

## Europass Curriculum Vitae



### Personal information

First name(s) / Surname(s)

Address(es)

Telephone(s)

Fax(es)

E-mail

Nationality

Date of birth

Gender

Envisaged place of work  
occupational area

### Work experience

Dates

Occupation or position held

Main activities and responsibilities

Name and address of employer

Type of business or sector

Dates

Occupation or position held

Main activities and responsibilities

Name and address of employer

Type of business or sector

Dates

Occupation or position held

Main activities and responsibilities

Name and address of employer

**Ticu CONSTANTIN**

Strada Arta, bloc 1, scara 1, etaj 1, apartament 1, Iasi, 700554, Romania

04 0352 40232 / 04 0352 40232

40 232 210 660 / 40 232 210 660

tconst@uaic.ro

www. <http://personal.evaluate-psiologica.ro/>

Romanian

21.05.1968

Male

2012 – present

**Head of Department (Doctoral Studies)**
**Teaching and coordinate doctoral students**

« Alexandru Ioan Cuza » University » at Iasi, Faculty of psychology and Education Sciences, Department of Doctoral Studies, nr. 3 Toma Cozma str., Iasi, 700554

Education and research

1997 – present

**University professor**

1997 – 1999 - Teaching Assistant; 1999 – 2002 - Assistant Professor; 2002 – 2005 – Lecturer; 2005 – 2008 - Associate Professor; 2009 – present – Professor.

**Teaching undergraduate and graduate students the disciplines :** Organizational climate analysis / Organizational diagnosis ; Psychological assessment of the personnel, Organizational Psychology / Organizational Behavior, Personnel Psychology / Work Psychology

« Alexandru Ioan Cuza » University » at Iasi, Department of Psychology, Faculty of psychology and Education Sciences, 3, Toma Cozma str., Iasi, 700554

Education and research

1994 - 1997

**Research assistant**

Involved in the validation of four psychological tools on Romanian population: KAI, MBTI, Analyzing the Leader's Behavior, and Climate for Change.

**The National Institute of Inventics** (In Romanian: Institutul Național Inventică)

Type of business or sector

Research

Education and training

Dates

1996 - 2002

Title of qualification awarded

**PhD in Psychology**

Principal subjects/occupational skills covered

Social Psychology, with the thesis *Thematic structure and Ego features in the organization of the autobiographic memory* (PhD chair: univ. prof. Adrian Neculau, PhD).

Name and type of organisation providing education and training

**"Alexandru Ioan Cuza" University at Iași**, Bd. Carol I, nr. 11, 700506, Iași, Romania

Level in national or international classification

Post academic

Dates

1995 - 1996

Title of qualification awarded

**MA in Psychology**

Principal subjects/occupational skills covered

**Master's degree in Psychology** („The Psychology of the Social Field”, – analyzing the individual, organizational and community psychology.

Name and type of organisation providing education and training

**"Alexandru Ioan Cuza" University at Iași**, Bd. Carol I, nr. 11, 700506, Iași, Romania

Level in national or international classification

Post academic

Dates

1990 - 1995

Title of qualification awarded

**Bachelor's degree in Psychology**

Principal subjects/occupational skills covered

General competencies in psychology

Name and type of organisation providing education and training

**"Alexandru Ioan Cuza" University at Iași**, b-dul Carol I, nr 11, 700506, Iași, Romania

Level in national or international classification

Academic

Personal skills and competences

Mother tongue(s)

**Romanian**

Other language(s)

**English, German, French**

Self-assessment

European level (\*)

English

French

| Understanding |                        |         |                         | Speaking           |                         |                   |                         | Writing |                         |
|---------------|------------------------|---------|-------------------------|--------------------|-------------------------|-------------------|-------------------------|---------|-------------------------|
| Listening     |                        | Reading |                         | Spoken interaction |                         | Spoken production |                         |         |                         |
| C2            | Proficient user        | B2      | <b>Independent user</b> | B2                 | Independent user        | B2                | Independent user        | C2      | Independent user        |
| A2            | <b>Proficient user</b> | C2      | <b>Proficient user</b>  | C2                 | <b>Independent user</b> | C2                | <b>Independent user</b> | C2      | <b>Independent user</b> |

(\*) [Common European Framework of Reference for Languages](#)

Organisational skills and competences

Ten years of teaching psychology disciplines at the academic and post academic levels have afforded me to develop both social abilities, meaning communication competencies that are appropriate to various settings (such as education, training, research, consultancy, etc.), and developing some assessment methodologies for the individual and organizational communication style and efficiency.

## Technical skills and competences

The assumed responsibilities in 27 carried projects (in 7 projects I acted as a grant director; three were obtained in an **international competition**) could be the evidence of my organizational competencies and aptitudes. At present I manage a research team constituted of young teaching personnel and students. During the last 3 years, our team members have presented 14 papers at national conferences, have published 5 studies, and organized three summer schools on professional topics (2007 – Iași; 2008 – Durău, 2009 – Iași, 2011 – Vatra Dornei etc.).

## Scientific activity (synthesis)

| Publication type                                                                   | Number of published works |
|------------------------------------------------------------------------------------|---------------------------|
| <b>8.1. Books (author, co-author, editor)</b>                                      | <b>8</b>                  |
| • Single author                                                                    | 4                         |
| • Co-author                                                                        | 2                         |
| • Co-author and coordinator                                                        | 2                         |
| <b>8.2. Chapters in books</b>                                                      | <b>27</b>                 |
| <b>8.3 Articles in journals</b>                                                    | <b>52</b>                 |
| • ISI journals                                                                     | 3                         |
| • Journals indexed in international data bases                                     | 6                         |
| • Journals acknowledged by CNCSIS (National Board of Scientific Academic Research) | 31                        |
| • Volumes of scientific events                                                     | 7                         |
| • Other papers                                                                     | 5                         |
| <b>TOTAL PUBLISHED WORKS</b>                                                       | <b>87</b>                 |

|                                                                              |           |
|------------------------------------------------------------------------------|-----------|
| <b>8.4. Papers presented at national and international scientific events</b> | <b>70</b> |
|------------------------------------------------------------------------------|-----------|

|                                          |           |
|------------------------------------------|-----------|
| <b>8.5. Grants</b>                       | <b>30</b> |
| • Director of international projects     | 3         |
| • Director of national projects          | 5         |
| • Member of international teams          | 3         |
| • Member of national teams               | 11        |
| • Other projects (intervention projects) | 8         |

Developing computer-based technologies for psychological individual and organizational assessment (**ECO System** registered at OSIM nr M 2010 08984 – [www.sistemeco.ro](http://www.sistemeco.ro); **Web Platform for Psychological Assessment and Counseling** (PsihoProfile Platform, [www.psihologi.ro](http://www.psihologi.ro)).

**Additional information**

A membership of the *Jury of the Public Opinion Barometers* – A Program of the Open Society Foundation (2000 – 2002).

A membership of the *Flashbulb Memory Network* – an international team aiming at researching the cognitive and affective impact of the terrorist attacks in September 11, 2001 (USA).

*Assessment expert* in National Council certification Degrees, Diplomas and Certificates (CNATDCU) (2011)

*Assessment expert* of the Ministry of Education and Research in the framework of the programme „CNCSI: 2006 – 2008

*Assessment expert* of the Ministry of Education and Research in the framework of the programme „Excellence Research“, CEEX 2005 – 2006 - 2007

*Expert of the accreditation boards of university studies programmes* - ARACIS.

**PhD chair** (Social Psychology; Organizational Psychology).

*Coordinating consultancy activities* that have been offered to over 20 firms and institutions during the last 7 years.

Date: November 9, 2016

Signature:

A handwritten signature in black ink, appearing to read "Ticu Constantin", written over a horizontal line.

## Annexes

## Selected Publications form last 5 years

## ARTICLES IN ISI JOURNALS

1. Măgurean S., Constantin T., Sava F. A., (2014), **The indirect effect of evaluative conditioning on smoking**, *Journal of Substance Use*, (Ahead of Print), Pages 1-6 (doi: 10.3109/14659891.2015.1005183)
2. Constantin T., Holman A., Hojbota A. M., (2011), **Development and validation of a motivational persistence scale**, *PSIHOLOGIJA*, 2012, Vol 46 ISSN 0048-5705 (accepted with minor changes. 10 04 2012)
3. Constantin T., Pop D., Constantin A., (2006) **Romanian managers and human resource management**, *Journal of Organizational Change Management*, ISSN: 0953-4814, Emerald Group Publishing Limited, 2006, Volume: 19 Issue: 6, 760 – 765.
4. Luminet, O., Curci, A., Marsh, E. J., Wessel, I., Constantin, T., Gencoz, F., & Yogo, M., (2004) - **The Cognitive, Emotional and Social Impacts of the September 11th Attacks: Group Differences in Memory for the Reception Context and the Determinants of Flashbulb Memory**, *Journal of general psychology*, ISSN: 0022-1309, CODEN JGPSAY ,2004, 131(3), 197-224.

## BOOKS (AUTHOR, CO-AUTHOR, EDITOR)

5. Sava, F.A., Constantin, T., Maricuțoiu, L.P., & EVIQ Team (2014). **Proba EVIQ-S de evaluare a inteligenței generale. Manualul de utilizare**. Timișoara: Editura ArtPress
6. Constantin T., (2012), **Pregătirea și realizarea evaluării psihologice individuale. Norme, metodologie și proceduri**, Editura Polirom, Iași, (353 p.).
7. Constantin Ana, Constantin T. (coord.), (2009), **Conflict, Change and Organizational Health** (coord.), Editura Universității „Alexandru Ioan Cuza” Iași, 256 pagini.
8. Constantin T., (coord.), (2009), **Determinanți ai motivației în muncă – de la teorie la analiza realității organizaționale** (Editura Universității „Alexandru Ioan Cuza” Iași, 450 pagini.

## CHAPTERS IN BOOKS

9. Constantin T., (2009), **The value of organizational climate analysis in preventing and solving professional environment conflicts**, *Conflict, Change and Organizational Health*, Editura Universității „Alexandru Ioan Cuza” Iași
10. Constantin T., (2009), **Analiza climatului organizațional**, în *Psihologie organizațional managerială. Tendințe actuale* (coord. Avram E. și Cooper C. L.), Editura Polirom, Iași (pp 171 – 196).
11. Hojbota A.M., Constantin T., (2008), **Persistența motivațională - de la teoriile generale ale personalității la teoriile stabilirii scopurilor**, în *Determinanți ai motivației în muncă – de la teorie la analiza realității organizaționale*, Editura Universității „Alexandru Ioan Cuza” Iași.
12. Constantin T., Iarcuczewicz I., Constantin L., Fodorea A., Căldare L., (2008), **Persistența motivațională și operaționalizarea ei în vederea evaluării potențialului motivațional individual**, , în *Determinanți ai motivației în muncă – de la teorie la analiza realității organizaționale*, Editura Universității „Alexandru Ioan Cuza” Iași.
13. Constantin T., Macovei E I., Orzan A., Nechita V., Hojbota A. M., (2008), **Implicarea motivațională; operaționalizare și primele studii de validare a unei scale standardizate**, în *Determinanți ai motivației în muncă – de la teorie la analiza realității organizaționale*, Editura Universității „Alexandru Ioan Cuza” Iași.
14. Constantin T., (2008), **Predictori ai persistenței motivaționale. Rolul implicării motivaționale**, în *Determinanți ai motivației în muncă – de la teorie la analiza realității organizaționale*, Editura Universității „Alexandru Ioan Cuza” Iași.

## ARTICLES ISI-PROCEEDINGS

1. Bostan C. M., Constantin T. & Aiftincăi A. M. (2014) **The role of motivational persistence and emotional dynamics in changes of well-being** *Procedia-Social and Behavioral Sciences*, 100, 1097-1102
- 2.
3. Constantin T., Hojbota A. M., Niculescu A., Nechita V., Amariei C., Macarie A., (2010), **The role of motivational persistence and emotional dynamics in changes of well-being** *Procedia-Social and Behavioral Sciences*, 100, 1097-1102

2. 2013 – Chirilă T., Constantin T., (2013), *Understanding workplace bullying phenomenon through its concepts: A literature review*, *Procedia-Social and Behavioral Journal*, Vol. 84, 1175-1179, ISSN 1877-0428, The 3rd World Conference on Psychology, Counseling and Guidance, WPCPG-2012
3. 2012 – Nica P., Leon R.D., Constantin T., Neșțian A.S., (2012) *Analysis of the Organizational Values Promoted in University's Culture*, Proceedings of the 6th International Conference on Globalization and Higher Education in Economics and Business Administration, 18-20 October 2012, Iasi, Romania, pp. 63 - 69, ISBN: 978-973-703-766-4.
4. 2011 – Țuțu A., Constantin T., (2011) *Understanding Job Performance through Persistence and Job Competency*, 2011, *Procedia - Social and Behavioral Sciences*, Volume 33, 2012, Pages 612-616 (indexed by Thomson Reuters - Conference Proceedings Citation Index SM - the former ISI Proceedings)

#### ARTICLES/STUDIES IN C.N.C.S.I.S. JOURNALS

1. Constantin T., Maftel A., (2011), *Images as a support of past social moments' analysis; pilot test research from the Romanian population*, *Annals of the Al. I. Cuza University. Psychology Series*, Editura Universității „Al I. Cuza” Iasi, Volume 21, Issue no. 2/ 2011
2. Macovei I., & Constantin T., (2011), *Volunteers versus non-volunteers: the role of the motivational persistence*, *Annals of the Al. I. Cuza University. Psychology Series*, Editura Universității „Al I. Cuza” Iasi, Volume 20, Issue no. 1/ 2011
3. Chirilă T., Bostan M. C., Constantin T., (2011), *Measuring Communication Style: Construction, Factor Structure and Psychometric Properties of the Scale*, *Annals of the Al. I. Cuza University. Psychology Series*, Editura Universității „Al I. Cuza” Iasi, Volume 20, Issue no. 1/ 2011
4. Constantin T., Rusu A., Niculescu A., Ianoș A., Nechita V., Mogoșan A., (2010), *Work Style – strategies to build and validation of a standardized assessment test*, *Annals of the Al. I. Cuza University. Psychology Series*, Editura Universității „Al I. Cuza” Iasi, Volume 19, Issue no. 2/ 2010, pp. 5 - 22
5. Constantin T., Macarie A., Gheorghiu A., Potlog M. C., Iliescu M., (2010), - *Big Five©plus Re-Test. Or the Reliability of a Psychological Measure Derived from the Five Factor Model*, *Annals of the Al. I. Cuza University. Psychology Series*, Editura Universității „Al I. Cuza” Iasi, Volume 19, Issue no. 1/ 2010, pp. 51 - 64
6. Matran L.P., Constantin T., (2009), *Impactul valenței recompensei asupra persistenței motivaționale*, *Analele Științifice ale Universității „Alexandru Ioan Cuza” din Iași. Psihologie*, Editura Universității „Al I. Cuza”, Tomul XVIII. 2 /2009, pp 5 – 26.
7. Hojbotă A. M., Constantin T., (2009), *Determinanți afectivi ai persistenței motivaționale*, *Analele Științifice ale Universității „Alexandru Ioan Cuza” din Iași. Psihologie*, Editura Universității „Al I. Cuza”, Tomul XVIII. 2 /2009, pp 5 – 26.
8. Hojbotă A. M., Constantin T., (2009), *Persistența motivațională și relațiile ei cu variabilele cognitiv-motivaționale*, *Revista de Psihologie Organizațională*, Editura Polirom, nr. 3-4/2009, pp 101 – 122.
9. Constantin T., Hojbotă A. M., Rusu A., Haivas S., Fraseniciu A., (2009), *Dimensiunile accentuate și relațiile lor cu principalii factori ai personalității*, *Revista de Psihologie Aplicată*, Editura Universității de Vest Timișoara, 2009, Vol.10, Nr.1, pag. 49- 59.
10. Constantin T., Hojbotă A. M., Niculescu A., Iarcuczewicz I., Amaliei C., (2008), *Este modelul „personalităților accentuate” un model valid? Strategii de construcție a unui chestionar standardizat de evaluare a dimensiunilor accentuate ale personalității*, în *Revista „Psihologie Organizațională”, Nr 1, 2 /2008.*
11. Constantin T., Macovei E. I., Orzan A. Nechita V., (2008), *Implicarea motivațională; operaționalizare și primele studii de validare a unei scale standardizate*, *Analele Științifice ale Universității „Alexandru Ioan Cuza” din Iași. Psihologie*, Editura Universității „Al I. Cuza”, Tomul XVII. 2008, pp. 5 – 29.
12. Constantin T., Iarcuczewicz I., Constantin L., Fodorea A., Căldare L., (2007). *Persistența motivațională și operaționalizarea ei în vederea evaluării potențialului motivațional*, *Analele Științifice ale Universității „Alexandru Ioan Cuza” din Iași. Psihologie*, Editura Universității „Al I. Cuza”, Tomul XVII/ 2007, pp. 5 – 22.
13. Constantin T., Zaharia D. V.), (2007). *Analiza climatului organizațional; de la date ale cercetării la practica evaluării* (în *Revista de Psihologie Organizațională*, volumul VII, nr. 1-2/ 2007, Editura Polirom, pp. 43 – 63.

## RESEARCH PROJECTS and DEVELOPMENT PROJECTS

### 8.1.1. DIRECTOR OF INTERNATIONAL PROJECTS

1. 2004 – 2005 “Controversial event as source of conflict and polarized social attitudes; Research and Practical Application for Education”, Global Development Network (GDN), Praga.
2. 2004 – 2005 – “Social Memory and Public Discourse of Controversial Event”, (‘Curriculum Resource Center’ Programme, Central European University, Budapest).
3. 1998 – ‘Drug Use In Teenagers And Strategies To Control It In Post Totalitarian Regimes. Case Studies On Romania And The Republic Of Moldavia’, (‘Research Support Scheme’ Praga, 1727/1520/1998).

### 8.1.2. DIRECTOR OF NATIONAL PROJECTS (last 5 years)

1. 2008 – 2010, „Persistența motivațională - de la determinări afective și cognitive la condiționări contextuale (proiect CNCIS, PN-II-ID-PCE, contract nr 808/2009, cod proiect 2206).
2. 2006 – 2008 Crearea și testarea unui model predictiv al relațiilor dintre determinanții motivației, motivația pentru muncă și performanța profesională (*Conceiving and testing a predictive model of the relations between motivation determinants, work motivation, and professional performance*) (type A, CNCIS, cod 1198).

### 8.1.3. MEMBER IN INTERNATIONAL TEAMS (last 5 years)

1. 2007 – 2009 „E-learning systemic education to improve the interaction between work, health and organization” Leonardo Da Vinci - LLP-LdV-TOI-2007-[ES]-[149.001], promotor PROVINCIAL COUNCIL OF ALICANTE (contact person Maria Lopez Paris).

### 8.1.4. MEMBER IN NATIONAL TEAMS (last 5 years)

1. 2010 – 2012, Definirea calificării de psiholog și a descriptorilor sectoriali de învățare, în vederea adaptării programelor de master în psihologie la nevoile pieței muncii din România, Proiect tip POS DRU /86/1.2/S/58717
2. 2010 – 2012, Training orientat spre practica prin firma simulată/de exercițiu (TOP FSE) Proiect tip POS DRU /90/2.1/S/61851
3. 2010 – 2012, „Pregătirea doctoranzilor pentru evoluție și inserare profesională prin facilitarea accesului la burse de studiu și prin oferirea de formări complementare recomandate de modelele de bună practică din spațiul european” (POSDRU 107/1.5/S/78342 DOC-Paideia).
4. 2006 – 2007 - „Training and Research Interdisciplinary Platform (MEDIAEC)” (CNCIS, Project type: Platforms / Interdisciplinary Training and Research Laboratories ); director prof. dr. Laurențiu Șoitu.

Date: November 9, 2016

Signature:

