

PERSONAL INFORMATION

Carmen BUZEA

B-dul Eroilor, 29, 50036, Brasov, România

+40 268 413000

carmen.buzea@unitbv.ro

WORK EXPERIENCE

2015 - present

Professor

Transilvania University of Brasov, Faculty of Sociology and Communication
Lectures on: Human Resource Management, Staffing, Motivational Techniques, Research Methodology in Communication Sciences

Managerial and administrative activity - Transilvania University of Brasov

- Vice-Rector for Research & IT (2014 - present)
- Project Management Office Coordinator (2012-2014)
- Coordinator of Communication and Social Innovation Research Centre, Research and Development Institute of Transilvania University of Brasov (2010 - 2019)
- Faculty Quality Assurance Coordinator (2004-2018)
- Vice-Dean, Faculty of Sociology and Communication (2010-2012)
- Deputy Director of Sociology Department (2008-2010)

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

2004 - 2007

Assistant Professor

Transilvania University of Brasov, Faculty of Sociology and Communication

2003 - 2006

HR Specialist

SC Sergiana Prodimpex SRL

2003 - present

Project Manager

Team Resources SRL, HR Consulting Industry

- coordination of human resources development projects: assessment of management skills, job performance appraisal, measurement of work motivation and development of employee motivation strategies, design and implementation of soft skills training, organizational (re)design;
- sociological research: surveys, qualitative research

2002 - 2004

Tutor

Transilvania University of Brasov, Faculty of Sociology and Communication

2001 - 2002

Team leader

SC Isirom SRL

2000 - 2001

Marketing Assistant

Centrul de Studii și Cercetări, TEX Group

EDUCATION AND TRAINING

- 2017 **Habilitation in Sociology**
University of Bucharest
- 2004 - 2009 **PhD in Sociology**
University of Bucharest
- 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

MEMBERSHIP OF PROFESSIONAL ORGANISATIONS AND BOARDS/COMMISSIONS

- 2023 - present **Member**
National Commission for Financing Higher Education (CNFIS)
- 2023 - present **Evaluator**
Romanian Agency for Quality Assurance in Higher Education (ARACIS)
Social, Political and Communication Sciences Commission
- 2022 - present **Member**
Consultative College for Research, Development and Innovation (CCCDI - MCID)
Social Sciences Commission
- 2022 - present **Vice-president**
Romanian Sociologists Society (SSR)
- 2019 - present **Member**
National Council for University Titles, Diplomas and Certificates (CNATDCU)
Commission for Sociology, Political and Administrative Sciences
- 2016 - present **Member**
Regional Innovation Consortium Centre, ADR Centru
- 2012 - present **Member**
European Sociological Association (ESA)
- 2010 - present **Member**
International Sociological Association (ISA)
- 2019 - 2022 **President**
Romanian Sociologists Society (SSR)
- 2016 - 2019 **Member**
National Council for Higher Education Statistics and Forecasting (CNSPIS)

Mother tongue(s) Romanian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1

PUBLICATIONS

Books & Books chapters

- Buzea, C.** & Moasa, H. (Eds). (2021). *Managementul Resursei Umane. Teorii in practica profesionala*. Institutul European.
- Buzea, C.** (2021). Roma Ethnic Identity: Who is and who is not Roma? Between Self-Defined and External Ethnic Identification. In B.G. Adams and F.J.R. van de Vijver (Eds.). *Non-Western Identity. Research and Perspectives* (pp. 153-162). Springer.
- Buzea, C.**, & Dimitrova, R. (2021). The Roma Context. In R. Dimitrova, D. L. Sam, and L. Ferrer-Wreder (Eds.). *Roma Minority Youth Across Cultural Contexts. Taking a Positive Approach to Research, Policy, and Practice*. (pp. 3-15). Oxford University Press.
- Buzea, C.** (2021). Recrutarea. In C. Buzea & H. Moasa (Eds.), *Managementul Resursei Umane. Teorii in practica profesionala* (pp. 89-98). Institutul European.
- Buzea, C.** (2021). Motivarea angajatilor. In C. Buzea & H. Moasa (Eds.), *Managementul Resursei Umane. Teorii in practica profesionala* (pp.147-162). Institutul European.
- 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*. Springer.
- Buzea, C.** (2015). Strategii de reducere a inechității în context cultural românesc. In G. Ratulea (Ed.). *Justitie si coeziune sociala* (pp. 131–146). Institutul European.
- Buzea, C.** (Ed.) (2014). *Gestiunea si dezvoltarea resursei umane. Aplicatii practice*. Presa Universitara Clujeană.
- Buzea, C.** (2013). *Work Motivation and Work Values in the Romanian Cultural Context*. Lambert Academic Publishing.
- Buzea, C.** (2010). *Motivația. Teorii și practici*. Institutul European.
- Manea, C.** (2007). *Asigurarea resursei umane (staffing). 80 de întrebări și răspunsuri despre recrutarea, selecția și integrarea resursei umane*. Editura Universității Transilvania din Brașov.

Articles (selection)

- Jovanović, V., Rudnev, M., Abdelrahman, M., Abdul Kadir, N. B., Adebayo, D. F., Akaliyski, P., Alaseel, R., Alkamali, Y. A., Alonso Palacio, L. M., Amin, A., Andres, A., Ansari-Moghaddam, A., Aruta, J. J. B., Avanesyan, H. M., Ayub, N., Bacikova-Sleskova, M., Baikanova, R., Bakkar, B., Bartoluci, S., Benitez, D., Bodnar, I., Bolatov, A., Borchet, J., Bosnar, K., Broche-Pérez, Y., **Buzea, C.**, Cassibba, R., et al. (2024). The Coronavirus Anxiety Scale: Cross-national measurement invariance and convergent validity evidence. *Psychological Assessment*, 36(1), 14-29. <https://doi.org/10.1037/pas0001270>
- Karakulak, A., Tepe, B., Dimitrova, R. et al. (2023). Trust in government moderates the association between fear of COVID-19 as well as empathic concern and preventive behaviour. *Communication Psychology*, 1, 43. <https://doi.org/10.1038/s44271-023-00046-5>
- Karakulak, A., Stogianni, M., Alonso-Arbiol, I., Shukla, S., Bender, M., Yeung, V. W. L., Jovanović, V., Musso, P., Scardigno, R., Scott, R. A., Stuart, J., Friehs, M.-T., Toh, Z., Albayrak-Aydemir, N., Arvanitis, A., **Buzea, C.**, Mastrotheodoros, S., Tsang, J.-A., Madeira, F., ... Gkomez, A. (2023). The perceived vulnerability to disease scale: Cross-cultural measurement invariance and associations with fear of COVID-19 across 16 countries. *Social and Personality Psychology Compass*, 17 (11), e12878. <https://doi.org/10.1111/spc3.12878>
- Jovanović, V., Rudnev, M., Arslan, G., **Buzea, C.**, Dimitrova, R., Góngora, V., Guse, T., Ho, R. T. H., Iqbal, N., Jámboři, S., Jhang, F.-H., Kaniušonytė, G., Li, J., Lim, Y.-J., Lodi, E., Mannerström, R., Marcionetti, J., Neto, F., Osin, E., Park, P., Fonseca-Pedrero, E., Piotrowski, J., Proctor, C., Rahmandani, A., Salmela-Aro, K., Ortuño-Sierra, J., Stefanel, D., Sugimura, K., Tan, S.-A., Wang, S., , Yip, P. S. F., Žemojtel-Piotrowska, M., & Žukauskienė, R. (2022). The Satisfaction with Life Scale in Adolescent Samples: Measurement Invariance across 24 Countries and Regions, Age, and Gender. *Applied Research in Quality of Life*, 17, 2139-2161. <https://doi.org/10.1007/s11482-021-10024-w>
- Dimitrova, R., **Buzea, C.** Wium, N., Kosic, M., & Stefanel, D. (2021). Positive Youth Development in Bulgaria, Italy, Norway and Romania: Testing the Factorial Structure and Measurement Invariance of the 5Cs. In R. Dimitrova and N. Wium (Eds.). *Handbook of Positive Youth Development. Advancing Research, Policy, and Practice in Global Contexts* (pp. 267-281). Springer.

- Ferrer-Wreder, L., Eichas, K., Stefenel D., **Buzea, C.**, & Wiium, N. (2021). The Importance of Positive Psychological Strengths to Romanian Emerging Adults Well-being Mental Health and Adjustment: A Pattern and Variable-Oriented Approach. *Frontiers in Psychology*, 2, 2722-2735. <https://doi.org/10.3389/fpsyg.2021.659300>
- Meyers, M.C., Adams, B.G., Sekaja, L., **Buzea, C.**, Cazan, A-M., Gotea, M., Stefenel, D., van Woerkom, M. (2019). Perceived Organizational Support for the Use of Employees' Strengths and Employee Well-Being: A Cross-Country Comparison. *Journal of Happiness Studies*, 20(6), 1825-1841. <https://doi.org/10.1007/s10902-018-0026-8>
- Tziner, A., **Buzea, C.**, Rabenu, E., Shkoler, E., & Truta, C. (2019). Understanding the Relationship Between Antecedents of Heavy Work Investment (HWI) and Burnout. *Amfiteatrul Economic*, 21(50), 153-176. doi: 10.24818/EA/2019/50/153
- 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
- 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., Kopic, 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). 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.
- 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
- 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., & 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.

PROJECTS

- 29 education, research and technical assistance projects and contracts (6 coordinated)

- 7 projects for institutional development coordinated - funded from the Institutional Development Fund (FDI),

Area 6: Institutional capacity development for research in higher education institutions.

Selection of projects/grants/contracts

Project/Contract	Role
"UNITA Universitas Montium", ERASMUS-EDU-2023-EUR-UNIV-1/No 101124853	UNITBV Coordinator
"Development of innovative approach for training for university professors to work in the modern diverse and intercultural environment", Erasmus + 2019-1-RO01-KA203-063400"	Project Manager
"Developing Inclusive Education for Students with Disabilities in Sri Lankan Universities", 609871-EPP-1-2019-1-LK-EPPKA2-CBHE-JP	UNITBV Coordinator
"Studiu privind capitalul uman - evaluarea abilităților manageriale pentru personalul care exercită roluri manageriale în cadrul FDEE Electrica Distribuție Transilvania Sud", nr. C4048/S/700/2014	Project Manager
"European Academic Network for Open Innovation (OI-NET)", 542203-LLP-1-2013-1-FI-ERASMUS-ENW, UNITBV project director prof. dr. ing. Simona Lache	Team member
"Entrepreneurship Development through Learning-By-Doing International Experience - LEARN-DO", ERASMUS for Young Entrepreneurs, 30-G-ENT-CIP-12-E-N01C051 / C5 - 325427, UNITBV project director prof. dr. ing. Simona Lache	Team member
"Capital social și dezvoltare socială în comunitatea brașoveană", nr. 4492 / 14.05.2013, contract de cercetare încheiat între Universitatea Transilvania Brașov și Consiliul Județean Brașov	Project Manager
"PLANT food supplements: Levels of Intake, Benefit and Risk Assessment", FP7 - KBBE-2009 - 245199, UNITBV project director conf. dr. Mihaela Badea	Team member
"Motivația muncii și cultura muncii: redefinirea constructelor teoriei echității in context cultural românesc", PN-II-RU-PD-2011-3-0071, CNCS/UEFISCDI.	Project Manager
"Capital social si dezvoltare sociala in comunitatea brașoveană". nr. 1832/ 20.02.2012, contract de cercetare încheiat între Universitatea Transilvania Brașov și Consiliul Județean Brașov, proiect director conf. dr. Codrina Șandru	Team member
"Efecte ale integrării în Uniunea Europeană percepute la nivelul comunității brașovene și implicații la nivelul calității vieții și a stilului de viață 2009", 3605/08.05.2009, contract de cercetare încheiat între Universitatea Transilvania Brașov și Consiliul Județean Brașov	Team member
"Harta problemelor sociale din Brașov", nr. 3299/14.04.2010, contract de cercetare încheiat între Universitatea Transilvania Brașov și Consiliul Județean Brașov, proiect director prof. dr. Silviu Coposescu	Team member
"Strategii manageriale de dezvoltare a motivației în munca la angajații din sectorul de transport public privat" PN II 92117/2009, director proiect Gabriela Fechete, UNITBV proiect director conf. dr. Ștefan Ungurean	Team member
"Limbaj instituțional și comunicare interculturală in companii mixte din România", proiect finanțat de Consiliul Național al Cercetării Științifice din Învățământul Superior, CNCSIS tip A, cod proiect 1052, proiect director conf. dr. Liliana Coposescu	Team member
"Profesia si ocupațiile de sociolog", proiect finanțat de Consiliul Național al Cercetării Științifice din Învățământul Superior, CNCSIS tip A, A1/GR 106/19.05.2006, cod proiect 430, UNITBV proiect director conf. dr. Gheorghe Onuț	Team member