

Curriculum Vitae

Oțoiu Cătălina

Assistant Professor

Babeș-Bolyai University, School of Psychology and Educational Sciences, Department of Psychology

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Research domains:

- Organizational psychology
- Work psychology

Research interests:

- Collaborative relations, group processes and emergent states
- Dynamic group composition and fluid membership
- Team effectiveness in emergency intervention teams
- Organizational development

Professional experience:

- **Assistant Professor**, Babeș-Bolyai University, School of Psychology and Educational Sciences, Department of Psychology, since 2009
- **Managing Partner, Organizational Consultant**, Aphorme, Cluj-Napoca, since 2006
- **Organizational Consultant**, D&D Research, Bucharest, March 2008 – June 2009
- **Trainer**, Industrial and Organizational Psychology Association (APIO), 2007 – 2010
- **Organizational Consultant**, National School of Public Health and Healthcare Management (SNSPMS), Bucharest, 2007
- **Organizational Diagnosis Consultant**, Iuliu Hațieganu Medicine and Pharmacy University, Cluj Napoca, April – June 2005
- **Consultant for the academic process evaluation**, Iuliu Hațieganu Medicine and Pharmacy University, Cluj Napoca, 2004 – 2005

Education

- 2015 - PhD in Psychology
- 2006 – Masters Degree Human Resources Psychology and Marketing, Babeș-Bolyai University
- 2005 - Bachelor in Psychology; Babes - Bolyai University, Faculty of Psychology and Educational Sciences, Department of Psychology

Professional training and development:

- July 2012 - Advanced Research Training Seminars (ARTS), “Research as Praxis: Action and Theory-Making and Application in Community Psychology Research (Convenors: Mohamed Seedat and Sandy Lazarus)”, organized by International Union of Psychological Science (IUPsyS), the International Association of Applied Psychology (IAAP) and the International Association of Cross-Cultural Psychology (IACCP), Cape Town, South Africa (2012).
- September 2010 – The Second EAWOP Early Career Summer school, Gandia, Spain, organizers EAWOP, IDOCAL & University of Valencia.
- August 2010 – 8th Synergie Expert Workshop, „Beyond talk and text: stretching and enriching qualitative research practice”, Lecturer: Kerry Chamberlain, Cluj Napoca.
- August 2009 - Summer School Participation “Simulation Game Design for Education and Training”, 15 – 22 August, Cluj Napoca, Chairperson & Local Organizer, Organizers International Simulation and Gaming Association (ISAGA), Babes – Bolyai University, Cluj-Napoca, Psychology Department.
- June 2009 - Summer School Participation “Challenges in the theory and practice of psychological evaluation”, Gura Humorului, 27th of June – 3rd of July, (Invited Lecturers: Prof. Tom Oakland, Prof. Barbara Byrne & Prof. I.P. Vasilescu), Organizers: D&D Consultants Group.
- February 2009 - CPI (California Personality Inventory) Training Program, Trainer Andrei Ion, D&D Consultants Group, Organizers: D&D Consultants Group
- July 2008 - Summer School Participation „Art and Science of Gaming and Simulation Design and Facilitation for Business and Management”, Gurgaon, New Delhi, India, Organizers: International Simulation and Gaming Association (ISAGA), IILM Institute for Higher Education New Delhi, TATA Interactive Systems
- April 2008 - Workshop „Temperament Styles: Qualities that Impact our Work, Social and Personal Lives”, Invited Lecturer Prof. Thomas Oakland, organized by the Industrial and Organizational Psychology Association (APIO)
- April 2008 - Workshop “Computerized applications in multivariate design: Path analysis and confirmatory factor analysis”, Invited Lecturers: Conf. PhD. Mircea Comsa and Teach. Asist. PhD Robert Balazsi, Organized by the Industrial and Organizational Psychology Association (APIO)
- November 2007 - Workshop “Recruiting, Selection and Insertion of New Employees”, Organizers: Industrial and Organizational Psychology Association (APIO)
- August 2007 - Summer School Participation „Design of Gaming Simulation for Urban Management and Urban Planning”, Venice, Italy, Organizers: International Simulation and Gaming Association (ISAGA), Swiss Austrian German Simulation and Gaming Association (SAGSAGA), University of Applied Sciences Vorarlberg Austria, Faculty of Architecture of Alghero University of Sassari Italy.
- August 2006 - Summer School Participation “Art and Science of Simulation and Gaming”, Dornbirn, Austria, Organizers: International Simulation and Gaming Association (ISAGA), Swiss Austrian German Simulation and Gaming Association (SAGSAGA), University of Applied Sciences Vorarlberg Austria, Faculty of Architecture of Alghero University of Sassari Italy.

- May 2006 - Workshop “The design and use of assessment centers: practical aspects”, Invited Lecturers: Filip Lievens, University of Ghent, Belgium and the Department of Psychology, Babes Bolyai University

Professional affiliation

- International Simulation and Gaming Association (ISAGA): President 2012-2013; Member of the ISAGA Advisory Board 2012 – 2014; Member of the ISAGA Executive Board 2010 - 2011.
- Co - Founder of the Association for Psychology Applied in Organizations (APAO), 2011.
- Member of the International Association of Applied Psychology, since 2013
- Member of the European Association of Work and Organizational Psychology (EAWOP) since 2011.
- Member of the Industrial and Organizational Psychology Association (APIO); Member of the Board since 2010.

Prizes, scholarships, fellowships

- Advanced Research Training Seminars (ARTS) Fellowship - International Union of Psychological Science (IUPsyS), the International Association of Applied Psychology (IAAP) and the International Association of Cross-Cultural Psychology (IACCP), Cape Town, South Africa (2012).
- Emerging Psychologists’ Program Fellowship - Executive and Scientific Program Committees of the International Congress of Psychology 2012, Cape Town, South Africa (2012).
- European Health Psychology Society (EHPS) Scholarship for attending the 8th Synergie Expert Workshop, „Beyond talk and text: stretching and enriching qualitative research practice”, Lecturer: Kerry Chamberlain, Cluj-Napoca.
- BD – 2007 – CNCSIS: Naive explanations, organizational trust and emotional reactions in the organizational change process, *Individual Scientific Research Scholarship 2007- 2009*.
- Participation scholarship for attending The “Governance in the new Europe” Summer School, August 2005, Gorizia, Italy, Organizers: International Sociology Institute Gorizia, University of Westminster, University of Trieste.
- Participation scholarship for the “GSK Business School for excellence” Summer School, August 2005, Brasov, Romania, Organizers: Glaxo Smith Kline.
- Erasmus Scholarship, Universite Pierre Mendes Grenoble II; France, for organizational psychology, 2003 – 2004.
- The “Alexandru Rosca” Award offered by the Socio – Human Research Institute, Romanian Academy, Cluj Napoca, 2004.

Editorial activity

- Oțoiu, C. & Oțoiu, G. (2013). *The Journey of Change: Mapping the Process*, ISAGA 2012 Conference Proceedings. Cluj-Napoca, ASCR.
- Member of the Editorial Staff for the Human Resources Psychology Journal (2007 - 2011).

Reviewer activity

- Reviewer for Team Performance Management
- Reviewer for EURAM 2015, Kozminski University, Warsaw, Poland
- Reviewer for the Human Resources Psychology Journal (2007 - 2011).
- Member of the Scientific Committee of the 17th Congress of the International Association for Work Psychology of French Speaking Countries (AIPTLF), 10 – 13 July, 2012.
- Member of the Scientific Committee of the 43rd International Conference of the International Simulation and Gaming Association, 2 – 6 July 2012, Cluj Napoca

Research grants

a) International funding

- Research Grant FP7 nr. 241918, 2010 - 2014, *Comparative Police Studies in the European Union*, COMPOSITE, member of the Romanian team, financing: Erasmus University Rotterdam; partners: United Kingdom, France, Belgium, Italy, Germany, Spain, Macedonia, Romania and Czech Republic - Member of the research team in Babes-Bolyai University.
- TEMPUS 159287-2009, *Développement et accompagnement d'un Master en Psychologie du Travail dans des universités du Maghreb* (MPTUM). Financing: Université Pierre Mendès France II Grenoble; partners: Spain, Belgium, Italy, Romania, Algeria, Tunisia, Morocco - Member of the research team in Babes-Bolyai University.

b) National funding

- POSDRU, contract POSDRU/86/1.2/S/60281, 2010- 2013: *Strengthening competence oriented higher education*, Project Manager: Prof. Sofia Chirica - Member of the research team
- POSDRU, contract POSDRU/7/2.1/S/1, 2009-2011: *The convergence of university studies with active life*. Director M. Ciomas - Member of the research team
- PN-II-ID, no. ID_1589: *A new approach on trust through conscious and unconscious information processing*. Director: Prof. Adriana Băban, 2008 – 2011. - Member of the research team.
- TD 318 – 2007 – CNCSIS: *Naive explanations, organizational trust and emotional reactions in the organizational change process*, Individual Research Grant, 2007 – 2009 – Grant Director
- TP-A 1500 – CNCSIS, *The elaboration of an evaluation methodology and emotional management in organizations. Integrating organizational psychology interventions in norms specific to the EU*, Director Prof. Univ. Horia Pitariu, 2007-2009. - Member of the research team.

Publications:

A. Books

- **Oțoiu, C.** & Oțoiu, G. (2013). *The Journey of Change: Mapping the Process*, ISAGA 2012 Conference Proceedings. Cluj-Napoca, ASCR.
- Chirică, S., Andrei, D., & **Ciuce, C.** (2009). *Aplicațiile practice ale psihologiei organizaționale*. Cluj: ASCR

B. Chapters (international & national)

- **Oțoiu, C.** (2014). Details of Complexity. In Duke, R.D. & Kriz, W.C. (Eds.). *Back to the Future of Gaming* (pp. 40-49). Bielefeld: wvb
- Rus, C., Vonaș, G., Rațiu, L., **Oțoiu, C.**, Andrei, D., Chirică, S., & Băban, A. (2012). The Electronic Eye at the Door of the European Union. In L.N. Graham, K.A. Betteridge, R. Casey, & A. van Witteloostuijn (Eds.). *Best Practices in European Policing, A selection of Case Studies*, Durham: FP7 COMPOSITE.
- **Oțoiu, C.** (2011). Întărirea procesului de internaționalizare a învățământului superior prin reconceptualizarea sa ca formare de cetățeni europeni. În S. Chirică, & Aniței, M. (Eds.). *Întărirea învățământului superior orientat spre competențe* (Vol. II) (pp. 122-152). Cluj-Napoca : Editura UMF Iuliu Hațieganu
- **Ciuce C.** (2008). Simulările organizaționale, în E. Avram și C. Cooper (Ed.) *Psihologie organizațional-managerială. Tendințe actuale*, Iași: Polirom

C. Papers

ISI

- Bayerl, P.S., Jacobs, G., Denef, S., van den Berg, R., Kaptein, N., Birdi, K., Bisogni, F., Cassan, D., Costanzo, P., Gascó, G., Horton, K., Jochoms, T., Mirceva, S., Krstevska, K., van den Oord, A., **Oțoiu, C.**, Rajkovceviski, R., Reguli, Z., Rogiest, S., Stojanovski, T., Vit, M., & Vonas, G. (2013). "The role of macro context for the link between technological and organizational change", *Journal of Organizational Change Management*, 26(5).
- van den Born, A., van Witteloostuijn, A., Barlage, M., Sapulete, S., van den Oord, A., Rogiest, S., ... **Oțoiu, C.**, ... Polos, L. (2013). Policing opportunities and threats in Europe. *Journal of Organizational Change Management*, 26(5), 811-829.
- **Oțoiu, C.**, Andrei, D., & Băban, A. (2012). "Cross-understanding and trust formation within medical emergency intervention teams". *Procedia – Social and Behavioral Sciences*, Elsevier, 33, 875-879.
- **Oțoiu, C.** & Oțoiu, G. (2012). "Testing a Simulation Game as a Potential Teaching Method for a Masters Course in Human Resources Management". *Procedia – Social and Behavioral Sciences*, Elsevier, 33, 845-849.
- Andrei, D., Rațiu, L., **Oțoiu, C.**, & Chirică, S. (2012). „Professional Performance within a police force in the context of change”. *Procedia – Social and Behavioral Sciences*, Elsevier, 33, 657-671.
- Chirică, S., Andrei, D., **Oțoiu, C.** (2010). The basic social process in the culture of the

self-sufficient organization. An application of grounded theory. *Transylvanian Review of Administrative Sciences*, 30E, 79-96.

BDI (categoria CNCSIS B+)

- Griffiths, K., Birdi, K., Alsina, V.,**Oțoiu, C.**,Ratiu, L., Zdenko, R., Rus, C., ...Vonas, G. (2016). Knowledge Sharing Practices and Issues in Policing. A Systematic Review of the Literature. *European Journal of Policing Studies*, 3 (3), 267 -291.
- Curșeu, P. L. & **Oțoiu, C.** (2013). It is also a matter of time: A systemic and temporal account for the interplay of trust and psychological safety in groups. *Psihologia Socială. Buletinul laboratorului "Psihologia câmpului social"*, 32(2), 169-183.
- Isailă, Ș., Rus, C., **Oțoiu, C.**, & Băban, A. (2011). An examination of the relationship between self-esteem, self-efficacy, dispositional optimism, irrational and rational beliefs, and generalized trust. *Studia Psychologia-Paedagogia*, LVI,2, 95-106.
- Andrei, D., **Oțoiu, C.**, Isailă, Ș., & Băban, A. (2010). What does it mean to trust your team colleague? An exploratory study using grounded theory. *Cognition, Brain, Behavior*, 14, 121-140.
- **Ciuce C.** (2003). Inteligența emoțională, determinantă a succesului managerial, *Psihologia Resurselor Umane*, vol 1, nr 1

ALTE ARTICOLE

- **Oțoiu, C.** (2013). The Other Side of Medical Competence: The Development of a Simulation Game for Increasing Effectiveness in Medical Teams with Fluid Membership. In C. Oțoiu & G. Oțoiu (Eds), "The Journey of Change: Mapping the Process", ISAGA 2012 Conference proceedings, Cluj-Napoca, ASCR.
- **Ciuce C.**, Leigh, E. & Kanegae, H. (2009). The development of a frame game designed for organizational change management processes. *ISAGA 2008 Conference Proceedings*, 39th Edition."GAMES: Virtual worlds and reality", Kaunas, Lithuania

D. Published reports

- Allen, K., Kaptein, N., Byerl, P., Birdi, K., Bisogni, F., Cassan, D., **Oțoiu, C.**& Alsina, V. (2012). [Police Knowledge Sharing Capabilities](#). *COMPOSITE-Comparative Police Studies in the EU*.
- Denef, S., Kaptein, N., Bayerl, P. S., Birdi, K., Bisogni, F., Cassan, D., ... **Oțoiu, C.**.... & Vonas, G. (2011). ICT trends in European policing (Deliverable 4.1).*COMPOSITE-Comparative Police Studies in the EU*.
- **Ciuce C.**, Oțoiu G., Sicoe A., & Vestemean I. (2005). Raportul de evaluare internă a activității didactice în UMF Cluj, Editura UMF Iuliu Hatieganu, Cluj Napoca
- **Ciuce C.** (2004). Raportul de autoevaluare privind activitatea didactică în UMF Iuliu Hatieganu, volum litografiat UMF Iuliu Hatieganu, Cluj Napoca

Papers presented at national and international conferences:

A. International

- **Oțoiu, C.** (2014). Comments from an OD Perspective on the MPTUM activities (I) – parte din symposium “The organizational development approach to change in higher education”, Chair: Sofia Chirică, Universitatea Babeș-Bolyai, Cluj Napoca, Romania, 28th International Congress of Applied Psychology, 8-13 July 2014, Paris, France
- **Oțoiu, C.** (2013). “Emergent states in constantly changing teams”- part of the symposium “Leadership and team processes in safety-critical environments”, Chair: Gillian B. Yeo, University of Western Australia. 28th Society for Industrial and Organizational Psychology Annual Conference, Houston, Texas, USA
- **Oțoiu, C.** (2012). “Cross-understanding dynamics in medical emergency intervention teams”. 30th International Congress of Psychology, 22 – 27 July, 2012, Cape Town, South Africa.
- **Oțoiu, C., Băban, A., Andrei, D. & Ferent, O.** (2012). „The Romanian adaptation of the trust in teams measure”. 30th International Congress of Psychology, 22 – 27 July, 2012, Cape Town, South Africa.
- **Oțoiu, C., Rațiu, L., Andrei, D., Rus, C. & Vonaș, G.** (2012). “An investigation of the content of police professional identity: An internal perspective”. 30th International Congress of Psychology, 22 – 27 July, 2012, Cape Town, South Africa.
- **Oțoiu, C., Chirică, S., Andrei, D. & Rus, C.** (2012). “Social responsibility in universities: A systematic review”. 30th International Congress of Psychology, 22 – 27 July, 2012, Cape Town, South Africa.
- **Oțoiu, C.** (2012). “Designing a simulation game for the evaluation of cross-understanding in teams”. 43rd Conference of the International Gaming and Simulation Association, 02 – 06 July, 2012, Cluj-Napoca, Romania.
- **Oțoiu, C., Andrei, D., & Băban, A.** (2011). „Cross-understanding and trust formation within medical emergency intervention teams”. PSIWORLD 2011, 2nd International Conference “Psychology and the realities of the contemporary world”, 27-30 Octombrie 2011, București, Romania.
- **Oțoiu, C. & Oțoiu, G.** (2011). “Testing a Simulation Game as a Potential Teaching Method for a Masters Course in Human Resources Management”. PSIWORLD 2011, 2nd International Conference “Psychology and the realities of the contemporary world”, 27-30 Octombrie 2011, București, Romania.
- **Andrei, D., Rațiu, L., Oțoiu, C., & Chirică, S.** (2011). „Professional Performance within a police force in the context of change”. PSIWORLD 2011, 2nd International Conference “Psychology and the realities of the contemporary world”, 27-30 Octombrie 2011, București, Romania.
- **Oțoiu, C., Băban, A., & Andrei, D.** (2011). “An analysis of cross-understanding and trust within medical emergency intervention teams”. 25th European Health Psychology Conference, 20-24 September 2011, Crete.
- **Oțoiu, C. & Oțoiu, G.** (2011). “Development and Evaluation of a Simulation Game for Teaching a Masters Course in Human Resources Management”. 42nd International Conference of the International Simulation and Gaming Association, July 2011, Warsaw.
- **Egold, N., Andrei, D. M., Fortes-Ferreira, L., Oțoiu, C., Potocnik, C. & Dick, R. Van.** (2011) „Lead or beat your subordinates? Does transformational leadership push trust and organizational identification to make employees healthy and productive?”. 15th Conference of the European Association of Work and Organizational Psychology, May

2011, Maastricht.

- Rus, C.L., Jesus, S. N. de, **Oțoiu, C.**, Andrei, D.M. (2011). "Team learning and work team effectiveness: A review of the empirical studies". 15th Conference of the European Association of Work and Organizational Psychology, May 2011, Maastricht.
- Andrei, D., **Oțoiu C.**, Isailă, Ș. & Băban, A. (2010). "An exploratory study of trust and distrust development in the context of patient-physician relationship". 24th European Health Psychology Conference, 1-4 September 2010, Cluj-Napoca.
- Isailă, S., Andrei, D., **Oțoiu, C.** & Băban, A. (2009). "What does it mean to trust your team colleagues? A grounded theory approach". 11th European Congress of Psychology, 07-11 iulie 2009, Oslo.
- **Ciuce, C.**, Leigh, E. & Kanegae, H. (2008). "The development of a frame game designed for organizational change management processes", The 39th Edition of the ISAGA Annual Conference, „Games: virtual worlds and reality”, July 2008, Kaunas, Lithuania.
- **Ciuce, C.** & Onacă, D. (2008). "Emotional Aspects Related to Organizational Change Management Processes In Public Institutions. Findings from two Case Studies", IWP Conference, July 2008, Sheffield, UK.
- Dudea, D., Alb, C., **Ciuce, C.** & Greta, D. (2006). „Dentistry – from motivation of selection as a subject to future professional expectation”, AMME Conference, September 2006, Cotone Congressi, Genoa, Italy.
- **Ciuce, C.** (2005). „Applying Organizational Diagnosis Theory on a Not for Profit Organization”, Annual Congress of the European Federation of Psychology Student Associations, May 2005, Madrid.

B. National

- Rațiu, L., **Oțoiu, C.**, & Chirică, S. (2013). "The investigation of the university social responsibility within the Romanian cultural context: an application of the Q methodology" Conferința Națională de Psihologie Industrială și Organizațională, 26-27 Aprilie 2013, Brașov
- Ferent, O., & **Oțoiu, C.** (2011). "Analiza relației dintre cross-understanding, încredere și coordonare implicită în sisteme multiechipă". Conferința Națională de Psihologie Industrială și Organizațională, 07-09 Aprilie 2011, București.
- **Oțoiu, C.**, Andrei D. & Isailă, Ș. (2010). „Organizational trust: theoretical aspects and practical implications". Conferința Națională de Psihologie, 23-25 Septembrie 2010, Iași.
- **Oțoiu, C.**, Rus, C.L., Isailă, Ș., Pitariu, H.D. & Andrei, D. (2010). "Testing for the factorial structure of the Behavioural Trust Inventory, BTI". Conferința Națională de Psihologie Industrială și Organizațională, 22-24 Aprilie 2010, București
- Chirică, S., Andrei, D. & **Oțoiu, C.** (2009). "Descoperirea complexității prin spargerea scenariilor de lucru în grup". Conferința Națională de Psihologie Industrială și Organizațională, 5 – 7 iunie 2009, Cluj Napoca.
- Chirică, S., Andrei, D. & **Oțoiu, C.** (2009). „The basic social process of the self sufficient organization culture. An application of Grounded theory." Psychology congress: "Modern Psychological Research – Directions and Perspectives", 22 – 24 may 2009, Sibiu, Romania.

- **Ciuce, C.** (2007). "Organizational Simulations as a Tool for Organizational Change", Conferința Națională de Psihologie Industrială și Organizațională, APIO, mai 2007, Cluj Napoca.
- **Ciuce, C.** (2004). " Inteligența emoțională între adevăr și mit", Conferința Națională Studențească „Psihologia - Tendințe Actuale și Perspective”, Mai 2004, Cluj Napoca
- Sfetcu, S. & **Ciuce, C.** (2003). " Influența minorității. Diferențe între sexe", Simpozionul Național „Cercetare și Aplicații în Psihologie”, Mai 2003, Timișoara
- **Ciuce, C.** (2003). " Elaborarea unui instrument de evaluare a inteligenței emoționale" Conferința Națională de Psihologia Muncii și Organizațională „Al. Roșca”, Mai 2003, Constanța
- **Ciuce, C.** (2002). "Inteligența emoțională - determinantă a succesului managerial", Conferința Națională de Psihologia Muncii și Organizațională „Al. Roșca”, Mai 2002, Cluj-Napoca

Other professional activities:

- Chair of the 43rd International Conference of the International Simulation and Gaming Association, 2 – 6 July 2012, Cluj Napoca
- Chairperson & Local Organizer – 6th Edition of ISAGA Summer School „Simulation game design for education and training”, 15 – 22 august 2009, Cluj Napoca, Romania
- Member of the Organizing Board for the National Industrial and Organizational Psychology Conference, APIO: 16th (2016); 10th (2010); 9th (2009), 8th (2008) & 7th (2007) Editions
- Managing editor - Chirică, S., & Aniței, M. (2011). *Strengthening competence oriented higher education* (Edited Volume). Vol I & II, Cluj: UMF Iuliu Hatieganu