



## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Cristina Leovaridis**  
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E-mail cristina.leovaridis@ciomunicare.ro  
Nationality Romanian  
Date of birth 10.09.1977  
Gender F

### Work experience

Dates	October 2016-present
Occupation or position held	Associate professor PhD
Main activities and responsibilities	Courses and seminars: Organizational culture, Innovation in creative industries, Organizational communication in global environment, Management of advertising agency, Practice. Coordinating dissertations, participation in evaluation committees at admission and graduation, in committees evaluating doctoral research reports and doctoral thesis in the department, participation in research projects, publication of articles, volumes, presentations at scientific conferences etc.
Name and address of employer	Faculty of Communication and Public Relations, National University of Political Studies and Public Administration, 30A Expozitiei Bd., Bucharest.
Type of business or sector	Higher education
Dates	February 2015 - present
Occupation or position held	Coordinator of Part-time Education Center (PTE); Coordinator of Master in Advertising
Main activities and responsibilities	Coordination of PTE Center activities (semesterly: courses documents evaluation, Student Guide updating, Moodle platform content updating etc.). Coordination of Master in Advertising activities (admission organization, curricula updating, evaluation of courses description and syllabus, Master promotion etc.)
Name and address of employer	Faculty of Communication and Public Relations, National University of Political Studies and Public Administration, 30A Expozitiei Bd., Bucharest.
Type of business or sector	Higher education
Dates	March 2009-present
Occupation or position held	Lecturer PhD
Main activities and responsibilities	Courses and seminars: Organizational communication in global environment, Organizational culture, Innovation and knowledge management, Management of advertising agency, Consumer Behaviour, Practice in advertising. Coordinating dissertations on topics: sociology of organizations, management, human resources, advertising.
Name and address of employer	Faculty of Communication and Public Relations, National University of Political Studies and Public Administration, 30A Expozitiei Bd., Bucharest.
Type of business or sector	Higher education
Dates	May 2002-March 2011
Occupation or position held	Scientific researcher (junior researcher between May 2002-January 2008)

Main activities and responsibilities	Participation in research projects and grants (theoretical documentation, construction of research tools, field research, statistical data analysis, preparing research reports etc.) in the fields of SMEs, entrepreneurship and innovation, employment, cultural industries, social dialogue, knowledge-based society.
Name and address of employer	Institute of Sociology, Romanian Academy, Calea 13 Septembrie no. 13, Bucharest
Type of business or sector	Research
Dates	February 2007-February 2009
Occupation or position held	Lecturer PhD (collaborator)
Main activities and responsibilities	Courses and seminars: Advertising sociology, General sociology. Coordinating dissertations
Name and address of employer	Faculty of Sociology and Social Work, University of Bucharest, Schitu Magureanu no.9, Bucharest.
Type of business or sector	Higher education
Dates	October 2002-July 2006
Occupation or position held	Assistant professor (collaborator)
Main activities and responsibilities	seminars: Human resources management, Organizational sociology
Name and address of employer	Faculty of Mechanical Engineering, Polytechnic University of Bucharest, Splaiul Independentei no.313, Bucharest
Type of business or sector	Higher education
<b>Education and training</b>	
Dates	December 2010-March 2013
Title of qualification awarded	Postdoctoral studies in Economics (thesis title: "New characteristics of the life quality in the context of knowledge economy and competition in Europe. Organizational and managerial aspects")
Principal subjects/occupational skills covered	Labour market, working conditions, knowledge workers
Name and type of organisation providing education and training	National Institute of Economic Research, Romanian Academy
Dates	November 2002-June 2007
Title of qualification awarded	PhD in Sociology (thesis title: "Advertising industry – an organizational approach")
Principal subjects/occupational skills covered	Advertising management, Organizational sociology, Mass-communication sociology, Cultural industries
Name and type of organisation providing education and training	Faculty of Sociology and Social Work, University of Bucharest
Dates	October 2003-July 2004
Title of qualification awarded	Postgraduate Studies "Communications and human resources"
Principal subjects/occupational skills covered	Culture and organizational analysis, Communication and Persuasion, Recruitment & Selection, Conflict Solving
Name and type of organisation providing education and training	Faculty of Journalism and Mass Communication, University of Bucharest.
Dates	October 2000-February 2002
Title of qualification awarded	MA "Social anthropology and community development"
Principal subjects/occupational skills covered	anthropology, community development, social indicators
Name and type of organisation providing education and training	Faculty of Sociology and Social Work, University of Bucharest
Dates	October 1996-July 2000
Title of qualification awarded	bachelor
Principal subjects/occupational skills covered	Logic, Aesthetics, History of Culture, Ethics, Cultural Anthropology

Name and type of organisation providing education and training Faculty of Philosophy, University of Bucharest

**Personal skills and competences**

Mother tongue(s) Romanian

Other language(s) English, French

Self-assessment  
European level (\*)

English

French

Understanding		Speaking		Writing	
Listening	Reading	Spoken interaction	Spoken production		
C1	C2	B2	C1	C2	
B2	B1	A2	A2	B1	

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

Social skills and competences

Communication skills, acquired through classroom activities and participation at conferences  
Team spirit, acquired through participation in research teams

Organisational skills and competences

Coordinator of Part-time Education Center (PTE), since February 2015  
Coordinator of Master in Advertising, since February 2015  
Coordinator Programs for FCRP students, offered by International Advertising Association (IAA) Romania (MentorIAA mentorship, IAA School, IAA Global Conference, Advertising Day, workshops dedicated to young people) and senior member AcademIAA, since 2017  
Director of minigrants for young researchers within the FCRP-SNSPA: 2012-2014, 2014-2016  
Coordinating student teams in field sociological research; coordinating teaching activities in courses and seminars

Computer skills and competences

Microsoft Word, Microsoft Excel, Microsoft PowerPoint, Internet

**Annexes**

List of publications  
List of national and international projects and grants  
List of papers presented at national and international conferences

## List of publications

### Papers in ISI indexed scientific journals:

- "Harnessing network-based intellectual capital in online academic networks. From the organizational policies and practices towards competitiveness" (with Mădălina Vătămănescu, Andreia Andrei, Diana Dumitriu), in *Journal of Knowledge Management*, vol. 20, nr. 3, 2015, pp. 594-619, ISSN 1367-3270
- „The rise of digital intelligence: challenges for public relations education and practices” (with Diana Cismaru, Patrizia Gazzola, Raluca Ciocina), in *Kybernetes*, nr. 10 vol. 47, pp. 1924-1940, <https://doi.org/10.1108/K-03-2018-0145>, ISSN 0368-492X

### Books (ed., in English):

- *Innovation and organizational learning* (ed., with Cismaru Diana), Tritonic Publishing House, Bucharest, 2014, 246 p, ISBN 978-606-8571-48-5.
- *Trends and Challenges in the Learning Economy* (ed., with Cismaru, Diana; Dumitriu, Diana), LAP LAMBERT Academic Publishing, Saarbrücken, Germany, 2016, 254 pag., ISBN 978-3-659-90965-8.

### Books (in Romanian):

- *New characteristics of the life quality in the context of knowledge economy and competition in Europe. Organizational and managerial aspects* (Subtitle: "New characteristics of the life quality for high-skilled employees"), Expert Publishing House, Bucharest, 2013, 370 p.
- *The advertising industry - an organizational approach*, first edition, University Publishing House, Bucharest, 2007, 454 p. Second edition, 2008, 400 p., awarded with The Prize of Romanian Academy "Dimitrie Gusti" in December 2009.
- *Social space of labour towards knowledge society* (with Ion Glodeanu, Oscar Hoffman, Andreea Nicolaescu), Expert Publishing House, Bucharest, 2011, 314 p.
- *New paradigms of innovation. Case Study – The Corporate University* (with Ion Glodeanu, Oscar Hoffman, Andreea Nicolaescu, Simona Raseev), Expert Publishing House, Bucharest, 2009, 272 p.
- *Small and medium enterprises and rural communities in sustainable development processes* (with Ion Glodeanu, Oscar Hoffman, Andreea Nicolaescu, Simona Raseev), Expert Publishing House, Bucharest, 2007, 178 p.
- *Institutional paradox. SMEs and sustainable development* (with Ion Glodeanu, Oscar Hoffman, Andreea Nicolaescu, Simona Raseev), Expert Publishing House, Bucharest, 2006, 428 p.
- *Human resources management* (with Stefan Stanciu, Mihaela Ionescu, Dan Stanescu), comunicare.ro Publishing House, 2003, 338 p.
- *Human resources management. Tests and case studies* (with Stefan Stanciu), Bren Publishing House, 2003, 175 p.

### Chapters in books (co-author at books with a larger group of authors) (in Romanian):

- "New configurations of the rural population. The role of SMEs in modernization of the village from the perspective of European integration", in Ilie Badescu (ed.), *Peasants and New Europe*, Mica Valahie Publishing House, 2003, 32 p. (with Oscar Hoffman, Ion Glodeanu, Rașeev Simona, Andreea Nicolaescu)
- "Agriculture, SMEs and financing in rural area. Small rural enterprise", in Ilie Badescu, Darie Cristea (eds.) *Elements for a dictionary of rural sociology*, Mica Valahie Publishing House, 2003, 17 p. (with Oscar Hoffman, Ion Glodeanu, Rașeev Simona, Andreea Nicolaescu)
- "entrepreneurship", "rural organization", "ethnocentrism", "cultural diffusion", "cultural relativism" in Ilie Badescu, Ozana Cucu-Oancea (eds.) *Dictionary of rural sociology*, Mica Valahie Publishing House, Bucharest, 2005, 14 p.
- "Affirmation of the rural world: small and medium enterprises in Romania and the EU", in Ilie Badescu, Oscar Hoffman (eds.) *Life and death in the Romanian village. Sociodemographic aspects of rural world*, Mica Valahie Publishing House, Bucharest, 2005, 20 p. (with Oscar Hoffman, Ion Glodeanu, Rașeev Simona, Andreea Nicolaescu)
- "Advertising agencies - between advantages and limitations of adhocracy" in Eugen Avram, Z. Romeo Cretu (eds.), *Organizational and managerial psychology in a European context*, University Publishing House, Bucharest, 2007 (pp. 197-226)
- "Innovation in knowledge-intensive organizations in the services sector", in Eugen Avram (ed.), *Psychology in modern organizations*, University Publishing House, Bucharest, 2008 (pp.257-270)
- "Knowledge-intensive organizations" in Cary L. Cooper, Eugene Avram (eds.), *Organizational and managerial psychology. Current trends*, Polirom Publishing House, Iasi, 2008 (pp. 838-870)
- "Advertising industry in crisis? Organizational aspects of the current state of advertising industry in Romania", in Emilian Dobrescu (ed.), *The book of crises. An optimistic look*, Wolters Kluwer Publishing House, Bucharest, 2010 (pp. 168-188)
- "Comparative analysis on the situation of health and safety at work for employees in European Union countries", in Eugen Avram (ed.), *The psychology of organizational health*, vol. I, University Publishing House, Bucharest, 2011 (pp. 36 - 50)
- "Knowledge-intensive organizations and their management. Advertising agency as an organization of this type" in Constantin Stoenescu (ed.), *Knowledge management – current topics*, University of Bucharest Publishing House, Bucharest, 2011 (pp. 45-77).
- "Corporate University. Social responsibility of universities" in Dumitru Borțun (ed.), *Corporate social responsibility: from public relations to sustainable development*, Tritonic Publishing House, Bucharest, 2012 (pp. 360-374) (with Andreea Nicolaescu)
- "Entrepreneurship in Romanian environment, tools and barriers: a critical perspective ", in Diana Cismaru (ed.), *Entrepreneurship and performance in business*, comunicare.ro Publishing House, Bucharest, 2013 (pp. 75-104) (with Diana Gavra)
- "Entrepreneurship applications", in Diana Cismaru (ed.), *Entrepreneurship and performance in business*, comunicare.ro Publishing House, Bucharest, 2013 (pp. 186-236) (with Diana Cismaru)
- "Work organization and quality of life in knowledge economy", in Eugen Avram (ed.), *The psychology of organizational health*, Vol. II, University Publishing House, Bucharest, 2014 (pp. 61-73)
- "Romanian higher education and educational system: results of last 20 years", in Diana Cismaru (ed.), *Access to higher education: historical, cultural and social perspective*, comunicare.ro Publishing House, Bucharest, 2014, electronic volume (pp. 153-188) (with Diana Cismaru)
- "Promotion through social media of music industry products", în Oana Nasui (ed.), *The new industrialists, creatives*, vol. 4, PostModernism Museum Publishing House, București, 2021 (pp. 406-431) (with Andreea Ane-Mary Josceanu).

### **Chapters in books (co-author at books with a larger group of authors) (in English):**

- "Aspects regarding Social Risks of Technological Innovations", in University "Dunărea de Jos" Galați (ed.), *The risk in contemporary economy*, Economic Publishing House, Bucharest, 2005, pp. 583-588
- „Innovative solutions for implementation of new types of organizations (in Intelligent Transport Systems)", Faculty of Managerial Informatics, Romanian-American University (eds.), *e-Society, Knowledge and Innovation* (electronic volume), Bucharest, 2008 (with Grafu Florin)
- "Strategies of the European Union and Romania for the support of R&D in small firms", in Paul Dobrescu (ed.) „R&D Perspectives. Promoting Innovation through Education, Culture and Communication", comunicare.ro Publishing House, Bucharest, 2009, pp. 51-59 (with Alexandra Zbucea)
- „The employees' quality of life in EU member states. The work-life balance" in University Spiru Haret Brasov Faculty of Management, National Institute for Economic Research of the Romanian Academy, The Manhattan Institute of Management (eds.) „Management of sustainable development and sustainable development of management" (electronic volume), 2011.
- "The leadership style and professional development of highly qualified employees in the knowledge-intensive services sector in Romania", in Constantin Bratianu, Alexandra Zbucea, Florina Pinzaru, Mihaela Dinu, Denisa Oprea, *Strategica. Strategic Thinking in a Changing World*, Comunicare.ro Publishing House, Bucharest, 2014, pp. 29-47.
- "Innovation as societal diffusion of invention – a theoretical perspective", "Innovative performance in Romania, compared to other European countries - a statistical overview", "Organizational innovation and knowledge-intensive organizations. Characteristics of innovation in services sector", "Characteristics of innovation in Romanian companies, according to national business magazines", in Diana-Maria Cismaru, Cristina Leovaridis (eds.), *Innovation and organizational learning*, Tritonic Publishing House, Bucharest, 2014 (pp. 9-115).
- "An insight into innovation in creative industries", in Madalina Vatamanescu (ed.), *Handling Knowledge: From Capitalization towards Innovation*, LAP LAMBERT Academic Publishing, Saarbrücken, Germany, 2015, pp. 151-182.
- "The intellectual capital within online academic networks: an exploratory approach" (with Mădălina Vătămănescu, Andreia Andrei, Diana Dumitriu), in Madalina Vatamanescu (ed.), *Handling Knowledge: From Capitalization towards Innovation*, LAP LAMBERT Academic Publishing, Saarbrücken, Germany, 2015, pp. 89-122.
- "Insights into Entrepreneurship in Romania. A Comparison to Other European Countries" (with Diana Cismaru, Gabriela Popescu), in Elena Negrea-Busuic and Mirela Pirvan, *Communication and Entrepreneurship in the European Context*, comunicare.ro, București, 2015, pp. 11-26.
- "Science and technology parks at European and national level and their role in the socio-economic development of the region", in Cismaru, Diana-Maria; Leovaridis, Cristina, Dumitriu, Diana (coord.), *Trends and Challenges in the Learning Economy*, LAP LAMBERT Academic Publishing, Saarbrücken, Germany, 2016, pp. 97-136.
- "University business incubators – partnerships between academia and business in the local community", in Cismaru, Diana-Maria; Leovaridis, Cristina, Dumitriu, Diana (coord.), *Trends and Challenges in the Learning Economy*, LAP LAMBERT Academic Publishing, Saarbrücken, Germany, 2016, pp. 71-96.
- "An insight into entrepreneurship in Romanian cultural-creative industries" (with Gabriela Popescu), in Alexandra Zbucea (ed.), *Entrepreneurs. Entrepreneurship: Challenges and Opportunities in 21<sup>st</sup> Century*, Editura Tritonic, București, 2017, pp. 183-199.

### **Articles, studies in scientific journals (in Romanian):**

- "SMEs in the European Union guidelines and experiences" in *Romanian Journal of Sociology*, no. 1-2/2002, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 145-164 (with Andreea Nicolaescu)
- "SMEs in Central and Eastern European countries. Romania's situation", in *Romanian Journal of Sociology*, no. 3-4/2002, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 423-452 (with Andreea Nicolaescu)
- "Critique of ethnocentrism: arguments of structural anthropology", in *Romanian Journal of Social Theory*, no. 3 / 2002, Institute of Political Sciences and International Relations, Romanian Academy Publishing House, Bucharest, pp. 22-32.
- "Social dialogue - the foundation of cooperation between unions and employers", in *Review of Organizational Psychology*, Applied Psychology Center, University of Bucharest, no. 1 / 2005, Polirom Publishing House, Iasi, pp. 92-102.
- "Romanians' subjective standard of living between poverty and wealth. Theoretical and data analysis", in *Yearbook of the Institute of Socio-Human Research Sibiu*, no. 1 / 2005, Institute for Socio-Human Research Sibiu, Romanian Academy Publishing House, Bucharest, pp. 231-247 (with Andreea Nicolaescu)
- "Developing skills in the transition to knowledge based society", in *Romanian Journal of Sociology*, no. 5-6/2005, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 469-480.
- "Perspectives on cultural industries in the main theories on the media in the past century", in *Academica*, no. 41-42, August-September 2005, Romanian Academy Publishing House, Bucharest, pp. 77-81.
- "Cultural industries - classical theoretical controversies and the current situation", in *Romanian Journal of Sociology*, no. 1-2/2006, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 161-176.
- "The SME sector reflected in the press", in *Romanian Journal of Sociology*, no. 1-2/2006, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 73-88 (with Andreea Nicolaescu)
- "Situation of innovative enterprises in Romania" in *Romanian Journal of Sociology*, no. 3-4/2006 Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 303-316 (with Andreea Nicolaescu)
- "Aspects of the current state of research and development sector in Romania" in *Romanian Journal of Statistics*, no. 8 / 2006, National Institute of Statistics, Bucharest, pp. 53-62 (with Andreea Nicolaescu)
- "Innovation - a possible solution to increase the competitiveness of Romanian companies", in *Academica*, no. 48-49, March-April 2006, Romanian Academy Publishing House, Bucharest, pp. 106-109 (with Andreea Nicolaescu)
- "Knowledge-intensive organizations - a new type of organization, specific for knowledge based society", the *Romanian Journal of Sociology*, no. 5-6/2006 Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 543-558.
- "SMEs and the innovative management", in *Romanian Journal of Sociology*, no. 3-4/2007, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 301-323 (with Ion Glodeanu, Oscar Hoffman, Andreea Nicolaescu, Simona Raseev)
- "The management style in Romanian advertising agencies", in *Romanian Journal of Sociology*, no. 1-2/2008, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 89-108.

- "Romanian universities towards academic entrepreneurship", in *Romanian Journal of Sociology*, no. 5-6/2008, Institute of Sociology, Romanian Academy, Romanian Academy Publishing House, Bucharest, pp. 497-509 (with Andreea Nicolaescu)
- "The situation of employees in cultural industries. Comparative analysis between Romania and EU countries, in *Romanian Journal of Sociology*, no. 3-4/2009, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 361-376.
- "The situation of female workforce in the field of scientific research in European countries", in *Romanian Journal of Sociology*, no. 3-4/2010, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 323-332.
- "Work-life balance – in current EU labor market policies", in *Romanian Journal of Sociology*, Romanian Academy Publishing House, Bucharest, no. 1-2/2011, pp. 108-122 (with Andreea Nicolaescu)
- "Quality of employees' life in EU countries. Aspects regarding the work nature and organization", in *Romanian Journal of Sociology*, Romanian Academy Publishing House, Bucharest, no. 5-6/2011, pp. 421-436.
- "Financing innovative SMEs - the solution to raising the competitiveness of Romanian economy on global markets", in *Romanian Journal of Sociology*, Romanian Academy Publishing House, Bucharest, no. 5-6/2011, pp. 437-448 (with Andreea Nicolaescu).
- "Quality of life for highly qualified employees in Hungary. Opinions of experts in the field", in *Romanian Journal of Sociology*, no. 3-4/2012, Institute of Sociology, Romanian Academy Publishing House, Bucharest, pp. 283-303.
- "Ways to spend free time for young people in our country" (with Roxana Antimiu), *Quality of Life Journal*, nr. 3/2017, pp. 283-312, The Research Institute for Quality of Life, Romanian Academy.
- „Balance between work, personal life and education for students. A qualitative research” (with Laura Cârțu), *Romanian Journal of Sociology*, nr. 1-2/2018, pp. 101-131, Institute of Sociology, Romanian Academy.
- "Characteristics of freelancing in creative industries" (with Roxana Antimiu, Laura Cârțu), *Quality of Life Journal*, nr. 4/2018, vol. XXIX, pp. 339-364, The Research Institute for Quality of Life, Romanian Academy.
- "Storytelling in advertising agencies – a qualitative research" (with Ileana Răchită), *Romanian Journal of Sociology*, nr. 1-2/2019, pp. 67-105, Institute of Sociology, Romanian Academy.
- "Entrepreneurial initiatives in e-commerce of products specific to creative industries" (with Mihai-Adrian Gheorghe), *Quality of Life Journal*, nr. 1/2021, vol. XXXII, pp. 5-32, The Research Institute for Quality of Life, Romanian Academy.
- "Work-life balance during the pandemic. A comparison between the IT and advertising sectors" (with Elena-Gabriela Păun), *Romanian Journal of Sociology*, nr. 1-2/2022, pp. 23-51, Institute of Sociology, Romanian Academy.
- "Telework during the pandemic in EU countries. Implications in the post-pandemic", *Euroinfo*, nr. 4/2022, vol. 6, pp. 34-45, Institute for World Academy, Romanian Academy.
- "Economic consumption behavior of people with intellectual disabilities – an European perspective" (with Alexandra Liliana Pascu), *Euroinfo*, nr. 1/2023, vol. 7, pp. 35-59, Institute for World Academy, Romanian Academy.
- "The consumption behavior of family events, between rural and urban, past and present" (with Codruța-Maria Predatu), *Romanian Journal of Sociology*, nr. 5-6/2023, Institute of Sociology, Romanian Academy, under publication.

#### Articles, studies in scientific journals (in English):

- „The effects of mass culture through advertising” in *Romanian Journal of Social Theory*, no. 3/2001, Institute of Social Theory, Romanian Academy Publishing House, Bucharest, pp. 57-70.
- „Innovation towards a knowledge-driven economy, in the context of Romania's integration in the EU”, in *Scientific Bulletin of UPB*, Mechanical Engineering series, Volume 67, no. 1/2005, University Polytechnic of Bucharest, Politehnica Press, Bucharest, pp. 85-97.
- „Human resource management in advertising agency”, in *Management & Marketing*, University of Craiova, vol. 7, no. 1/2009, pp. 157-167, available at <http://www.mnmk.ro/2009.php>
- „Institutional Innovation in the Romanian Higher Education Environment”, in *Petroleum-Gas University of Ploiesti Bulletin*, Economic Sciences Series, vol. LXI, nr. 3/2009, pp. 89-99, available at <http://www.upg-bulletin-se.ro/archive/2009-3/10.%20Leovaridis.pdf>.
- „Characteristics of employment - key factor of economic growth. Comparative analysis between Romania and the European States” (with Andreea Nicolaescu), in *Romanian Journal of Sociology*, Romanian Academy Publishing House, no. 1-2/2009.
- „Comparative aspects regarding consumption and consumers in European countries”, in *Management & Marketing*, University of Craiova, vol. 9, no. 2/2010, pp. 247-258, available at <http://www.mnmk.ro/2010-2.php>
- „The role of innovation in small and medium enterprises. The situation in Romania, as a EU member state”, in *Petroleum-Gas University of Ploiesti Bulletin*, Economic Sciences Series, vol. LXIII, nr. 5B/2010, pp. 154-163.
- „Comparative Aspects Regarding Safety and Health at Work in European Enterprises” in *Annals of Spiru Haret Economic Series*, vol. 2, nr. 2/2011, “Romania de Maine” Foundation Publishing House, Bucharest, pp. 77-89, available at [http://anale-economice.spiruharet.ro/files/anale/Issue2\\_2011.pdf#page=77](http://anale-economice.spiruharet.ro/files/anale/Issue2_2011.pdf#page=77).
- “The quality of life for employees in Romania and Hungary, according to academic and business journals in these countries”, in *Journal of Eastern Europe Research in Business & Economics*, nr. 2/2012, pp. 1-14, available at <http://www.ibimapublishing.com/journals/JEERBE/2012/421399/421399.html>.
- „The working conditions of highly qualified employees, in Romania and Hungary, according to some experts from the two countries, in the current economic crisis” in *Economica – Journal of Economic-Financial Theory and Practice*, supplement nr. 2 /2012, pp. 176-186, available at <http://economice.ulbsibiu.ro/revista.economica/archive/suplimente/Volume2-2012.pdf>.
- "The working conditions of highly qualified employees in marketing-advertising and IT&C sectors in Romania", in *Annales Universitatis Apulensis Series Oeconomica*, nr. 15/2013 vol. 1, pp. 280-294, available at <http://www.oeconomica.uab.ro/upload/lucrari/1520131/23.pdf>
- "Aspects of innovation within Romanian enterprises, compared to other European countries", in *Annals of Spiru Haret University Economic Series*, nr. 1/2013, vol. 4, “Romania de Maine” Foundation Publishing House, Bucharest, pp. 21-32.
- "Internal communication and social dialogue in the knowledge-based organizations" (with Diana Cismaru), in *Management Dynamics in the Knowledge Economy*, nr. 3/2013 vol. 1, pp. 459-479, available at <http://www.managementdynamics.ro/index.php/journal/article/view/39>
- "Characteristics of organizational culture and climate in knowledge-intensive organization" (with Diana Cismaru), in *Romanian Journal of Communication and Public Relations*, nr. 2 (32) vol 16/July 2014, pp. 35-56, available at [http://journalofcommunication.ro/34/leovaridis\\_cismaru.pdf](http://journalofcommunication.ro/34/leovaridis_cismaru.pdf)



- "Organizational Innovation – A Means to Enhance Quality of Life for Employees in Knowledge Economy" (with Gabriela Popescu), in *Management Dynamics in the Knowledge Economy*, nr. 1/2015, vol. 3, pp. 25-43, <http://www.managementdynamics.ro/index.php/journal/article/view/120>
- "Workplace Innovations as Reflected in the Romanian Economic Press", in *Romanian Journal of Communication and Public Relations*, nr. 1/2015, vol. 17, pp. 101-119, <http://journalofcommunication.ro/index.php/journalofcommunication/article/view/134/114>
- "Aspects Regarding Work-Life Balance of High-Skilled Employees in Some Romanian Services Sectors" (with Madalina Vatamanescu), in *Journal of Eastern Europe Research in Business & Economics*, Vol. 2015 (2015), pp. 1-15, <http://www.ibimapublishing.com/journals/JEERBE/2015/969136/969136.pdf>
- "Networking Intellectual Capital towards Competitiveness: An Insight into the European Higher Education Institutions" (with Elena-Madalina Vatamanescu, Diana-Luiza Dumitriu, Andreia Gabriela Andrei), in *Electronic Journal of Knowledge Management*, nr. 3/2015, vol.13, pp. 228-239, [ejkm-volume13-issue3-article684.pdf](http://ejkm-volume13-issue3-article684.pdf)
- „Aspects regarding virtual reality in creative industries” (with Monica Bahnă), în *Romanian Journal of Sociology*, nr. 3-4/2017, pp. 157-172, Institute of Sociology, Romanian Academy, available at <http://www.revistadesociologie.ro/sites/default/files/02-cleovaridis.pdf>.

**Papers in Proceedings indexed by ISI Thomson Reuters (in English):**

- "Working Conditions of Employees, Especially Those Highly Qualified, Reflected in the Economic Press in Romania and Hungary", in Khalid Soliman (ed.), *Innovation and Sustainable Competitive Advantage: From Regional Development to World Economies. Proceedings of The 18th International Business Information Management Association Conference*, electronic volume, International Business Information Management Association (IBIMA), pp. 349-361, 2012.
- "An insight into the work-life balance in the Romanian services sector" (with Madalina Vatamanescu) in Khalid Soliman (ed.), *Proceedings of the 24th International Business Information Management Association Conference. Crafting Global Competitive Economies: 2020 Vision Strategic Planning & Smart Implementation*, electronic volume, International Business Information Management Association (IBIMA), pp. 339-352, 2014.
- "The leadership style and professional development of highly qualified employees in the knowledge-intensive services sector in our country", in Constantin Brătianu, Alexandra Zbucea, Florina Pînzaru, Mihaela Dinu and Denisa-Adriana Oprea (eds.) *Proceedings of Strategica International Conference*, National University of Political Studies and Public Administration, Bucharest, 2013, comunicare.ro Publishing House, pp. 57-74, electronic volume.
- "Organizational innovation - a path to improve the working conditions in the knowledge economy" (with Gabriela Popescu), in Constantin Brătianu, Alexandra Zbucea, Florina Pînzaru, Elena-Mădălina Vătămănescu (eds.), *Proceedings of Strategica Academic International Conference. Management, Finance and Ethics* (electronic volume), National University of Political Studies and Public Administration, Bucharest, 2014, comunicare.ro Publishing House, pp. 387-406.
- "Exploring Network-Based Intellectual Capital as a Competitive Advantage: An Insight Into European Universities From Developing Economies" (with Mădălina Vătămănescu, Andreia Andrei, Diana Dumitriu), in Juan Gabriel Cegarra Navarro (ed.), *Proceedings of the 7th European Conference on Intellectual Capital ECIC 2015*, organized by Technical University of Cartagena, Spain, 9-10 April 2015, pp. 350-358, electronic volume.
- "Entrepreneurial education in Romanian universities" (with Valeriu Frunzaru, Diana-Maria Cismaru), in L. Gómez Chova, A. López Martínez, I. Candel Torres - IATED Academy (eds.), *Proceedings of INTED2016 Conference. 10th International Technology, Education and Development Conference*, organized by IATED Academy, 7-9 March 2016, Valencia, Spain, pp. 92-102, electronic volume.
- "City branding as marketing innovation in local administration" (with Gabriela Popescu) in Constantin Brătianu, Alexandra Zbucea, Florina Pînzaru, Ramona Leon, Elena-Mădălina Vătămănescu (eds.), *Strategica. Opportunities and risks in the contemporary business environment*, Tritonic, București, 2016, pp. 586-599, electronic volume.
- "The interest in entrepreneurship among Romanian students" (with Valeriu Frunzaru) in Constantin Brătianu, Alexandra Zbucea, Florina Pînzaru, Ramona Leon, Elena-Mădălina Vătămănescu (eds.), *Strategica. Opportunities and risks in the contemporary business environment*, Tritonic, București, 2016, pp. 612-620, electronic volume.
- "Between Motherhood and Entrepreneurship: Insights on Women Entrepreneurs in the Creative Industries" (with Monica Bahnă, Diana Cismaru), in Constantin Brătianu, Alexandra Zbucea, Alexandra Vitelar (eds.), *Strategica 2018. Challenging the Status Quo in Management and Economics*, Tritonic, București, 2018, electronic volume, pp. 1383-1404, ISSN 2392-702X, ISBN 978-606-749-365-8
- "Internship as a method of recruitment and selection in knowledge-intensive organizations in the services sector" (with Raluca Silvia Ciocina, Silvia Tanasa), in L. Gómez Chova, A. López Martínez, I. Candel Torres (eds.), *ICERI2019 Proceedings*, IATED Academy, 2019, ISSN 2340-1095; ISBN 978-84-09-14755-7, Seville, Spain, pp. 10857-10868.
- "Characteristics of Start-Ups Created by Young People in the Creative Industries" (with Roxana Antimiu, Diana Cismaru), in Constantin Brătianu, Alexandra Zbucea, Bogdan Hrib, Alexandra Vitelar, Flavia Anghel (eds.), *Strategica 2019. Upscaling Digital Transformation in Business and Economics*, Tritonic, Bucuresti, 2019, ISSN: 2392 – 702X; ISBN: 978-606-749-428-0, pp. 472-478.
- "Vintage – One Fashion, Two Generations. Purchasing and Consumption Behavior of Baby Boomers and Z Generations" (with Madalina Claudia Ionita, Gabriela V. Popescu), in Constantin Brătianu, Alexandra Zbucea, Flavia Anghel, Bogdan Hrib (eds.), *Strategica 2020. Preparing for Tomorrow, Today*, Tritonic, Bucuresti, 2020, ISBN: 978-606-749-508-9 ISSN: 2734 - 746X ISSN-L 2734 – 746X, pp. 312-333.
- "Aspects regarding Roma employment in advertising agencies" (with Ștefania-Ruxandra Vasilescu, Gabriela Popescu), in Constantin Brătianu, Alexandra Zbucea, Flavia Anghel, Bogdan Hrib (eds.), *Strategica. Shaping the Future of Business and Economy*, Tritonic, Bucuresti, 2021, ISBN 978-606-749-579-9 ISSN 2734 - 746X ISSN-L 2734 – 746X, pp. 489-504.
- "Digital book consumption as a form of sustainable consumption, before and during the pandemic" (with Diana Coleff, Gabriela Popescu), in Anghel, F., Ciuciuc, V.-E., Hrib, B., Mitan, A., & Stratone, M.-E., *Strategica. Sustainable Development and Strategic Growth*, Tritonic, București, 2022, ISBN 978-606-749-628-4, ISSN 2734 - 746X, pp. 460-479.

**Member in national or international research projects or grants:**

- 2002-2003 "Information Society - Knowledge based Society" project, funded by the Romanian Academy, "Place and role of knowledge-intensive institutions in the transition to knowledge based society and European integration" subprogram;
- 2003-2004 national grant funded by the Romanian Academy "The role of SMEs in Romania's social and economic development";
- 2003-2004 international grant funded by European Commission (DG Employment and Social Affairs) "Industrial relations and social dialogue in candidate countries for accession to the European Union", developed in cooperation with the University of Louvain la Neuve, Belgium;

- 2003-2004, Romanian Academy project "Development of rural communities in the context of European integration", SMEs section;
- 2005-2006 national grant funded by the Romanian Academy "Innovative enterprises in the perspective of acceding Romania in the European Union";
- 2005-2008 Excellence Project financed by Romanian Education and Research Ministry, "Sustainable Development of Romania in the European and global context", sub-theme "Small and medium enterprises and rural communities in sustainable development processes", developed in cooperation with National Institute of Economic Research;
- 2007-2008 national grant funded by the Romanian Academy "Entrepreneurship and SME in post-acceding Romanian policies";
- 2007-2010 national grant funded by Romanian Education and Research Ministry "Economic and social effects of cultural and creative industries in Romania", subprogram "Social effects of copyright-based industries" and "Employment in the cultural and creative industries", developed in cooperation with the National Institute Economic Research;
- 2004-2005 national grant funded by the Romanian Academy, "Socio-economic coordinates of development strategy for SMEs in Romania";
- 2006-2007 national grant funded by the Romanian Academy, "Management of innovative enterprises in the context of European integration and globalization";
- 2008-2010 national grant funded by the Romanian Academy, "Changes in the structure of employment for the convergence with the European Single Market"
- 2008-2011 national grant funded by Romanian Education and Research Ministry "Improving financing of innovative SMEs in Romania in context of EU integration and globalization", developed in cooperation with the National Institute of Economic Research;
- 2010-2011 international grant funded by European Social Fund "Instruments and mechanisms to increase and facilitate access to higher education", Faculty of Communication and Public Relations, National University of Political Studies and Public Administration.
- 2012-2013 national grant funded by European Social Fund "Entrepreneurship for human resources", Faculty of Communication and Public Relations, National University of Political Studies and Public Administration.
- 2012-2014 coordinator for national grant funded by National University of Political Studies and Public Administration "Innovation as a driver of organizational learning in the knowledge society".
- 2014-2016 coordinator for national grant funded by National University of Political Studies and Public Administration "External influences and internal strategies of organizational development in the learning economy".
- 2014-2015 national grant funded by European Social Fund „Internationalization, equity and academic management for quality higher education”, Faculty of Communication and Public Relations, National University of Political Studies and Public Administration.
- 2017-2018 international grant ERANET funded by UEFISCDI and European Commission „Accelerating Low carbon Industrial Growth through CCUS: ALIGN-CCUS”, Faculty of Communication and Public Relations, National University of Political Studies and Public Administration.
- 2022 (February-July) national grant POCU/829/6/13/141279 „Kickstart Student”, National University of Political Studies and Public Administration.

**Presentations at international scientific conferences (in English):**

- "Aspects regarding Social Risks of Technological Innovations", at International Conference "The risk in contemporary economy", 4-5 November 2005, Faculty of Economics, University "Dunarea de Jos", Galati.
- "Les organisations du domaine publicitaire – des organisations de type intensivement cognitif " at International Conference "Les fondements of communication organisationnelle: tendances actuelles" en association avec le 14<sup>ème</sup> Colloque Bilatéral Franco-roumain „Les Organisations et la Culture des Media – transformations corporatives”, Faculty of Letters, University of Bucharest, 1-2 June 2007.
- "Implementation of innovative solutions for new types of organizations (in ITS)", at International Conference "e-Society, Knowledge and Innovation", Faculty of Managerial Informatics, Romanian-American University, 27 September 2008 (with Florin Grafu).
- "Innovative gap as conceptual gap," at International Conference "Social Innovation - factor of social-economic development", Quality of Life Research Institute, Romanian Academy, 26 September 2008 (with Oscar Hoffman, Ion Glodeanu, Simona Raseev).
- "Strategies of the European Union and Romania for the support of R & D in small firms ", at International Conference "R&D Perspectives. Promoting Innovation through Education, Culture and Communication", 6-7 November 2009, Bucharest, organized by the Faculty of Communication and Public Relations, National School of Political and Administrative Sciences (with Alexandra Zbucnea).
- "The role of innovation in Small and Medium Enterprises. The Situation in Romania, as a EU member state", at International Conference "The 2nd International Conference - Science and Technology in the Context of Sustainable Development ", 4-5 November 2010, organized by Petroleum-Gas University of Ploiesti
- "The employees' quality of life in EU member states. The work-life balance", at International Symposium „Management of sustainable development and sustainable development of management”, organized by University Spiru Haret Brasov Faculty of Management, National Institute for Economic Research of the Romanian Academy, Academy of Economic Studies of Moldova and The Manhattan Institute of Management, 25-27 March 2011, Brasov.
- "Policies and strategies at the EU and national level regarding the improvement of working conditions in knowledge-based society", at International Congress "ARA35 – Science & Art in the Informatics' Era", American Romanian Academy of Arts and Sciences, University Polytechnic of Timisoara, Timisoara, 6-10 July 2011.
- "The training of employees - a comparative perspective between Hungary and Romania", at International conference „Sustainable development and socio-economic welfare in european context - Post Doctoral School", National Institute of Economic Research, Romanian Academy, Bucharest, 7 October 2011.
- „Strategies, policies, legislation developed in Hungary to improve the working conditions for employees. Comparison with the policies and legislation in the field in Romania” at International conference „Socio-Economic Approach: Multi-Scale Integrated Analysis and Macroeconomic Modeling - Post Doctoral School” National Institute of Economic Research, Romanian Academy, Bucharest, 22-23 November 2011.
- "Working Conditions of Employees, Especially Those Highly Qualified, Reflected in the Economic Press in Romania and Hungary" (virtual participation), la The 18th IBIMA Conference *Innovation and Sustainable Economic Competitive Advantage. From Regional Development to World Economies*, International Business Information Management Association (IBIMA), Istanbul, Turkey, 9-10 May, 2012.



- "The working conditions of highly qualified employees in Romania and Hungary, according to some experts from the two countries, in the current economic crisis" at 19th International Economic Conference „The persistence of the global economic crisis: causes, implications, solutions”, organized by "Lucian Blaga" University Sibiu, 15-18 June 2012, Sibiu.
- "Aspects regarding the quality of life for high skilled employees in R&D and in higher education in Romania" at International Conference "European Sociology: New Challenges and Opportunities", organized by Romanian Sociological Association and Institute for Quality of Life - Romanian Academy, 27-28 September 2012, Oradea.
- "The working conditions of highly qualified employees in marketing-advertising and IT&C sectors, in our country", at International Workshop on Economics, Management and Marketing "Economy and Globalization – Challenges and Opportunities", organized by "1 Decembrie 1918" Alba Iulia University and Institute of National Economy – Romanian Academy, 28-29 September 2012, Alba-Iulia.
- "The leadership style and professional development of highly qualified employees in the knowledge-intensive services sector in our country", at "Strategica" International Conference, organized by Faculty of Management - National University of Political Studies and Public Administration and National Bank of Romania, 27-28 June 2013, Bucharest.
- "Internal communication and social dialogue in the knowledge-based organizations" (with Cismaru Diana), at Industrial Relations in Europe Conference - IREC 2013, organized by Median Research Centre and Faculty of Political Sciences - National University of Political Studies and Public Administration, 12-13 September 2013, Bucharest.
- "Characteristics of innovation in Romanian firms, according to some national business journals" at International Conference "Towards the Good Society – European Perspectives", ICCV - Academia Romana and University of Oradea, Bucharest, 24-26 October 2013.
- "Organizational innovation in the knowledge-based society" (with Gabriela Popescu), at The International Conference "Economic Scientific Research - Theoretical, Empirical and Practical Approches - ESPERA 2013", organized by National Institute of Economical Research "Costin C. Kiritescu" – Romanian Academy, 11-12 December, 2013, Bucharest.
- "An insight into the work-life balance in the Romanian services sector (virtual participation) (with Madalina Vatamanescu), at the International Conference "Crafting Global Competitive Economies: 2020 Vision Strategic Planning & Smart Implementation", Milan, Italy, organized by International Business Information Management Asociation (IBIMA) - USA, 6-7 November 2014.
- *Organizational innovation - a path to improve the working conditions in the knowledge economy* (with Gabriela Popescu) at "Strategica" International Conference, organized by Faculty of Management - National University of Political Studies and Public Administration and National Bank of Romania, 2-3 October 2014, Bucharest.
- *Characteristics of workplace innovations, reflected in economic press in Romania* (with Daniela Manuc), at International Conference *Media and the Public Sphere. Evaluating Media Ethics in the Digital Era*, Bucharest, 23-24 october 2014, organized by FCRP-SNSPA, Cox International Center - University of Georgia, Institute de la Communication - Universite Lyon 2.
- "Exploring Network-Based Intellectual Capital as a Competitive Advantage: An Insight Into European Universities From Developing Economies" (with Mădălina Vătămănescu, Andreia Andrei, Diana Dumitriu), at *The 7th European Conference on Intellectual Capital ECIC 2015*, organized by Technical University of Cartagena, Spain, 9-10 April 2015.
- "An insight into the entrepreneurship situation in Romania, compared to other European countries – opportunities and barriers" (with Diana Cismaru and Gabriela Popescu), at *International Conference Communication and entrepreneurship in the European context*, National University of Political Studies and Public Administration, Bucharest, June 8-9, 2015.
- "Entrepreneurial education in Romanian universities" (virtual participation) (with Valeriu Frunzaru, Diana-Maria Cismaru), *INTED2016 Conference. 10th International Technology, Education and Development Conference*, organized by IATED Academy, 7-9 March 2016, Valencia, Spain.
- "The interest in entrepreneurship among Romanian students" (with Valeriu Frunzaru), *The 9th International Conference for Entrepreneurship, Innovation and Regional Development: Responsible Entrepreneurship*, SNSPA, Faculty of Management, 23-24 June 2016, Bucharest.
- "City branding as marketing innovation in local administration" (with Gabriela Popescu), International Conference *Strategica. Opportunities and risks in the contemporary business environment*, SNSPA, Faculty of Management, 20-21 October 2016, Bucharest.
- "The interest in entrepreneurship among Romanian students" (with Valeriu Frunzaru), International Conference *Strategica. Opportunities and risks in the contemporary business environment*, SNSPA, Faculty of Management, 20-21 October 2016, Bucharest.
- "An insight into entrepreneurship in Romanian cultural-creative industries" (with Gabriela Popescu), International Conference *Entrepreneurs. Entrepreneurship: Challenges and Opportunities in 21st Century*, SNSPA, Faculty of Management, 18-20 May, Bucharest, 2017.
- "Characteristics of mun-preneurship in creative industries in Romania" (with Monica Bahnă), International Conference *Qualitative Research in Communication*, SNSPA, FCRP, 4-6 October, Bucharest, 2017.
- "Between Motherhood and Entrepreneurship: Insights on Women Entrepreneurs in the Creative Industries" (with Monica Bahnă, Diana Cismaru), *Strategica International Conference. 6th edition*, SNSPA, Faculty of Management, 11-12 October 2018, Bucharest.
- "Characteristics of Start-Ups Created by Young People in the Creative Industries" (with Roxana Antimiu, Diana Cismaru), *Strategica International Conference. 7th edition*, SNSPA, Faculty of Management, 10-11 October 2019, Bucharest.
- "Characteristics of SMEs in creative industries in Romania" (with Roxana Antimiu, Gabriela Popescu), *Qualitative Research in Communication*, SNSPA, FCRP, 26-27 September, Bucharest, 2019.
- "Vintage – One Fashion, Two Generations. Purchasing and Consumption Behavior of Baby Boomers and Z Generations" (with Madalina Claudia Ionita, Gabriela V. Popescu), *Strategica International Conference*, 8th edition, Faculty of Management, SNSPA, 15-16 October 2020, Bucharest.
- "Aspects regarding Roma employment in advertising agencies" (with Ruxandra-Ştefania Vasilescu, Gabriela V. Popescu), *Strategica International Conference*, 9th edition, Faculty of Management, SNSPA, 21-22 October 2021, Bucharest.
- "Home work vs office work: between necessity and ethics" (with Gabriela Popescu), The International Conference "Ethical values in today's society. Professional error and ethical dilemmas during the Covid-19 period", Transilvania University of Brasov and Pro Universitaria, May 5-7, 2022, Braşov.
- "Digital book consumption as a form of sustainable consumption, before and during the pandemic" (with Diana Coleff, Gabriela Popescu), *Strategica International Conference*, 10th edition, Faculty of Management, SNSPA, 20-21 October 2022, Bucharest.
- "Client Service Departments in advertising agencies between pandemic and post-pandemic" (with Eliza-Elena Dumitrescu, Gabriela Popescu), *Strategica International Conference*, 11th edition, Faculty of Management, SNSPA, 26-27 October 2023, Bucharest.

**Presentations at national scientific conferences (in Romanian):**

- "Comparative analysis of SMEs in Romania and the European Union", Scientific session "Aspects of innovation and technology transfer for transition to information society - knowledge based society", organized by the Institute of Sociology (in collaboration University Polytechnic of Bucharest, Institute for Research and Advanced Engineering in Electrical Engineering), February 2003.
- "The situation of SMEs in our country. Comparative statistical data - urban and rural areas", Scientific session "Place and role of SMEs in the development process and integration of Romania into the EU", Institute of Sociology, February 2004 (with Andreea Nicolaescu).
- "Corporate University. Social responsibility of universities", National Conference "Corporate Social Responsibility and Sustainable Development", 10 April 2009, Bucharest, organized by the Faculty of Communication and Public Relations, National University of Political Studies and Public Administration (with Andreea Nicolaescu).
- "Knowledge-intensive organizations and their management. Advertising agency as an organization of such type", National Symposium "Knowledge management: fundamental problems", Faculty of Philosophy, University of Bucharest, 10 June 2010.

**Awards:**

The Prize of Romanian Academy "Dimitrie Gusti", for Sociology, obtained December 2009, for the book *The advertising industry - an organizational approach*, University Publishing House, Bucharest, 2007.

**Member in professional associations, reviewer for scientific journals and conferences:**

- Member in Romanian Association of Sociology, since 2008.
- Member in NUPSPA Senate, since February 2015.
- Member in FCRP Council, since February 2015.
- Coordinator of Programs for FCRP students, offered by the International Advertising Association (IAA) Romania (MentorIAA mentorship, IAA School, IAA Global Conference, Advertising Day, workshops dedicated to young people) and AcademIAA core member, since 2017
- Reviewer at the scientific journals IDB indexed *Romanian Journal of Sociology*, *Chinese Business Review* and *China-USA Business Review*, since 2013.
- Reviewer at the 2013-2020 editions (21, 22, 23, 25, 26, 27, 29, 30, 31, 32, 33, 35 editions) of International Conference IBIMA (International Business Information Management Association –USA), with ISI Proceedings.
- Member of competition commissions for the employment of various teaching positions (university assistant, lecturer).
- Member of committees evaluating doctoral research reports and doctoral theses in the department.