

## CURRICULUM VITAE: DR. ALINA ILEANA PETRESCU (WAITE)

1. PERSONAL DETAILS.....	1
2. EDUCATIONAL QUALIFICATIONS .....	2
3. EMPLOYMENT RECORD.....	3
5. PUBLICATIONS AND RESEARCH RECORD.....	10
6. GRANTS, RECOGNITION AND AWARDS .....	14
7. PROFESSIONAL QUALIFICATIONS AND LEARNING.....	16
8. LANGUAGES.....	16
9. OTHER ACADEMIC ACTIVITIES AND ROLES .....	17

### 1. PERSONAL DETAILS

TITLE: Dr.  
FORENAMES: Alina Ileana  
SURNAME: Waite  
Petrescu is my maiden name used as surname when publishing

CURRENT POSITION: Research Fellow in Labour Economics  
WORK ADDRESS: Division of Business, Economics and International Business  
School of Business,  
College of Business, Law and Applied Social Sciences  
Greenbank Building,  
University of Central Lancashire, Preston, PR1 2HE, UK

E-MAIL: [APetrescu@Uclan.ac.uk](mailto:APetrescu@Uclan.ac.uk) or [Alina\\_Petrescu@hotmail.com](mailto:Alina_Petrescu@hotmail.com)  
PHONE / FAX: There is no phone number available as I am far easier to reach via e-mail  
Fax: + 44(01772) 892 904

ON-LINE PRESENCE: Uclan Staff [Webpage](#)  
[LinkedIn](#) | [Academia.edu](#) | [Twitter](#) | [Facebook](#)  
Personal [Webpage](#)

## 2. EDUCATIONAL QUALIFICATIONS

- December 2008                      **PhD. in Economics**, Department of Economics, Lancaster University, Lancaster  
**Field of specialisation:** Labour Economics  
Thesis Title: 'The Impact of Workplace Practices on Company and Employee Performance in Britain'
- September 1999                      **Master in Business Administration (MBA)**  
Degree Class 1  
Huron University, London
- January 1999 - July 1999              **Business Studies Programme**  
Institut Supérieur de Gestion, Paris, France
- October 1995 - August 1999              **B.Sc. Degree, Major in Business Administration**  
Degree Class 1 and University Valedictorian  
Faculty of Economic Studies in Foreign Languages  
(Tempus programme)  
Academy of Economic Studies, Bucharest, Romania

### 3. EMPLOYMENT RECORD

#### 3.1. RESEARCH

May 2008 - Present

##### **Research Fellow in Labour Economics**

Division of Business, Economics and International Business,  
University of Central Lancashire (UCLan), Preston

Type of contract: **Permanent position** since 1 August 2014 with 50% teaching and 50% research duties. I was employed on a fixed-term contract up to 1 August 2014 with my contract being renewed annually (for five times in period 2008-2014)

##### **Highlights of current work contract research activities:**

- alongside Professor Philip B. Whyman, working on research projects focusing on **workplace flexibility practices (WFPs)**; collecting primary data on WFPs in Small and Medium Enterprises (SMEs) in relation to recession and carrying on analysis of WFPs and organisational performance
  - led by Professor Philip B. Whyman, working alongside Dr. Mark Baimbridge (University of Bradford), **and supervising/managing two intern research students as part of a research project in summer 2012** focusing on determinants of charitable giving in relation to increasing charity income from donations (primary data collection)
  - alongside Professor Philip B. Whyman, working as part of a research project in summer 2012 related to industrial and socio-economic impact in Lancashire
  - commission, design and analysis of the *SME-Survey Series* comprising of a Lancashire-based wave in 2009 (sampling over 2,000 SMEs) and of a national wave in 2011 (sampling over 10,000 SMEs). **Supervision of intern students in 2009 and 2011.** Please see: [www.uclan.ac.uk/lancshiresmesresearch](http://www.uclan.ac.uk/lancshiresmesresearch)
  - led by Professor Philip B. Whyman, working as part of a team of four researchers an on-going multiple-stream research project into workplace flexibility and organisational performance. In the initial phase of this work, using as secondary data the nationally representative British dataset *Workplace Employment Relations Survey 2004 (WERS04)*
  - locating sources of new datasets and information of potential interest for the chosen topics of research: workplace flexibility
  - networking to gather support for research and access to data. This includes establishing contacts at national level with the [Forum of Private Business](#) and the [Federation of Small Businesses](#), as well as locally by the [Preston City Council](#) and the [North and Western Lancashire Chamber of Commerce](#).
  - postal questionnaire and online (e-survey) questionnaire design and implementation
  - primary data collection via questionnaire, post and e-survey
  - data cleansing, encoding and data analysis (econometric models analysed via STATA software)
  - research dissemination: media press releases, conference presentations, seminar presentations, writing reports, producing academic papers
- preparing grant proposals and journal / conference submissions

January 2007 - April 2008

**Research Officer in Management and Productivity Analysis**  
(working while writing up the PhD thesis)  
Queen Elizabeth House, Oxford University, Oxford  
Project Title (EPSRC grant): “The role of management practices in closing the productivity gap - A Closing the Gap, Crossing the Levels Ideas Factory Project”

**Highlights of work contract research activities**

- data encoding and data modelling using the *WERS04* data
- using multilevel and multidisciplinary models of relevant variables to understand and predict management practices
- generating ideas on good practice for productivity improvements
- commission, design and analysis of an independent UK and US Retail Survey 2007 (500 UK observations and 500 US observations)
- producing academic papers
- preparing grant proposals and journal / conference submissions

March 2004 - July 2004

**Research Assistant**  
(work experience alongside PhD study)  
Project Title: ‘Training and Promotion in Britain’  
Department of Economics, Lancaster University, Lancaster

**Highlights of work contract research activities**

- data encoding and data modelling of the British Household Panel Survey Waves 1991 – 2003, using Stata software
- preparation of academic papers for publishing

February 2000 - August 2000

**Research Assistant**  
(work experience alongside MBA study)  
Chartered Institute of Personnel and Development (CIPD), London

**Highlights of work contract research activities**

- compiling case study material on workplace learning
- researching theoretical concepts in experiential learning: literature research conducted in CIPD archives as well as mainstream libraries
- conducting interviews in business and academia (e.g. CBI, BAE, Nottingham University, Lancaster University).

January 2000 - August 2000

**Research Assistant**

(work experience alongside MBA study)

Department of Experiential Learning, Huron University,  
London

**Highlights of work contract research activities**

- helping to design an effective environment for work placements with the aim of producing a model of experiential learning
- collaborating with organisations such as the Prince's Trust and Voluntary Service Overseas (VSO) in co-ordinating research activity
- evaluating psychometric testing techniques: literature search and testing

### 3.2. TEACHING

September 2013 - Present	<p><b>Lecturer (since 2012) and Module Leader “International Labour Market Economics” (BU4101)</b> <b>Division of Business, Economics and International Business, University of Central Lancashire (UCLan), Preston</b></p> <p><b>Student Level:</b></p> <ul style="list-style-type: none"><li>• Postgraduate</li></ul> <p><b>Main responsibilities:</b></p> <ul style="list-style-type: none"><li>• Course curriculum design and development for lecture and seminar content</li><li>• Website and Email support (Blackboard)</li></ul>
September 2014 - Present	<p><b>Module Leader and Lecturer on the Module “Europe and the World Economy” (EC3408)</b> <b>Division of Business, Economics and International Business, University of Central Lancashire (UCLAN), Preston</b></p> <p><b>Student Level:</b></p> <ul style="list-style-type: none"><li>• Third year undergraduate</li></ul> <p><b>Main responsibilities:</b></p> <ul style="list-style-type: none"><li>• Course curriculum design and development for lecture and seminar content</li><li>• Website and Email support (WebCT)</li></ul>
September 2008 - Present	<p><b>Module Leader and Lecturer on the Module “Labour Market Economics” (EC3004)</b> <b>Division of Business, Economics and International Business, University of Central Lancashire (UCLAN), Preston</b></p> <p><b>Student Level:</b></p> <ul style="list-style-type: none"><li>• Third year undergraduate</li></ul> <p><b>Main responsibilities:</b></p> <ul style="list-style-type: none"><li>• Course curriculum design and development for lecture and seminar content</li><li>• Website and Email support (WebCT)</li></ul>
September 2010 - Present	<p><b>Module Leader (since 2014, for Semester One) and Lecturer “Intermediate Principles of Economics” (EC2002)</b> <b>Division of Business, Economics and International Business, University of Central Lancashire (UCLan), Preston</b></p> <p><b>Student Level:</b></p> <ul style="list-style-type: none"><li>• Second year undergraduate</li></ul> <p><b>Main responsibilities:</b></p> <ul style="list-style-type: none"><li>• Course curriculum design and development for lecture and seminar content</li><li>• Website and Email support (currently Blackboard, previously, WebCT)</li></ul>

- September 2015 - Present     **Lecturer and Module Leader on the Module “Business Economics” (EC2401)**  
**Division of Business, Economics and International Business, University of Central Lancashire (UCLan), Preston**  
**Student Level:**
- 2<sup>nd</sup> Year
- Main responsibilities:**
- Course curriculum design and development for lecture and seminar content
  - Website and Email support (Blackboard)
- February 2001 - May 2006     **Tutor in Economics and Laboratory Demonstrator for Excel and SPSS**  
Department of Economics, Lancaster University, Lancaster  
**Courses:**
- Macro and Micro Economics
  - Applied Economics: Business Economics, International Business
  - Quantitative Methods for Economics
  - Econometrics
- Student Level:**
- First and Second Year Undergraduate
- Main responsibilities:**
- Designing tutorial content
  - Offering clinic sessions
  - Website and Email support
- January 2000 - April 2000     **Tutor in Managerial Economics (as part of my MBA training)**  
Huron University, London  
**Course:** Managerial Economics Module, MBA Programme  
**Student Level:** Postgraduate

**Notes on teaching-related activities:**

- **Collaborative and individual involvement in teaching delivery, curriculum development, pastoral duties, and project supervision:** I have been module leader at 3<sup>rd</sup> year undergraduate level since 2008, and have delivered teaching on modules led by colleagues too, including visiting lectures
- **Virtual learning environment:** used WebCT and TurnItIn (2008-2012); and Blackboard and TurnItIn (2012-present)
  - for more than four years I have used **podcasts** for all my lectures, enabling students to record fully the material covered in class, whether they could attend or not, and increasing the chance that student learning is of high standard
- **Internal moderator since 2014** - second-marker and advising/moderating the assessment content for one module (specifically, for my colleague Joe Riordan)
- UCLan obtained a score of 100% and came top in Economics for the area - as of the scores obtained in the National Student Survey (NSS) 2016. This was with Alina being part of the relatively small but strong Economics Course Team at UCLan.

- **Research informed-teaching:**
  - where relevant to my teaching, I have included and referred to topics informed by my research. This was enabled by teaching as well as researching in the area of Labour Economics.
  - the choice of textbooks used in my teaching is made based on the textbook covering empirical analysis (peer-reviewed references) and having a research-led layout. For instance, using Professor George Borjas's textbook "Labour Economics".
- I have obtained **high satisfaction ratings from my students**, as per the usual end-module Module Evaluation Questionnaires (MEQs) as well as the mid-module MEQs. I have chosen to implement the latter, allowing me to collect student feedback as well as react to it. MEQs are available upon request
- I have conducted an exam test pilot, enabling students to choose whether they wrote their exam by hand or computer-assisted.

### **3.3. STUDENT SUPERVISION**

#### **Doctoral Student (PhD) Supervision**

**Co-supervisor for one full-time PhD student** with postgraduate study start date March 2013 - I joined the supervision team in January 2015

- Thesis title: Examination of factors impacting economic growth in developing countries
- Director of studies: Professor Philip B. Whyman
- Co-supervisors: Professor Thankom Arun, Dr. Yontem Sonmez

#### **Other Supervision**

- One Master Degree Thesis - supervision for thesis title: Employability issues of Afro-Americans in the USA
- One Undergraduate Degree Thesis - supervision for thesis title: A cross-cultural examination investigating the dichotomy between motivating a Chinese and British workforce

#### **Doctoral Thesis Internal Examiner - at UCLan**



#### 4. RESEARCH INTERESTS - PAST, CURRENT AND PROSPECTIVE

**Labour Economics:** • **Relationship between Human Resource Management (HRM) practices / Workplace Flexibility Practices (WFPs) and employee / corporate performance**

Research features of particular relevance and interest are:

- WFPs covering **numerical, temporal, functional or cost-based** workplace flexibility. For example: working from home / telework; part-time work; hours of work; training; work-life balance; job sharing; various forms of pecuniary and non-pecuniary work incentives; forms of contingent pay (e.g. pay-related to performance)
  - analysing the **incidence and use of HRM / WFP practices**, also with regard to the impact of public policy on their spread
  - **employee and corporate measures of performance** may include: absenteeism, effort, productivity, financial turnover, labour turnover, market competitiveness
  - using **matched employee-employer datasets** e.g. WERS series in Britain
  - a focus on the less-researched **Small and Medium Enterprises (SMEs)**
  - organisational changes in **boom-versus-recessionary** economic conditions
- **Analysis of job satisfaction / employee well-being** in relation to incidence and use of WFPs; well-being / happiness and economic policy
  - Links between **training and promotion**

**Prospective research interests:**

- An assessment of the labour market impact of the recent governmental policy in the United Kingdom to **increase employee access to certain forms of WFPs e.g. paternal leave, or sharing of maternity leave between parents**
- **Labour mobility and migration** e.g. Eastern - Western European migration - An assessment and estimation of migration patterns from Romania to the UK
- **Labour markets of Eastern European transition economies** e.g. social mobility, perceptions of inequality
- **Relationship between household production and labour market outcomes**

**Industrial Organization/ Management:**

**Prospective research interests:**

- Historical and cross-country comparisons of development in management science and evolution of managerial techniques

**Behavioural Economics/Organisational Behaviour:**

- Cross-disciplinary insights derived from Sociology and Psychology e.g. the role of attitudinal variables in understanding organisational and worker behaviour E.g. perceptions of fairness and intra-pay firm dispersion

**Prospective research interests:**

- Technology and organisational and societal challenges e.g. juxtaposing loneliness and "me"-time; impact of new forms of social networking

## 5. PUBLICATIONS AND RESEARCH RECORD

### 5.1. Articles published (by year)

Whyman, P. B., Baimbridge, M. J., Buraimo, B. and Petrescu, A. I. 'Workforce nationality composition and workplace flexibility in Britain', *International Journal of Manpower*. Vol. 35 (6) : 776-797.

Whyman, P. B., M. Baimbridge, M., Buraimo, B. and Petrescu, A. I. (2014) 'Workplace flexibility practices and corporate performance: Evidence from the British private sector', *British Journal of Management*. DOI <http://onlinelibrary.wiley.com/doi/10.1111/1467-8551.12051/abstract>.

Whyman, P. B. and Petrescu, A. I. (2013) 'Workplace flexibility practices in SMEs: Relationship with performance via redundancies, absenteeism, and financial turnover', *Journal of Small Business Management*. DOI: 10.1111/jsbm.12092.

Whyman, P. B. and Petrescu, A. I. (2013) 'Partnership, flexible workplace practices and the realisation of mutual gains: Evidence from the British WERS 2004 dataset', *The International Journal of Human Resource Management*. Special Issue: *Partnership, Collaboration and Mutual Gains: an International Perspective*, Vol. 25 (6) : 829–851

Petrescu, A. I. and Simmons, R. (2008) 'Human resource management practices and workers' job satisfaction', *International Journal of Manpower*, Special Issue: *Subjective Well Being and the Labour Market*, Volume 29 (7) : 651 - 667.

### 5.2. Articles under review by journals (at time of CV up-date)

Clegg, C. W., Battisti, G., Fu, X., Celia, H., Stride, C. B., Iona, A., .., Petrescu, A. I. Bolton, L. (2015). 'Linking managerial capabilities and productivity'.

### 5.3. Working papers which were the basis for finalised research projects or papers

Whyman, P. B. and Petrescu, A. I. (2015) 'Workplace flexibility practices in SMEs in Britain during the economic recovery', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B., Baimbridge, M. J., Buraimo, B. and Petrescu, A. I. (2015) 'Workplace flexibility practices and absenteeism', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B. and Petrescu, A. I. (2015) 'Workplace flexibility practices and workforce nationality composition - an analysis in Britain', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B., Baimbridge, M. J., Buraimo, B. and Petrescu, A. I. (2014-5) 'Workplace flexibility practices and redundancies', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B. and Petrescu, A. I. (2013) 'Workplace flexibility practices and workforce nationality composition', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B., Baimbridge, M. J. and Petrescu, A. I. (2012) 'Determinants of charitable giving', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B. and Petrescu, A. I. (2012) 'Socio-economic impact study in Lancashire', *Working Paper*. Preliminary version (not available for dissemination).

Whyman, P. B. and Petrescu, A. I. (2010) 'SME workplace flexibility and performance during recession', *Working Paper*, LIEBR, University of Central Lancashire. January. Not available for dissemination. December.

Whyman, P. B., Baimbridge, M., Buraimo, B. and Petrescu, A. I. (2008) 'Workplace flexibility and corporate performance: Challenges for the British private sector in a dynamic environment', *Working Paper*. Not available for dissemination. December.

Siebers, P.O., Aickelin, U., Battisti, G., Celia, H., Clegg, C.W., Fu, X., De Hoyos, R., Iona, A., Peixoto, A., and Petrescu, A. I. (2008) 'Enhancing productivity: The role of management practices', *Advanced Institute of Management Research*, Working Paper No. 065-February. [Available to download here.](#)

Fu, X. and Petrescu, A. I. (2007) 'The impact of management practices on firm productivity in manufacturing and retail sectors in Britain: Evidence from the WERS 04 dataset', *Working Paper*. Preliminary version. Not available for dissemination.

Fu, X. and Petrescu, A. I. (2007) 'Management practices and productivity in the retail sector: A review', *Working Paper*. Preliminary version. Not available for dissemination.

Petrescu, A. I. (2006) 'Determinants of work effort in Britain: Managerial and employee perspectives', *Thesis Chapter*, Lancaster University, Lancaster. Not available for dissemination.

Bradley, S., Petrescu, A. I., Simmons, R. (2005) 'Cherry picking in the British labour market: Are trained workers more likely to be promoted?', *Thesis Chapter*, Lancaster University, Lancaster. Not available for dissemination.

Bradley, S., Petrescu, A. I., Simmons, R. (2004) 'The impacts of human resource management practices and pay inequality on workers' job satisfaction', *Working Paper*, Lancaster University, Lancaster. Available at: <http://www.lums.lancs.ac.uk/publications/viewpdf/000276/>

## 5.4. Work-in-progress

### Currently involved in the following research projects:

- 'Boost Productivity Lancashire' - primary data collection and analysis
- The incidence and impact of workplace flexibility practices in Small and Medium Enterprises boom-versus-recessionary Britain. This project uses both secondary data (*Workplace Employment Relations Survey 2004*, *WERS 2011*) and primary data (*The SME-Survey Series waves 2009 and 2011* - see the dedicated project website for [SME Research at LBS, UCLan: www.uclan.ac.uk/lancshiresmesresearch](#))
- Workplace flexibility practices and corporate performance (using the *WERS 2011*)
- The determinants of charitable giving (see [www.uclan.ac.uk/charitiesresearch](http://www.uclan.ac.uk/charitiesresearch))

## **Working Papers**

(Note: these papers are in preliminary version, and, as such, are not available for dissemination)

Whyman, P. B. and Petrescu, A. I. 'Reaching for the right practice? Underpinnings of SME entrepreneurship in boom versus economic crisis: Lessons from Britain in 2004, 2009 and 2011', *Working Paper*.

Whyman, P. B., Baimbridge, M., Buraimo, B. and Petrescu, A. I. 'Workplace flexibility practices and absenteeism: Evidence from the British public and private sectors', *Working Paper*.

Whyman, P. B., Baimbridge, M. and Petrescu, A. I. 'Determinants of charitable giving', *Working Paper*.

Whyman, P. B. and Petrescu, A. I. 'Workplace flexibility as portrayed by the Workplace Employment Relations Survey 2004: Same story for employees and employers in the same establishment?', *Working Paper*.

Whyman, P. B. and Petrescu, A. I. 'Workplace flexibility practices in SMEs during the economic recovery', *Working Paper*.

Whyman, P. B., Baimbridge, M., Buraimo, B. and Petrescu, A. I. 'Workplace flexibility practices and absenteeism: Do higher or lower wages make a difference?', *Working Paper*.

## **5.5. Conference Papers**

2010

Annual Staff and Research Student Symposium, Paper presented by Dr Alina Petrescu: Whyman, P. B. and Petrescu, A. I. 'The effects of economic recession on small and medium enterprises in Lancashire'. July. University of Central Lancashire, Preston, U.K.

2009

British Universities Industrial Relations Association (BUIRA) 59th Annual Conference. Paper presented by Dr Alina Petrescu: Whyman, P. B., Baimbridge, M., Buraimo, B. and Petrescu, A. I. (2009) 'Workplace flexibility and corporate performance: Challenges for the British private sector in a dynamic environment'. July. Cardiff University, Cardiff, U.K.

2008

Advanced Institute of Management Research (AIM). Celia, H., Iona, A., Petrescu, A. I., Battisti, G., Clegg, C. W. and Fu, X., 'Survey of British retail'. September. London, U.K.

2008

Advanced Institute of Management Research (AIM), Presentation by Dr Alina Petrescu: Celia, H., Iona, A., Petrescu, A. I., Battisti, G., Clegg, C. W. and Fu, X., 'Survey of British retail'. February. London, U.K.

2005

Conference of the European Association of Labour Economists. Paper presented by Dr. Rob Simmons: Bradley, S., Petrescu, A. I., Simmons, R. (2005) 'Cherry picking in the British labour market: Are trained workers more likely to be promoted?'. July. San Francisco, U.S.A.

2004

The 79th Conference of the Western Economic Association International. Paper presented by Dr. Rob Simmons: Bradley, S., Petrescu, A. I., Simmons, R. 'The impacts of Human Resource Management practices and pay inequality on workers' job satisfaction', July. Vancouver, Canada.

## **5.6. Reports**

Whyman, P. B. and Petrescu, A. I. (2011) 'Economic recession and workplace flexibility practices in Lancashire-based SMEs', Research Report, *Lancashire Business School Workplace Flexibility Series, LIEBR*, University of Central Lancashire, March, ISSN 2064-9276. [Available to download here.](#)

Battisti, G. Celia, H., Clegg, C. W., Fu, X. Iona, A. and Petrescu, A. I. (2009) 'Capabilities versus productivity: Identifying the weaknesses in the UK retail industry'. *Advanced Institute of Management (AIM) Executive Briefings*. London.

Petrescu, A. I. (2000) 'Workplace learning in Britain: Trends and perspectives'. *Concluding Report of Research with the Chartered Institute of Personnel and Development (CIPD)* April. London.

Petrescu, A. I. (1999) 'Developing effective work experience programmes – An organisational model'. *Concluding Report of Research with the Huron University*. November. London.

## **5.7. Books**

Whyman, P. B. and Petrescu, A. I. (2017) *The Economics of Brexit. A Cost-Benefit Analysis of the UK's Economic Relationship with the EU*. Palgrave.

Necula, E., Naftanaila, I. and Petrescu, A. I. (2001) *Dictionary of Human Resources: English-Romanian*. Bucharest: Ed. Tehnica

## **5.8. PhD Thesis - Topic: Labour Economics**

Petrescu, A. I. (2008) *The Impact of Workplace Practices on Company and Employee Performance in Britain*. Ph.D. Thesis in Economics. Department of Economics, Lancaster University, Lancaster.

## 6. GRANTS, RECOGNITION AND AWARDS

May 2016 - November 2017	Named individual as part of a bidding team in the project led by Professor Sue Smith and Professor Philip B. Whyman (PIs) entitled 'Boost Business Lancashire' University of Central Lancashire Grand value: £50,000
November 2013 - January 2014	Named individual as part of a bidding team in a project led by Professor Philip B. Whyman as Principal Investigator (PI) and Professor Andrei Kuznetsov (PI) University of Central Lancashire Grant application result failed - submitted to the Economic and Social Research Council (ESRC) Grant value in the application: around £200,000.
June 2012 - June 2013	Named individual as part of a bidding team in the ESRC project led by Professor Philip B. Whyman (PI) entitled 'Knowledge Network 4 Business' (KN4B) University of Central Lancashire Grant value: around £100,000.
May 2012 - September 2012	<a href="#"><u>Undergraduate Research Internship Scheme (URIS)</u></a> Awarded as funding for an Internship Programme University of Central Lancashire, Preston Project lead by Professor Philip B. Whyman, with Dr. Alina I. Petrescu being the one other joint co-applicant Grant value: £2,000
May 2012 - Autumn 2012	Commercial Grant in view of writing a report Awarded as funding for a study of socio-economic impact in Lancashire University of Central Lancashire, Preston Working under the leadership of Professor Philip B. Whyman Grant value: £40,000
May 2011 - September 2011	<a href="#"><u>Undergraduate Research Internship Scheme (URIS)</u></a> University of Central Lancashire, Preston Grant awarded for running an Internship Programme (hiring one intern student) Data collection research expenses were covered by Professor Philip B. Whyman from funding obtained outside this scheme at the Lancashire Business School Project lead by Professor Philip B. Whyman, with Dr. Alina I. Petrescu being the one other joint co-applicant Primary data collection: national postal and e-survey of SMEs in U.K. Grant value: £2,000

- May 2009 - September 2009     **Lancashire Business School Research Internship Funding**  
University of Central Lancashire, Preston  
Grant awarded for running an Internship Programme (hiring one intern student)  
Grant: £2000 for internship student pay; £500 for research expenses  
Project lead by Professor Philip B. Whyman, with Dr. Alina I. Petrescu being the one other joint co-applicant  
Primary data collection: regional postal and e-survey of SMEs in central Lancashire, U.K.  
Grant value: £2,000
- October 2001 - October 2004     **Overseas Research Student (ORS) Awards Scheme**  
Awarded as funding for PhD Degree, Lancaster University, Lancaster
- October 2001- October 2005     **Management School Scholarship**  
Awarded as funding for PhD Degree, Lancaster University, Lancaster
- October 1999 - October 2000     **Huron University School Scholarship**  
Awarded as funding for MBA Degree, Huron University, London
- August 1999     **Excellence Recognition Award**  
Academy of Economic Studies (Valedictorian)  
Academy of Economic Studies, Bucharest, Romania
- October 1995 - August 1999     **Academic Excellence Scholarship**  
Faculty of Economic Studies in Foreign Languages  
Academy of Economic Studies, Bucharest, Romania
- January 1998 - July 1998     **Erasmus Scholarship Programme**  
Mulhouse, France

## 7. PROFESSIONAL QUALIFICATIONS AND LEARNING

- June 2015 - September 2015 **Fellow of the Higher Education Academy**  
Training at D2 Teaching Level  
University of Central Lancashire
- January 2013 - October 2013 **Certificate in Research Degree Supervision**  
University of Central Lancashire
- October 2013 **Secure Data Service (SDS) Approved Researcher**  
London
- October 2002 - May 2006 **Research Training Courses in Statistics and Career Development**  
Lancaster University, Lancaster
- October 2002 - May 2005 **(Self-taught) Learning to use Stata and SPSS**  
Lancaster University, Lancaster
- October 2001 - June 2002 **Certificate in Learning and Teaching in Higher Education**  
Training at D1 Teaching Level  
Lancaster University, Lancaster
- October 1997 - August 1999 **Diploma in Pedagogy for Higher Education Lecturers**  
Faculty of Economic Studies in Foreign Languages  
Academy of Economic Studies, Bucharest, Romania

## 8. LANGUAGES

English	Fluent
Romanian	Fluent/native
French	Fluent reading and understanding
Italian	Basic use
Spanish	Basic use
German	Basic understanding of some written academic terms



## **9. OTHER ACADEMIC ACTIVITIES AND ROLES**

### **9.1. MEMBERSHIP OF PROFESSIONAL ORGANISATIONS:**

Intra-university institutes / organisations:

2009 - Present Seminar convenor and offering website support for: [Lancashire Institute for Economic and Business Research \(LIEBR\)](#)

External institutes / organisations:

[European Association of Labour Economists \(EALE\)](#)

[Royal Economic Society \(RES\)](#)

[British Universities Industrial Relations Association \(BUIRA\)](#)

### **9.2. REFEREE FOR:**

[International Journal of Manpower](#)

[Human Relations](#)

[Personnel Review](#)

[The International Journal of Human Resources](#)

The Economic and Social Research Council (ESRC) - Rapporteur (since 2013)

### **9.3. BOOK REVIEWER FOR:**

[Routledge](#)

### **9.4. MEDIA PRESENCE**

January 2014 - Videocast presentation as part of the KN4B project on Small and Medium Enterprises research conducted at LIEBR, UCLan

CV Version last updated: 1 August 2017, 12:12