (RSA)