

CURRICULUM VITAE

Personal details

Name: PETRU LUCIAN CURȘEU
Date and place of birth: 1 April 1975, Cluj-Napoca
Nationality: Romanian
Marital status: Married.
Email address: P.L.Curseu@uvt.nl
Address: S.C.COGNITROM, Piața 14 Iulie, Nr. 18, Cluj-Napoca, 400325

Personal Education

08.2001 – 09.2003 Ph.D. in Organizational Psychology (12 September 2003) at Tilburg University, Work and Organizational Research Center (WORC), Tilburg, NL. The thesis *“Formal Group Decision Making: A Social-Cognitive Approach”* was supervised by Prof. dr. Sandra Schruijer and Dr. René Schalk.

09.1999 – 06.2000 MA in Educational and Health Psychology at “Babeș – Bolyai” University (Faculty of Psychology and Educational Sciences, Department of Psychology), Cluj-Napoca, RO. The graduation mark was 9,54 and the title of my MA dissertation was *“The Identification and Evaluation of Dysfunctional Cognitive Schema in Personality Disorders”*, marked with 10.

09.1996 – 06.1999 BA in Psychology at “Babeș – Bolyai” University (Faculty of Psychology and Educational Sciences, Department of Psychology), Cluj-Napoca, RO (the second and third years of study were followed together between 1997/1998). The graduation mark was 9,58, and the title of my BA thesis: *“Characteristics of the Relationship Between Interference and Cognitive Inhibition in Schizophrenia”* – marked with 10.

09.1993 – 06.1996 Graduate from the „Victor Babeș” Medical College, class of 1996, Cluj-Napoca, RO. The subject of my final thesis: *“Nursing Characteristics of Schizophrenic Patients”*.

09.1989 – 06.1993 Graduate from Industrial High School of Chemistry, Electro-technical Department, class of 1993, Ocna-Mureș, RO.

Employment and work history

Since September 2009 *Associate Professor* at the Faculty of Social Sciences, Department of Organization Studies (Tilburg University, The Netherlands).

11.2003 – 09.2009 *Assistant Professor* at the Faculty of Social Sciences, Department of Organization Studies (Tilburg University, The Netherlands).

08.2003 – 12.2007 Part-time *Lecturer* at Vesalius College, Free University Brussels (Brussels, Belgium).

06.2003 – 08.2008 *Lecturer* at the Faculty of Psychology and Sciences of Education, Department of Psychology (“Babeș – Bolyai” University, Cluj-Napoca, Romania).

12. 2001 – 05.2003 *Assistant Professor* at the Faculty of Psychology and Sciences of Education, Department of Psychology (“Babeș – Bolyai” University, Cluj-Napoca, Romania).

04.2000 – 10.2003	Part-time <i>Research Fellow</i> at the Institute of Socio-Humanistic Research – psychological research branch of the Romanian Academy – Cluj-Napoca, Romania.
10.1999 – 12.2001	<i>Teaching Assistant</i> at the Faculty of Psychology and Sciences of Education, Department of Psychology (“Babeş – Bolyai” University, Cluj-Napoca, Romania).
09.1999 – 06 .2001	<i>Lecturer</i> at “Tibiscus” University in Timișoara, Romania.
10.1998 – 04.2000	<i>Counselor for educational problems</i> at „Christiana Social School”, sponsored and coordinated by „Christiana” Medical – Christian Philanthropic Association; between February 1999 and March 2000, <i>Program Manager</i> at the same school – main attribution: the coordination of the Recovery Program of Children with School Abandon.

Membership in professional and research associations

- European Group for Organization Studies – member since 2004
- Romanian Psychological Association – member since 2003
- Romanian Association for Cognitive Sciences, Cluj Napoca Romania – member since 1999.

RESEARCH

Research streams

Group cognition
 Stereotypes and prejudice in organizations
 Organizational decision-making

Publications

4 authored books
 3 edited volumes
 31 papers published in ISI listed journals
 21 papers published in other scientific journals
 18 chapters published in scientific books

Invited seminars and colloquia

12.05.2009	guest speaker at the Department of Organisation Studies, Tilburg University (NL) with the address “ <i>The Emergence of Group Cognition: Is the Whole Different than the Sum of its Parts?</i> ”
17.03.2009	guest speaker at the Department of Psychology, Alexandu Ioan Cuza University, Iasi (RO) with the address “ <i>A Cognitive Approach to Groups</i> ”.
23.10.2008	guest speaker at the Alumni winter college TABOR with the talk: <i>A Cognitive Perspective to Entrepreneurial Strategic Decision-making</i> .
12.09.2007	guest speaker at the Department of Organisation Studies, Tilburg University (NL) with the address “ <i>Effective Decision-making: The Role of Cognitive Complexity in Entrepreneurial Strategic Decisions</i> ”
05.10.2006	guest speaker at Utrecht School of Governance, Utrecht University (NL) with the address “ <i>Using the Cognitive Mapping Technique to Study the Cognitive Complexity of Groups</i> ”

- 24.05.2005 guest speaker at the Department of Organisation Studies, Tilburg University (NL) with the address “*Prejudice toward Immigrant Workers in a Dutch Employees Sample. Integrated Threat Theory Revisited*”
26. 11.2003 guest speaker at the Center for Personnel Psychology, Catholic University of Leuven (BE) with the address “*A Multilevel Analysis of Formal Groups as Cognitive Systems*”.
- 27.03.2002 guest speaker at the Department of Policy and Organisation Studies, Catholic University of Tilburg (NL) with the address “*A Cognitive Approach to Formal Groups*”.
- 10.11.2000 guest speaker at the International Summer School “Cognitive Development and Education” Cinciș (RO), with the address “*Child Abuse and Personality Disorders*”.

Research grants

- 2011 – Research grant of the Romanian National Authority for Scientific Research, CNCS – UEFISCDI (“A cognitive architecture for social groups: Further development and validation” PN-II-ID-PCE-2011-3-0482) grant director Petru L. Curșeu (≈335.000 Euro for 3 post-docs)
- 2009 – Research Grant of Center for Innovation Research, (“The impact of cognitive distance on learning and innovation in R&D teams”) grant director Petru L. Curșeu (for 2 PhD positions/researchers ≈300.000 Euro).
- 2003 – Grant CNCSIS type AT, code 570, grant director Petru Curșeu for publishing the book “Formal Group Decision Making - A Social Cognitive Approach” (≈1000 Euro).
- 2003 – Grant CNCSIS no. 74, grant director, Mircea Miclea for publishing the book “Modele Neurocognitive” (Neurocognitive Models) (≈1000 Euro).
- 2003 – Research grant financed by PHARE for conducting the empirical studies and publishing the book “Femeia manager între reprezentare și realitate socială” (The Women Manager Between Social Representation and Social Reality) (≈1000 Euro).
- 2001– Grant CNCSIS no.40 type C, grant director Mircea Miclea for empirical studies presented in 2 papers.

Member in editorial boards

- Journal of Community and Applied Social Psychology (since 2009)
- Team Performance Management (since 2009)
- Human Resources Psychology (since 2011)
- Cognition, Brain, Behavior – An Interdisciplinary Journal

Guest editor – special issues

- “Longitudinal views on the development of self-managing teams (2012) in Journal of Organizational Change Management (with Jos Benders, Rik Huys & Geert Van Hootegem)
- “Cooperation in organizations” (2010) in Journal of Managerial Psychology (with M.J.D. Schalk)
- “Making sense of social reality” (2005) in Cognition, Brain, Behavior – An Interdisciplinary Journal

Ad-hoc reviewer for

- Journal of Organizational Behavior, Journal of Management Studies, Applied Cognitive Psychology, Group and Organization Management, Sex Roles, Studies in Higher Education, Small Group Research, Journal of Managerial Psychology, Management Learning, PlosONE, Group Decision and Negotiation, International Journal of Conflict Management, Journal of Organizational Change Management,

European Review of Applied Psychology, International Journal for Quality in Healthcare, South African Journal of Economic and Management Sciences.

EDUCATION

Areas of teaching

Organizational Behavior, Social Psychology, Organizational Psychology, Personality Psychology, Cognitive Psychology, Educational Psychology.

Courses developed and taught

In 2010 I have designed the course *Complexity and Dynamics of Social Systems* (code 400828). Since 2010 I have coordinated and thought this course in the Research Master Program of the Faculty of Social and Behavioral Sciences (Tilburg University).

In 2011 I have designed the course *Team Dynamics*, at TIASNimbas Business School in the Full time MBA.

In 2009 I have designed the course *Advances in Organization Studies* (code 400845). In 2009 and 2010 I have coordinated and thought this course in the Research Master Program of the Faculty of Social and Behavioral Sciences (Tilburg University).

In 2009 and 2010 I have participated as a lecturer in several courses at TIASNimbas Business School in the Executive Master of Management and Organisation: *Organizational Development, Culture and Leadership* (course coordinator Prof. Dr. Sandra Schruijer), *Collaboration, conflict and decision making in and between organizations* (course coordinator Prof. Dr. Sandra Schruijer), *Strategic Management* (course coordinator Prof. Dr. A. Wentink).

In 2009 I have designed the course *Organisational Behaviour* (code 30J102). Since 2009 I have coordinated and thought this course in the International Business Administration program (IBA), Faculty of Economics (Tilburg University).

In 2008 I have taught the course *People in organizations* (course coordinator Prof. Dr. Sandra Schruijer) for the TIASNimbas Business School.

In 2006 I have designed, the course *Personality and Assessment* (code PSY 221) and I taught this course in the fall semester o 2006 at Vesalius College from the Free University of Brussels (Belgium).

In 2004 I have designed the course *Complexity within Organizations* (code 440803). Between 2004 and 2009 I have coordinated and taught this course in the Department of Organisation Studies (MA) Faculty of Behavioural and Social Sciences (Tilburg University) – course nominated for the most innovative course in the faculty in 2006/2007.

In 2004 I have designed the course *Organisational Behaviour* (code 30B102). Between 2004 and 2009 I have coordinated and thought this course in the Business Studies program (BA), Faculty of Economics (Tilburg University) – the best evaluated course of the First Study Unit in 2006, 2007 and 2008.

Between February and May 2004 I have taught *Social and Organizational Psychology* (code 441008) seminars (course coordinator Prof. Dr. Dian-Marie Hosking) and workshops on *Doing Research in Organizations* (code 441078) (course coordinator Dr. Tobias Goessling) at Organization Studies Department from Tilburg University (The Netherlands).

In 2003 I have designed, the course *Introduction to Organizational and Industrial Psychology* (code PSY 204). Between 2003 and 2005 I have coordinated and taught this course at Vesalius College from the Free University of Brussels (Belgium).

In 2003 I have designed the course *Advanced Organizational Psychology* (code PSY304). In 2003 and 2006 I have coordinated and taught this course at Vesalius College from the Free University of Brussels (Belgium).

In 2002 I have designed, the course *Knowledge Management in Organizations and Negotiation Techniques* (practical works at Masters level). Between 2002 and 2005 (not in 2004) I have coordinated and taught this course at the Faculty of Psychology and Sciences of Education, Department of Psychology (“Babeş – Bolyai” University, Cluj-Napoca, Romania).

In 2001 I have designed the practical works of *Organizational Diagnosis and Intervention* as well as the courses and seminars of *Social Psychology*. Between 2001 and 2005 (not in 2004) I have coordinated and taught these courses at the Faculty of Psychology and Sciences of Education, Department of Psychology (“Babeş – Bolyai” University, Cluj-Napoca, Romania).

Between 1999 and 2002 I have taught the *Cognitive Psychology* and *Personality Psychology* seminars at the Faculty of Psychology and Sciences of Education, Department of Psychology (“Babeş – Bolyai” University, Cluj-Napoca).

Between 1999 and 2001 I have taught optional courses on *Educational Psychology* at the Faculty of Chemistry and the Faculty of Theology (“Babeş – Bolyai” University, Cluj-Napoca).

Between 1999 and 2001 I have taught Cognitive Psychology seminars at Tibiscus University in Timișoara – Faculty of Psychology.

Coordination

Current PhD students

2008-2010 6 PhD students: **Rob Jansen** (with Prof. Jack Guerts and Patrick Vermeulen: Entrepreneurial decisions: A social capital approach), **Walter van den Berg** (with Prof. Marius Meeus: Team cognition in outsourcing management teams), **Cristina Rodica Poponete** (with Prof. Sjoerd Soeters: Coordination and cooperation in armed forces), **Gertjan Lucas** (with Prof. Marius Meeus: Organizational learning from performance feedback), **Helen Pluut** (with Prof. Marius Meeus and Remus Ilies), **Steffie Janssen** (with Prof. Roger Leenders and Joris Knobben) at the Department of Organisation Studies, Tilburg University, NL.

Completed (defended) PhD theses

2007 June (6th) Inge C. M. Damen – with the thesis “Making Pictures in Front of a Mirror: A Cognitive Perspective on Reflection in Learning” (coordinators Patrick Kenis, Sjoerd Romme and Petru L. Curșeu).

2011 May (18th) Oana C. Fodor – with the thesis “Strategic Decision Making in Small and Medium Enterprises: The Impact of Cognition and Motivation on Decision Making Processes” (coordinators: Prof. Jack Guerts, Petru L. Curșeu and Patrick Vermeulen):

Theses supervision BA and MA level

2009-2011 4 REMA theses at the Department of Organisation Studies, Tilburg University, NL.

2003-2009 17 BA and 37 MA theses at the Department of Organisation Studies, Tilburg University, NL.

1999-2003 25 BA and 2 MA theses at the Department of Psychology, (“Babeş – Bolyai” University, Cluj-Napoca, RO).

Member in PhD evaluation committees (juries)

06.12.2010 Eduarda M. Soares with the thesis “Individual Decision Making in Organizations: Construction and Validation of an Assessment Instrument” (Tilburg University)

- 01.07.2011 Renata M. Heilman with the thesis “Individual Differences in Decision and Emotion” (Babeş-Bolyai University, Cluj-Napoca)
- 26.01.2012 Ana-Maria Godeanu with the thesis “The Determinants of Helping Behavior in Teams” (University Carlos III, Madrid)

Workshops and professional development courses

- February – December 2006 Participant in the Professional Development Program – Leading Meaningful Change, organized by the International Professional Development Programme, workshop leaders, Leopold Vansina and Sandra Schruijer.
- 27.01.2005 – 17.02.2005 Participant in the workshop “How to improve the quality of your research grant proposals” organized by the Oldendorff Research Institute (Tilburg University, NL), workshop leader Jeanne Bovenberg.
- 05.11.2004 – 07.11.2004 Participant in the “Yacht club simulation”, a simulation of multiparty collaboration organized by the International Professional Development Programme, workshop leaders, Leopold Vansina, Sandra Schruijer and Tharsi Taillieu.
- 07.07.2004 – 12.07.2004 Participant in the workshop “System development for thesis circles” organized by the Department of Organisation Studies (Tilburg University, NL), workshop leaders Sjoerd Romme and Stephan Eltink.
- 13.07.2004 – 14.07.2004 Participant in the workshop “Presentation skills in English” organized by the Department of Organisation Studies (Tilburg University, NL), workshop leader Anja Schmitz.
- 28.03.1998 – 10.05.1998 Participant at the seminary for professional formation: „Recovery methods for alcohol and drug dependency – the 12 steps program” – organized by Prison Fellowship Romania and the Association for activities concerning the recovery of alcohol and drug dependency.
- 28.09.1998 – 29.09.1998 Graduate from the course: „Home care for elderly”, organized by the Foundation of Communitarian Care „Elderly persons helped at home” and the Foundation for an Open Society – Romania.
- 14.06.1998 – 20.06.1998 Graduate from the course „Forensic Psychology and Paternal Hypnosis”, organized by A.S.P.T.

Extra-curricular activities during the university schooling

- January – July 1998 volunteer in counseling activities for individuals as well as for groups, at the “Day Care Center for Elderly Persons” – Cluj-Napoca, RO.

Languages

Romanian – native
 English – good
 French – intermediate
 Dutch – lower intermediate

DATE

SIGNATURE