



GHINEA Valentina Mihaela

CURRENT POSITION: Associate Professor; Bachelor Programme co-director, English stream; Internship Coordinator; Mini-track chair ICBE

AFFILIATION/DEPARTMENT: Department of Business Administration in foreign languages (UNESCO chair)

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PROFILE

Since 2007, Associate Professor, Ph.D. Valentina Mihaela Ghinea has been an academic at the Bucharest University of Economic Studies. She holds a Ph.D. in Organizational Culture dynamics and one in Risk evaluation in e-business.

She started her career as an import-export specialist and then developed her team management skills and knowledge by running small teams in the insurance and subsequently NGOs fields.

Starting in 2012, her "OPEN for Business" project started to foster the faculty's collaboration with the business environment, by signing partnerships with companies, and thus providing students with numerous internships and hiring opportunities. Conferences, workshops, and other extracurricular activities were organized to develop the students' entrepreneurial skills. Since 2018, OPEN for Business has been a self-contained organization.

Valentina also has practical experience in creative-related fields: she paints and writes novels. She exhibited her work in several cultural settings and published five fiction books.

In the academic field, Valentina Mihaela Ghinea has been part of various research teams in national projects, and she has authored scholarly papers, books, and chapters in her research areas of interest. In 2008 and 2011, she was a visiting professor at ENSAM Cluny, France, lecturing on communication and organizational culture.

Certified as a trainer, she trains employees from the business sector.



EDUCATION

- Habilitation** -
- Post-Doc** **2015** - Bucharest University of Economic Studies, Postdoctoral studies on "The organizational culture dynamics under the influence of the internal integrators", supported by the European Social Fund through Sectorial Operational Programme Human Resources Development 2007–2013, project number POSDRU/159/1.5/S/142115, project title "Performance and Excellence in Postdoctoral Research in Romanian Economics Science Domain"
- PhD (Doctorate)** **2013** - PhD in Business Administration, Faculty of Business Administration in Foreign Languages, Bucharest Academy of Economic Studies (ASE), Romania. Doctoral Thesis - "The organizational culture dynamics under the influence of the internal integrators"
2006 - PhD in Engineering, University Politehnica of Bucharest, Faculty of Engineering and Management of Technological Systems (UPB), Romania. Doctoral Thesis - „Contributions regarding the e-Business risks evaluation"
- Master** **2024** - Research and Teacher Education for Business & Economics (EDU-RES), Faculty of International Relations, Bucharest University of Economic Studies, Romania
Research and Teacher Education for Business & Economics (EDU-RES)
2002 - University Politehnica of Bucharest, Faculty of Engineering and Management of Technological Systems, "La conception intégrée de systèmes technologiques"
- Bachelor** **1998** - Bachelor in International Affairs, Faculty of International Economic Relations, Bucharest University of Economic Studies (ASE), Romania

PROFESSIONAL TRAINING

- 2014** - Trainer Certificate, RIAS EXCELSIOR srl
2008 - Graduation Certificate of the postgraduate course provided by the Department for Academic Personnel Training, Bucharest University of Economic Studies
2000 - Customs broker, National Agency for Fiscal Administration, Romania

ACADEMIC MANAGEMENT

- 2023 - present** - Member of the Council of the UNESCO Department of Business Administration, Faculty of Business Administration in Foreign Languages, Bucharest University of Economic Studies
2020 - present - Coordinator of Business Administration Bachelor program, English section, Faculty of



Business Administration in Foreign Languages, Bucharest University of Economic Studies, Romania
Main responsibilities: Promotion of the program, induction programme, follow-up of the education process, analysis of the correspondence between the academic curriculum and the employers' needs, tutoring students, evaluation of the graduates' satisfaction

2015 - 2017 - Coordinator of Business Administration master, Faculty of Business Administration in Foreign Languages, Bucharest University of Economic Studies, Romania

Main responsibilities: Promotion of the program, recruitment of candidates, follow-up of the education process, analysis of the correspondence between the academic curriculum and the employers' needs, evaluation of the graduates' satisfaction, budget planning

ACADEMIC EXPERIENCE

Associate Professor (2014- present); Lecturer (2011-2014); Assistant Professor (2007-2011), Faculty of Business Administration in Foreign Languages, Bucharest University of Economic Studies, Romania

Courses taught:

- Organization and Team Management (Master in Entrepreneurship, FABIZ)
- Artist management and development (Business Administration in Creative and Cultural Industries, MBA)
- Human Resource Management (BBA English stream, FABIZ)
- Strategic Human Resource Management (Master in Entrepreneurship and Business Administration, English stream, FABIZ)
- Risk Management (Master in Business Administration, FABIZ)
- International Business (Master in Entrepreneurship and Business Administration, English stream, FABIZ)
- Negotiation strategies and conflict management (Master in Entrepreneurship and Business Administration, English stream, FABIZ)
- Business Communication (Master in Entrepreneurship and Business Administration, German stream, FABIZ)
- Business Investments (BBA English stream, FABIZ)
- Knowledge Management (BBA English stream, FABIZ)

RESEARCH PROFILE

My research focuses on the interplay between leadership and organizational culture, and the dynamics of the Organizational Culture seen as a complex adaptive system with nonlinear causal loops. I am particularly interested in the holistic perspective of the organizational members' development and of the organization itself. My work explores employees' behavior as a result of the aggregate influence of inborn predispositions, inherited assumptions, unconscious assimilation of cultural elements, displayed leadership, and learning experiences, and it examines the behavior reconfiguration as a result of social



experience, throughout the organization.

I also study the role of HR strategy, its proper design, and implementation, which could provide the organization with a lasting competitive advantage.

Moreover, I constantly look for a better understanding of the education dynamics and its social responsibility in shaping a healthy working environment and sustainable business administration.

LIST OF PUBLICATIONS

List of articles published in peer reviewed journals:

1. Ri1. Pelau, C., Ghinea, V., Hrib, B., 2023. Social Image in the Online Environment – Sustainable Motive for Book Sales During the Pandemic. AMFITEATRU ECONOMIC, 25(Special No. 17), pp. 1081-1094.
2. Ri2. Cantaragiu, R.E., Ghinea, V.M., The Impact of Workaholism on Consumer Food Waste, The AMFITEATRU ECONOMIC journal, 22, no. 55, issue Special 14, 2020, pp. 1140-115.
3. Ri3. Ghinea, V.M., Dima, A.M, Hadad, S., Excellence Model for Sustainable Convergence in the EU Higher Education, The AMFITEATRU ECONOMIC journal, 19 (Special No. 11), 2017, pp. 1107-1122.
4. Ri4. Dima, A., Vasilache, S., Ghinea, V.M., Agoston, S., A model of academic social responsibility, Transylvanian Review of Administrative Sciences, No. 38 E, 2013, pp. 23-43, ISSN 1842-2845.
5. Ri1. Adamik, A., Ghinea, V.M., Ghinea, M., Nowicki, M., Mapping the maturity of SMART WORLD trends as a tool for developing business excellence and reducing organizational complexity, Management & Marketing. Challenges for the Knowledge Society, vol.17, no.2, 2022, pp.193-219.
6. Ri2. Ghinea V.M., Ghinea, M., Cantaragiu, R.E., Model of Organizational Culture Dynamics – Works on Increasing Confidence, Quality – access to success, Vol. 22, no. 180, 2021, pp. 46-52, ISSN 1582-2559.
7. Ri3. Fonseca, L.M., Esteves, W., Ghinea V.M., Cantaragiu, R.E., Mapping of organizational models in Portuguese companies, International Journal for Quality Research, 13(4), 2019, pp. 811-822, ISSN 1800-6450.
8. Ri4. Ghinea, V.M., Cantaragiu, R., Ghinea, M., The Peter Principle and the Limits of our Current Understanding of Organizational Incompetence, Quality – access to success, Vol. 20, no. 172, 2019, pp. 74-77, ISSN 1582-2559.
9. Ri5. Maciuca, A., Ghinea, V.M., Cantaragiu, R., Does Sarcasm increase Creativity? A Romanian HR Specialists' Point of View, Quality – access to success, Vol. 20, no. 171, 2019, pp. 120-130, ISSN 1582-2559.
10. Ri6. Ghinea, V.M., Cantaragiu, R., Hadad, S. Properly framing the message to elicit student engagement, Quality – access to success, Vol. 20, no. 169, 2019, pp. 114-121, ISSN 1582-2559.
11. Ri7. Voicila, A., Ghinea, V.M., Filculescu, A., Women in Leadership Positions: Perspectives from an International Consulting Company, International Journal Of Academic Research In Business And Social Sciences, 8(8), 2018, pp.170-192, ISSN: 2222-6990.
12. Ri8. Ghinea, V.M., Moroianu, MR, HR strategy – necessity or fad for business sustainability?, Management&Marketing. Challenges for the Knowledge economy, vol.11/no.2, 2016, pp. 458-469, ISSN 1842-0206.



13. Ri9. Ghinea, V.M., Organizational Culture Dynamics. Modeling of the Organizational Culture Dynamics, Quality – access to success, Vol.17, no.150, 2016, pp.97-104, ISSN 1582-2559.
14. Ri10. Ghinea, V.M., Mihaylova, L., Papazov, E., Organizational culture dynamics. Complex systems dynamics, Quality – access to success, Vol.16, no.147, 2015, pp.99-105, ISSN 1582-2559.
15. Ri11. Ghinea, V.M., Organizational culture dynamics. Factors that influence the organizational culture, Quality – access to success, Vol.16, no.146, 2015, pp. 63-70, ISSN 1582-2559.
16. Ri12. Ghinea, V.M., Organizational culture dynamics. A critical overview of the organizational culture, Quality – access to success, Vol.16, no.145, 2015, pp. 72-78, ISSN 1582-2559.
17. Ri13. Ghinea, V.M., Filling present vacancies by means of future-oriented recruitment processes, Proceedings in Manufacturing Systems, Vol.10, Issue 1, 2015, pp. 29-38, ISSN 2067-9238.
18. Ri14. Ghinea, V.M., Ghinea, M., Organizational culture dynamics. Preamble, Quality – access to success, Vol.16, no.144, 2015, pp. 69-72, ISSN 1582-2559.
19. Ri15. Stoicescu, T.S.C., Ghinea, V.M., Pygmalion teaching style, is there a need for it?, Management & Marketing journal. Challenges for the knowledge society, vol.8, no.4, 2013, pp. 699-722, ISSN: 1842-0206.
20. Ri16. Dima, M.A., Vasilache, S., Ghinea, V., Agoston, S. (2013). Achievements and perspectives in designing a set of convergence indicators in European higher education, The International Journal of Management Science and Information Technology (IJMSIT), NAISIT Publishers, Special Issue: knowledge strategies, decision making and IT in emergent economies, pp. 3-16, ISSN 1923-0265 (Print) – ISSN 1923-0273 (Online) – ISSN 1923-0281 (CD-ROM).
21. Ri17. Ghinea, V.M., Ghinea, M., Should the patch really fit the whole?, Business Management Dynamics open access journal, vol.1, no.11, 2012, pp.21-62, ISSN: 2047-7031.
22. Ri18. Ghinea, V.M., Brătianu, C., Organisational culture modeling, Management & Marketing journal. Challenges for the knowledge society, vol.7, no.2, 2012, pp.257-276, ISSN: 1842-0206.
23. Ri19. Dima, A.M, Vasilache, S, Agoston, S. Ghinea, V., Tanase, S. (2011). Leadership Challenges In Today's Academia, MPRA Paper, University Library of Munich, Germany.
24. Ri20. Ghinea, V.M., Importanța managementului resurselor umane în îmbunătățirea performanțelor unei organizații, Calitatea- acces la succes, an 10, nr. 12, 2009, ISSN: 1582-2559.
25. Ri21. Ghinea, V.M., Cariera angajatilor intre diversitate si stereotip, Calitatea - acces la succes, an 10, nr.4, 2009, p.35-39, ISSN: 1582-2559.
26. Ri22. Ghinea, V.M., Ghinea, M., Dezvoltarea unui e-Business- oportunitate sau risc, Calitatea - acces la succes, an 9, nr.3, 2008, pp.53-57, ISSN: 1582-2559.
27. Ri23. Ghinea, V.M., Managementul riscului în e-Business - evaluarea riscului, Calitatea - acces la succes, 2007, an 8, nr.12, pp. 55-57, categoria B+, cod CNCSIS 688, ISSN: 1582-2559.
28. Ri24. Ghinea, V.M., Managementul riscului în e-Business, Calitatea - acces la succes, 2007, an 8, nr.11, pp. 56-68, categoria B+, cod CNCSIS 688, ISSN: 1582-2559.
29. Ri25. Ghinea, V.M., e-Business, o dimensiune nouă și competitivă a afacerii, Calitatea - acces la succes, 2007, an 8, nr.10, categoria B+, cod CNCSIS 688, ISSN: 1582-2559.
30. Ri26. Ghinea, V.M., Managementul riscului sporește performanța în afaceri, Calitatea - acces la



succes, 2007, an 8, nr.9, pp. 49-52, categoria B+, cod CNCIS 688, ISSN: 1582-2559.

31. Ri27. Olaru, M., Ghinea, V.M. Considerații privind managementul riscului, Calitatea – acces la succes, 2007, an 8, nr.7-8, pp. 43-46, categoria B+, cod CNCIS 688, ISSN: 1582-2559.
32. Ri28. Ispas, C., Mohora, C., Ghinea, V.M., Factors of risk in e-Business, Scientific Bulletin, 2006, University POLITEHNICA of Bucharest, series D: Mechanical Engineering, volume 68-2006-no.4; categoria B+, ISSN: 1454-2358.

List of papers published in conference proceedings:

1. Vi1.Pencheva, M., Ghinea, V.M., 2021. What contingency reward indicates – evidence from Bulgaria, Proceedings of the 15th International Conference on Business Excellence, vol. 15(1), 2021, pages 1281-1293.
2. Vi2.Ghinea, V.M., Cantaragiu, R.E., Ghinea, M., FEED – Modeling the relationship between education and food waste, Proceedings of the 14th International Conference on Business Excellence, 14(1), 2020, 755-768, ISSN 2558-9652.
3. Vi3.Tudosoiu, A., GHINEA, V.M., Cantaragiu, R., HR specialists' perceptions of the desirability of psychopathic traits in job candidates, Proceedings of the 13th International Conference on Business Excellence held in Bucharest, 13(1), 2019, pp. 728-739.
4. Vi4. Radulescu, M., GHINEA, V.M., Cantaragiu, R., Intergenerational gap dynamics, Proceedings of the 12th International Conference on Business Excellence, 12(1), 2018, 829-842, ISSN 2558-9652.
5. Vi5. Incze, C., GHINEA, V.M., Need for work-life balance educational programs, the 4th International Conference on Economic Sciences and Business Administration, Spiru Haret University, Proceedings of International Conference on Economic Sciences and Business Administration, vol. 4(1), 2017, November, pp. 204-211. Vi6.GHINEA, V., Cantaragiu, R., Preliminary study on leadership proximity, Proceedings of the 11th International Conference on Business Excellence, 11(1), 2017, pp. 960-969, ISSN 2558-9652.
6. Vi7.GHINEA, V.M., Hadad, S., Dima, A.M., Is Delivering the Discourse a Determinant Factor for Student Engagement?, Proceedings of the 8th International Conference on Applied Economics, Business and Development (AEBD '16), 17-19 December 2016, Bern, Switzerland, International Journal of Education and Learning Systems, 1, 2016, 191-196, ISSN: 2367-8933.
7. Vi8.Dima, A.M., GHINEA, V.M., A model of academic leadership, Proceedings of the 12th European Conference on Management Leadership and Governance, 10-11 November 2016, pp.61-70, <http://www.academic-conferences.org/conferences/ecmlg/>, ISSN: 2048-9021.
8. Vi9.Ghinea, M., GHINEA, V.M., Popescu, D., Cotet, C.E., The unemployment recovery by means of professional technical education provided by technical universities within European projects, PRODUCTICA Scientific Session, 27th 28th May 2016, Conference Proceedings of the Academy of Romanian Scientists, Volume 8, Number 1/2016, pp.182-195, Online Edition PRODUCTICA Scientific Session, 27th 28th May 2016, ISSN 2067-9564.
9. Vi10.GHINEA, V.M., MOROIANU, M.R., Business sustainability – with or without an HR strategy,



- International Conference on Business Excellence in Energy, Climate Change and Sustainability held in Bucharest, 3rd March 2016, pp. 216–221, www.bizexcellence.ro, ISSN 2502–0226.
10. Vill.GHINEA, V.M., Complex systems dynamics and their dynamic simulation. The case of TRUE, Temporal Reasoning Universal Elaboration, International Academic Conference on Teaching, Learning and e-Learning & International Academic Conference on Management, Economics and Marketing, Czech Institute of Academic Education z.s. si Czech Technical University in Prague, Budapest, Hungary, 10–11 July 2015, <http://www.conferences-scientific.cz/inpage/conference-budapest-iacmem-2016/>, published in Proceedings of IAC–MEM 2015 Indexed in National Library of the Czech Republic, Google books, EBSCO, ISBN 978–80–905791–8–7.
 11. Vil2.GHINEA, V.M., Preserving or changing the organizational culture?, The 5th International Conference of Economic Sciences and 5th CCEDEP Conference of the ACEU, Kaposvar University, ACEU (Alliance of Central–Eastern European Universities), Kaposvar, Hungary, 7–8 May 2015, <http://ecs.ke.hu>, published in Proceedings of the 5th International Conference of Economic Sciences and 5th Climate Change, Economic Development, Environment and People (CCEDEP), Conference of the Alliance of Central–Eastern European Universities (ACEU), pp.193–, 203, 978–963–9821–86–6.
 12. Vil3.GHINEA, V.M., Filling present vacancies by means of future–oriented recruitment processes, The 23rd International Conference on Manufacturing Systems, Departamenul de Masini si Sisteme de Productie, Facultatea de Ingineria si Managementul Sistemelor Tehnologice, Universitatea Politehnica Bucuresti, Bucuresti, 13 noiembrie 2014, <http://edition2015.icmas.eu>, published in Journal Proceedings in Manufacturing Systems.
 13. Vil4.GHINEA, V.M., A model of organizational culture dynamics, The 9th International Conference on Business Excellence, Academia de Studii Economice Bucuresti, Facultatea de Administrarea Afacerilor, Universitatea Transilvania din Brasov, Facultatea de Stiinte Economice si Administrarea Afacerilor, Asociatia Society for Business Excellence, Bucuresti, 9–10 octombrie 2014, <http://bizexcellence.ro/icbe-conference/>, published in Proceedings of the 9th International Conference on Business Excellence, ISBN 978–973–709–738–5.
 14. Vil5. Dima, A., Vasilache, S., GHINEA, V.M., Achievements and perspectives in designing a set of convergence indicators in European higher education, the 7th International Conference on Business Excellence held in Brasov, Romania, October 12–13, 2012, in Bratianu, C., Bratucu, G., Licsandroiu, D., Pop, N.A. Vaduva, S.(Eds.), Business excellence. Challenges during economic crisis, Proceedings of the 7th International Conference on Business Excellence, pp. 182–185, Editura Universitatii Transilvania din Brasov, ISBN: 978–606–19–0102–9, 978–606–19–0103–6.
 15. Vil6. GHINEA, V.M., Purcarea, I., Insights for a Business Administration faculty: Considering SME Manager’s Style of Leadership, the 8th European Conference on Management Leadership and Governance (ECMLG–12), Neapolis University, Pafos, Cyprus, 8–9 November 2012, in the Proceedings of the 8th European Conference on Management Leadership and Governance, Edited by Professor John Politis, Neapolis University Pafos, Cyprus, pp. 178–188, CD version: ISBN 978–1–908272–76–8, ISSN 2048–9048; book version: 272 ISBN 978–1–908272–75–1, ISSN 2048–9021.
 16. Vil7. GHINEA, V.M., Hadad, S., Schafer, K., Ghinea, M., Brain Dominance and Its Consequences Over the



- Student-Professor Relationship, WSEAS Conference Proceedings of the 11th International Conference on EDUCATION and EDUCATIONAL TECHNOLOGY (EDU '12) held in Singapore City, Singapore, May 11-13, 2012, Latest Advances in Educational Technologies, editors: N.Mastorakis, V.Mladenov, Z.Bojkovic, pp. 17-22, ISBN: 978-1-61804-093-0.
17. Vi18. GHINEA, V.M., Scopelitis, D., Emotional Intelligence and its influence on the efficiency of teaching-learning process, the 6th International Conference on Business Excellence held in Brasov, Romania, October 15-17, 2011, in Bratianu, C., Bratucu, G., Licsandroiu, D., Pop, N.A., Vaduva, S. (Eds.), Business Excellence, Vol.1, Proceeding of the 6th International Conference on Business Excellence, pp. 233-237, Editura Universitatii Transilvania din Brasov, ISBN: 978-973-598-939-2, 978-973-598-940-8.
18. Vi19. GHINEA, V.M., Integrating the HR strategy, the 5th International Conference on Business Excellence held in Brasov, Romania, October 15-17, 2010, in Bratianu, C., Licsandroiu, D., Pop, N.A. (Eds.), Business Excellence, Vol.1, Proceeding of the 5th International Conference on Business Excellence, pp. 199-203, INFOMARKET Publishing House, Brasov, ISBN: 978-973-1747-22-4, 978-973-1747-23-1.
19. Vi20. GHINEA, V.M., Rus, M.A., Ghinea, M., Possible effects of the recruitment process on the occupational health and safety, the 7th WSEAS International Conference on Engineering Education (Education '10), Corfu Island, Greece, July 22-24, 2010, in Latest Trends on Engineering Education published by WSEAS Press, editors: P.Dondon, O.Martin, 2010, pag. 137-140, ISBN 978-960-474-202-8, ISSN: 1792-426X.
20. Vi21. Pelau, C., Vladoi, A.D., Fufezan, M., Dinca, V.M., GHINEA, V.M., The influence of knowledge Dynamics on Consumer Behaviour, the 2nd European Conference on Intellectual Capital, ISCTE, Lisbon, University Institute Lisbon, Portugal and Polytechnic Institute of Leiria, Portugal, 29-30 March 2010, in the Proceedings of the 2nd European Conference on Intellectual Capital, ISCTE, edited by Susana Cristina Serrano Fernandes Rodrigues ISCTE Lisbon University Institute, Portugal, Published by Academic Publishing Ltd., pp.472, ISBN 978-1-906638-59-7.
21. Vi22. Pelau, C., Pop, N.A.I., GHINEA, V.M., Customer relationship management as a key element for intelligent manufacturing, the 20th International Danube Adria Association for Automation & Manufacturing Symposium, Vienna, Austria, 25-28 November 2009, Annals of DAAAM for 2009 & Proceedings of the 20th International DAAAM Symposium, Published by DAAAM International Vienna, Vienna, Katalinic, B. (Ed.), pp. 0285-0286, ISSN 1726-9679, ISBN 978-3-901509-70-4.
22. Vi23. GHINEA, V.M., Ghinea, M., Tornado simulation of the innovation process, the 4th International Conference on Business Excellence, 16-17 October 2009, Brasov, Romania, 2009, Vol.1, p.201-204, ISBN: 978-973-1747-10-1, 978-973-1747-11-8, INFOMARKET Publishing House, Brasov.
23. Vi24. GHINEA, V.M., Ghinea, M., How to achieve and maintain a competitive advantage through a dynamic and interdisciplinary vision, a III-a ediție a CMAN - Conferința organizată de Catedra de Management, ASE București, în parteneriat cu Societatea Academică de Management din România și Consiliul Național al Întreprinderilor Private Mici și Mijlocii din România, 12-13 noiembrie, 2009, București, publicat în Review of International Comparative Management, special number, nr.1/2009, pp. 398-404, ISSN : 1582-3458.
24. Vi25. GHINEA, V.M., Orzea, I., Human factor and sustainable development, ediția a V-a a conferinței



- Internaționale de Comunicări Științifice, "Integrarea Europeană - noi provocări pentru economia României", Oradea, 29-30 mai 2009, în The Annals of the University of Oradea, Economic Science Series, Tom XVIII, vol.4, 2009, pp 234-239, ISSN 1582-5450.
25. Vi26. Pop, N.A., Pelau, C., GHINEA, V.M., Bena, I., Sandru, D., 2008, Integrated Controlling – a New Perspective of Managing a Company, the 19th International Danube Adria Association for Automation & Manufacturing Symposium, Trnava, Slovakia, 22-25 October 2008, Annals of DAAAM for 2009 & Proceedings of the 19th International DAAAM Symposium, Published by DAAAM International Vienna, Vienna, Katalinic, B. (Ed.), pp.1035-1036, ISSN 1726-9679, ISBN 978-3-901509-68-1.
26. Vi27. GHINEA, V.M., Bena, I., 2008, Employees' career between diversity and similarity within a company, Business Excellence International Conference held in Brasov, 2008, published in Review of Management and Economical Engineering, vol.7, no.6, p.1-4, 2008, ISSN: 1583-624X.

List of books & book chapters:

1. Ghinea, V.M., Moroianu, M., 2014, Strategic Human Resources Management, Ed. Bren, București, CNCSIS: B+, ISBN 978-606-610-100-4, nr.pg 112.
2. Ghinea, V.M., Hadad, S., Ghinea, M., 2014, Risk management in Business Administration, Ed. Bren, București, CNCSIS: B+, ISBN 978-606-610-094-6, nr.pg 105.
3. Ghinea, V.M., 2010, Conducting the company. Seminars, Ed. Bren, București, CNCSIS: B+, ISBN 978-973-648-952-5, nr.pg 224.
4. Ghinea, V.M., 2010, Conducting the company. Course, Ed. Bren, 2010, București, CNCSIS: B+, ISBN 978-973-648-951-8, nr.pg. 310.
5. Ghinea, V.M., 2015, Sisteme sociale - dinamica si simulare Studiu de caz: cultura organizationala, Ed. ASE, Bucuresti, ISBN 978-606-505-957-3, nr.pg 140.
6. Ghinea, V.M., 2014, Managementul conflictelor, Ed.Rentrop & Straton, București, ISBN 978-606-672-304-6, nr.pag. 79
7. Ghinea, V.M., 2014, Convergence of quality assurance paths in Romanian universities - drafting a set of indicators, chapter 21 in Handbook of Research on Trends in European Higher Education Convergence, edited by Alina Mihaela Dima, published in the USA by Information Science Reference (an imprint of IGI Global), series Advances in Higher Education and Professional Development (AHEPD), pp. 413-434, ISSN: 2327-6983, eISSN: 2327-6991.
8. Ghinea, V.M., 2014, Modeling and simulation of the need for harmonizing the European Higher Education Systems, chapter 4 in Handbook of Research on Trends in European Higher Education Convergence, edited by Alina Mihaela Dima, published in the USA by Information Science Reference (an imprint of IGI Global), series Advances in Higher Education and Professional Development (AHEPD), pp.62-83, ISSN: 2327-6983, eISSN: 2327-6991.



SCIENTIFIC COMMITTEES OF ACADEMIC JOURNALS / CONFERENCES, REVIEW

Reviewer for prestigious international journals:

- (2017 -present) Journal of Management and Marketing <http://www.managementmarketing.ro/>
- Reviewer "Frontiers" (2021 - present) <https://www.frontiersin.org/>
- Reviewer "Sustainability" (2023 -present) <https://www.mdpi.com/journal/sustainability>
- Reviewer "Systems" (2023 - present) <https://www.mdpi.com/journal/systems>

PROJECTS

May 2022 – November 2022 Researcher on entrepreneurial skills development

Research project: "The start-ups ecosystem in Romania - present and perspectives"; beneficiary ASE Bucharest, project director - associate professor Anca Bogdan, PhD

March 2022 Trainer on antreprenorial management

Project „SEED ACCELERATOR 2020! – Supporting Entrepreneurship by Setting up Startups in Innovative Domains”, contract POCU/829/6/13/141145, beneficiary USAMV Bucharest

July 2021 – December 2021 Member in the research team

Research project on „Identification of optimal measures of decreasing the trade deficit in the post-pandemic economic context”, beneficiary Bucharest University of Economic Studies, project manager - associate professor Ph.D. Anca Bogdan

February 2021 – July 2021 Expert in education

Contract nr. 223/SGU/NC/II/2019, „Increasing the performance of the university education system by reducing academic dropout (ROSE-FABIZ)”, beneficiary Bucharest University of Economic Studies, project manager – prof.univ.dr. Corina Pelău

October 2020 – 21 September 2022 Internship expert

POCU contract/626/6/13/133138, „Intelligently practice your development - PRIDE-U”, priority axis 6, Education and skills, beneficiary Bucharest University of Economic Studies, project manager – associate professor Ph.D. Cristian Marinaș

2020 Barry Richmond Scholarship

Competition organized by ISEE Systems in collaboration with System Dynamics Society, <https://www.iseesystems.com/scholarship.aspx>

October – December 2018 Business plan evaluator (COR 241263)

POCU contract, competition 2018, „Increasing employment by supporting and developing innovative entrepreneurship in the South - Muntenia region”, ID 105944, beneficiary University Politehnica of Bucharest, project manager UPB - prof. PhD. Costel Emil Coteț

2014–2015 Project manager

Research project on "The organizational culture dynamics under the influence of the internal integrators", from the European Social Fund through Sectorial Operational Programme Human Resources Development 2007–2013, project number POSDRU/159/1.5/S/142115, project title "Performance



and Excellence in Postdoctoral Research in Romanian Economics Science Domain”, Bucharest University of Economic Studies

2010–2013 Member of the research team

CNCSIS Human Resources research contract, 2010 competition, a research project aiming to stimulate the formation of young independent research teams – “Multivariate critical analysis of convergence in European Higher Education”, code TE_351, project manager Prof. Ph.D. Alina Mihaela Dima (Bucharest University of Economic Studies)

2010 Member of the research team

UEFISCDI research contract Program 4 Partnerships in the priority areas – contract no. 92-096 – “Collaborative systems and mechanisms specific to economic clusters and business networks in the global knowledge-based economy – CLUSTINOVA”, code PO-04-Ed3-RO-F2, Bucharest University of Economic Studies partner project manager – prof. Ph.D. Adrian Tanțău

2007 Member of the research team

CNCSIS research contract CEEEX P-DE – „Increasing the quality performances in the cooperative processes of SMEs through expert systems in engineering and innovation management-INOEX”, financing contract no. 140 / 02.10.2006, coordinator Technical University of Cluj-Napoca, Bucharest University of Economic Studies partner project manager – prof. Ph.D. Marieta OLARU

OTHER RELEVANT PROFESSIONAL EXPERIENCE

March 2007 – March 2009 – Tutor ID at Urziceni center of Titu Maiorescu University Bucharest

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

2016–2018, President of Society for Business Excellence Association, a professional association that supports, through its academic and scientific actions, excellence in business (www.bizexcellence.ro)

INDUSTRY AND SOCIETAL ENGAGEMENT

September–October 2022 Trainer – HYDROELECTRICA employee training employed by Staff 2000 Professional Training Center

Topic of training: "Conflict management"

September–October 2016 Trainer – ASSYSTEM employees training employed by CEFORA CORPORATE SOLUTIONS & TRAINING FOR PROFESSIONALS

Topic of training: "Challenges of the recruitment – selection process"

2018–present President of OPEN for Business Association, association that organizes professional, academic and scientific events, and undertake actions aiming to facilitate integration into the labor market and encourage sustainable career progress (www.o4b.ro)



2016-2018 President of Society for Business Excellence Association, a professional association that supports, through its academic and scientific actions, excellence in business (www.bizexcellence.ro)

2012-2016 Initiator and Coordinator OPEN for BUSINESS, as project of SBE, aiming to strengthen the faculty's collaboration with the business environment

GRANTS AND HONORS

2020 Barry Richmond Scholarship

Competition organized by ISEE Systems in collaboration with System Dynamics Society, <https://www.iseesystems.com/scholarship.aspx>

2008 - "FESTO – Young Researchers Award" at the DAAAM International Conference, Trnava, Slovakia

MEDIA PRESENCE

In the business field:

April 25, 2025 --> The FABIZ – IMST Student Scientific Communications Session, section "Collaboration with the business environment" https://abest.ro/pentru-al-doilea-an-consecutiv-centrul-de-limbi-straine-a_best-a-oferit-premii-in-cadrul-sesiunii-de-comunicari-stiintifice-fabiz-imst-2015/

In the artistic field:

Online art gallery --> <https://pride.ase.ro/galerie-de-arta-valentina-mihaela-ghinea/>

Book launch:

15.01.2025 --> National Culture Day at the House of Culture, Urziceni Municipality, Ialomita <https://www.facebook.com/photo/?fbid=1113565976929780&set=pcb.1113566110263100>

07.12.2024 --> Gaudeamus Book Fair <https://www.facebook.com/events/1690185241540036>

02.04.2021 --> "Ștefan Bănuțescu" Ialomita County Library <https://bjj.ro/lansare-de-carte-jurnal-de-vacanta/>

31.05.2022 --> "Ștefan Bănuțescu" Ialomita County Library <https://bjj.ro/valentina-mihaela-ghinea-cu-povestea-lui-bobita/>

"The Land of Faries" (44,160 words) – Ink Story Publishing House, <https://ink-story.ro/product/taramul-zanelor/>

"Prince Charming of Royal Jelly" (3,300 words) – age group: 8-14 years old, Illustrator Patricia Voinescu Lira Publishing House - <https://www.lira.ro/produs/fat-frumos-din-laptisor-de-matca-valentina-mihaela-ghinea/>

"Bobita" (18,532 words) – age group: 8-14 years old, Illustrator Andreea Atanasiu, Lira Publishing House - <https://www.lira.ro/produs/bobita-valentina-mihaela-ghinea/>

"A Holiday Diary" (53,712 words) – age group: 10-16 years old, EIKON Publishing House - <http://www.librariaeikon.ro/>

"A Good Deed", Cutiuța cu Povești Publishing House - <https://www.cutiuta-cu-povesti.ro/blog/povesti-altfel/o-fapta-buna/>

"Well rounded Stories" (14,764 words) – age group: 7-10 years old, Illustrator Aniela Ariton, Cutiuța cu



Povești Publishing House

"End of the Line" in "Explozia bobului de nisip", Star Tipp Publishing House, pp.30-35

INTERNATIONAL EXPERIENCE / ACADEMIC ENGAGEMENT

March 2024 Member of the Specialized Jury of the International Economics Olympiad, 4th edition
International Economics Olympiad, Winter Challenge (WiC)

Martie 2023 Member of the Specialized Jury of the International Economics Olympiad, 3rd edition
International Economics Olympiad, Winter Challenge (WiC)

May 2011 Invited lecturer

Course and seminar "The Role of the organizational culture in achieving performance "
ENSAM Cluny, France

March 2008 Invited lecturer

Course and seminar "The importance of the communication process in decision making"
ENSAM Cluny, France

LANGUAGES

English – Advanced

French - Intermediate

SKILLS

Behavioral traits & soft skills:

Sociable, adaptable, friendly

Powers of observation

Energetic and self-motivated

Ingenious and trailblazing

Persistent and perseverant

Research skills:

Searching and gathering relevant information

Attention to detail

Time management

Analytical, creative, and forward-thinking

Strategic minded

Problem-solving

Verbal and writing skills

Teaching skills:

Active listening

Facilitative and persuasive communication



Showing empathy

Engaging

Having patience

Creative

Respectful

Explanation skills

IT copetencies: MS Office, TRUE software

Artistic skills: Painting and literary writing, song writer