

Curriculum Vitae

Catalina D. Dumitru, MA

Contact Information Bremen International Graduate School for Social Sciences (BIGSSS)
Jacobs University
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Position PhD Fellow in Organizational Studies/Business Administration
Research interests Trust development in cross-functional teams
Organizational identification
Multilevel perspectives and emergence in management studies
Systematic literature review and meta-analysis
Mixed-methods research design (longitudinal surveys and interviews)

Education **September 2013 – present**
PhD Fellow - Bremen International Graduate School for Social Sciences
Jacobs University Bremen, Germany.

- Dissertation topic: *Trust-building practices in cross-functional teams in multinational organizations*
- Supervisors: Prof. Guido Möllering, Prof. Margrit Schreier
- Area of study: Organizational Studies/Industrial and Organizational Psychology

October 2008 – June 2010
Master Degree - University of Bucharest
Bucharest, Romania.

- Thesis title: *How to cope with student life: The dynamic relationship between academic self-efficacy, self-esteem and coping mechanisms*
- Supervisor: Dr. Laurentiu Mincu
- Area of study: Social Psychology/ Work and Organizational Psychology

April 2009 – September 2009
ERASMUS Scholarship - Semester abroad at the Albert-Ludwigs Universität
Freiburg, Germany

October 2005 – June 2008
Bachelor Degree - University of Bucharest
Bucharest, Romania.

- Area of study: Social Psychology/ Work and Organizational Psychology
- Overall grade: *very good*

*Research
Experience*

since **September 2013**
Research Fellow – BIGSSS, Jacobs University Bremen.

- Designing, implementing and collecting data for a longitudinal 3-wave survey on campus (student data);
- Data analysis using SPSS™ and R™.

Research Assistant (CoWell & AgeAct) -> assistance with writing up DFG (Deutsche Forschungsgesellschaft) research proposals.

*Teaching
Experience*

Summer Semester 2014/2015
Bachelor-level Seminar “Bachelorarbeit: Themenfindung und Strukturierung” (in German), Bremen University, Department of Sociology

Winter Semester 2015/2016
Bachelor-level Seminar “Academic and professional skills” (in English), Jacobs University Bremen, School of Humanities and Social Sciences

Winter Semester 2015/2016
Bachelor-level Seminar “Bachelorarbeit: Themenfindung und Strukturierung” (in German), Bremen University, Department of Sociology

*Conference
Presentations*

“Trust-building in cross-functional teams: Communication practices described by team members, managers and consultants” Paper Presented at the *9th FINT Conference on Trust within and between organizations* – Dublin, November, 2016.

“Practices of trust-building in cross-functional teams: Does culture matter?” Paper presented at the *4th Romanian-American University Conference on crossing boundaries in cross-cultural contexts* – Bucharest, May, 2016.

“Trust emergence in cross-functional teams: Exploring management consultants’ perspective” Paper presented at the *31st EGOS Colloquium Athens, Sub-theme 01: PDW-01 [SWG-02]: Trust in challenging contexts* – Athens, July, 2015.

“Data analysis using RQDA™” Presented at the *University of Edinburgh Research Retreat* – Edinburgh, February, 2015.

“Team-level trust: A systematic review of the literature” Paper Presented at the *8th EAISM/FINT Conference on Trust Research* – Coventry, November, 2014.

“Team trust development and interactions across organizational levels” BIGSSS Summer Retreat - Bad Bederkesa, May, 2014

Publications: Dumitru, C. D., Schoop, M. A. (2016), "How does trust in teams, team identification, and organizational identification impact trust in Organizations?" *International Journal of Management and Applied Research*, Vol. 3, No. 2, pp. 87-97.
<http://dx.doi.org/10.18646/2056.32.16-007>
Dumitru, C. D. (2015). Predictors of organizational trust: The dynamic relationship between organizational trust, organizational identification and cultural intelligence. In *International Conference on Marketing and Business Development Journal* (Vol. 1, No. 1, pp. 161-167) Bucharest University of Economic Studies.

Professional Experience

June 2012 – October 2013

Project Coordinator - At work consulting GmbH, Bremen – Germany

- Field of activity: Management Consulting
- Project management;
- Conflict management and inter-cultural trainings;
- Business reports.

January 2010 – March 2012

Human Resources Consultant - Grafton Recruitment srl, Bucharest – Romania

- Field of activity: Management Consulting
 - Coordinating recruitment projects for multinational companies;
 - Project and key account management;
 - Business reports for foreign investors;
 - Managing client and candidate database.
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Fellowships

September 2013 – September 2017

Research Fellowship funded through the German Research Association – DFG

August 2015 – September 2015

Lim Kim San Doctoral Research Fellowship – Singapore Management University (Singapore)

April 2009 – September 2009

Foreign exchange scholarship of the European Union (*ERASMUS* Grant)

Membership and Affiliations

Member of the European Group for Organizational Studies (EGOS)
Member of the Athens Institute for Research and Education (ATINER)

IT Skills

Good command of Microsoft Office™ and Microsoft Project Management™
Strong command of survey design interfaces (Unipark/ Questback™, Qualtrics™)

Very good command of statistical software (SPSS™, R™)
Good command of data visualization software (Tableau™, Visual.ly™)
Referencing software (Mendeley™)

Language skills German – Advanced (B2 Level – OnDAF Language Certificate)
English – Fluent (C1 – Cambridge Certificate)
Romanian – Native

Extra-curricular activities: Equal Opportunities Officer as part of the PhD and Post Doc
BIGSSS Admissions Committee 2014-2015
BIGSSS Best Paper Award Committee 2014
BIGSSS PhD Satisfaction Survey 2014

Workshops Winter School for Mixed-Methods Design – Bremen, January, 2014
Systematic literature review and meta-analysis – Graduate Workshop
(November, 2013)
BIGSSS Trust in teams workshop – Bremen, December, 2014
BIGSSS Trust research seminar – Bremen, May, 2015
