

CURRICULUM VITAE



PERSONAL INFORMATION

Name
Adresse
Phone
E-mail

PALOȘ RAMONA

300223 Timișoara, Bdul V. Pârvan, nr. 4
0256592320
ramona.palos@e-uvvt.ro

ACADEMIC EDUCATION

1990 – 1995

- Name and type of educational institution
- Main subjects/professional skills covered
- Title of qualification awarded

1998 – 1999

- Name and type of educational institution
- Main subjects/professional skills covered
- Title of qualification awarded

2000 – 2003

- Name and type of educational institution
- Main subjects/professional skills covered
- Title of qualification awarded

2018

- Name and type of educational institution
- Main subjects/professional skills covered
- Title of qualification awarded

Academic Education

Faculty of Sociology and Psychology, West University of Timișoara. Major/Field of study: Psychology

Psychology

Bachelor's Degree in Psychology

Postgraduate Advanced Studies

Faculty of Sociology and Psychology, West University of Timișoara.

Profile: Socio-Psycho-Pedagogy. **Specialization:** Psycho-Pedagogy of Inclusive Education.

Postgraduate Diploma

Doctoral Studies

"Alexandru Ioan Cuza" University of Iași. Scientific Supervisor: prof.univ.dr. George Văideanu.

Title of Thesis: "Assessing adult learner's needs and designing suitable educational programs" (published).

Adult Education

PhD in Educational Sciences

Habilitation

"Alexandru Ioan Cuza" University of Iași. Habilitation thesis: *Variables which facilitate learning in multiple educational contexts and shape students' and teachers' professional development.*

Eligibility to supervise PhD candidates in Educational Sciences.

PhD Habil.

PROFESSIONAL EXPERIENCE

1995 – 1997

- Name and address of employer
 - Type of business/sector
 - Job title/Position held

Reșița Steel Plant

Psychology Laboratory

Psychologist

1997 – 1998

- Name and address of employer
 - Type of business/sector
 - Job title/Position held

S.C. Temeco S.A. Timișoara

Human Resources Department

Psychologist, *Human Resources Manager*

1995 – 1998

- Name and address of employer
 - Type of business/sector
 - Job title/Position held

1998 – 1999
- Name and address of employer
 - Type of business/sector
 - Job title/Position held

1999 – 2002
- Name and address of employer
 - Type of business/sector
 - Job title/Position held

2002 – 2004
- Name and address of employer
 - Type of business/sector
 - Job title/Position held

2004 – 2009
- Name and address of employer
 - Type of business/sector
 - Job title/Position held

2009 – 2024
- Name and address of employer
 - Type of business/sector
 - Job title/Position held

2024 – present
- Name and address of employer
 - Type of business/sector
 - Job title/Position held

West University of Timișoara. Faculty of Sociology and Psychology. Department of Psychology.
Seminars
Associate Lecturer

West University of Timișoara. Faculty of Sociology and Psychology. Department of Educational Sciences
Seminars
Associate Lecturer

West University of Timișoara. Faculty of Sociology and Psychology. Department of Educational Sciences
Seminars
Teaching Assistant (Full-time)

West University of Timișoara. Faculty of Sociology and Psychology. Department of Educational Sciences
Courses and seminars
Assistant Lecturer/PhD Candidate (Permanent Position)

West University of Timișoara. Faculty of Sociology and Psychology. Department of Psychology.
Courses and seminars
Lecturer, PhD. (Tenured)

West University of Timișoara. Faculty of Sociology and Psychology. Department of Psychology.
Courses and seminars
Associate Professor, PhD. (Tenured)

West University of Timișoara. Faculty of Sociology and Psychology/Faculty of Psychology and Educational Sciences. Department of Psychology.
Courses and seminars
Full University Professor, PhD (Tenured)

PERSONAL SKILLS AND COMPETENCES

Mother Tongue
Foreign Languages
European Level (*)

Romanian
English: Listening: B2; Reading: C1; Speaking: B2; Writing: B2;
Franceza: Listening: B1; Reading: B2; Speaking: A2; Writing: A2;

ORGANIZATIONAL SKILLS AND COMPETENCES

Leadership Roles

1. Director, Psychological Counseling and Career Guidance Center (CCPOC)
West University of Timișoara – Timișoara, Romania, Decision no. 32846/28.12.2011;

SCIENTIFIC AND PROFESSIONAL ACTIVITIES

Scientific Activities

1. **Editor** (2010 – Present) – *Romanian Journal of Applied Psychology* (formerly *Revista de Psihologie Aplicată*), published by the Euroregional Center for Applied Psychology in cooperation with West University of Timișoara, Department of Psychology.
<https://www.rjap.psihologietm.ro/editor.html>
2. **Member** (2017 – Present) – Social Diagnosis Center (CDS), West University of Timișoara.
<https://cds.uvt.ro/echipa/>
3. **Member of the Scientific Committee** (2019 – Present) – *Journal of Educational Sciences*, published by West University of Timișoara under the aegis of the Faculty of Sociology and Psychology, Department of Educational Sciences, and the Romanian Institute for Adult Education (IREA).
<https://rse.uvt.ro/ScBoard.php?lang=>

INTERNATIONAL RECOGNITION

Awards for scientific activity

1. **(2017). Award:** *Outstanding Paper in the 2017 Emerald Literati Network Awards for Excellence*,

by international institutions/professional associations	for the article: Paloş,R., Vereş-Stancovici,V. (2016). Learning in organization. <i>The Learning Organization. The International Journal of Critical Studies in Organizational Learning</i> , 23(1), 2-22. http://www.emeraldgrouppublishing.com/authors/literati/awards.htm?year=2017&journal=tlo
Guest Editor ISI journals	1. (2020-2021). Guest editor: <i>Special Issue "Applications of Positive Psychology in the Time of the COVID-19 Pandemic"</i>, with Delia Virgă, for <i>Sustainability Journal</i> (ISSN 2071-1050); https://www.mdpi.com/journal/sustainability/special_issues/positive_sustainability 2. (2022). Guest associate editor: <i>Research Topic: How Social and Personal Resources Support Teaching and Learning Effectiveness</i>, with Delia Virgă, for <i>Frontiers in Psychology</i> - section Educational Psychology. FI=2.999 3. (01.04.2022-01.04.2024). Consulting Editor of Educational Psychology: An International Journal of Experimental Educational Psychology. F=2.90. https://www.tandfonline.com/action/journalInformation?show=editorialBoard&journalCode=cedp20
NATIONAL RECOGNITION Awards for Scientific Activity by National Institutions/Professional Associations	1. (2024). Award: "Gabriela Colţescu" Prize for Social and Economic Sciences – for Scientific Contribution. West University of Timișoara, 10th Annual Awards Gala, 19 November 2024. https://www.uvt.ro/blog/gala-premiilor-uvt-2024-moment-de-sarbatoare-si-recunoastere-a-excelentei/
MEMBERSHIP IN PROFESSIONAL SOCIETIES	1. 2019-present. Member, Romanian Educational Research Association (ARCE). www.arced.ro 2. 2018-present. Member, Social Diagnosis Center (CDS). https://cds.uvt.ro/ 3. May 2026–present: Member, Educational Leadership and Community Development Research Center (CCLEDC) at the West University of Timișoara.
PROJECTS/GRANTS – INSTITUTIONAL DEVELOPMENT Project Coordinator	1. GoToUVT: "Find Your way to West University of Timișoara" (2018) – Enhancing access opportunities for students from disadvantaged backgrounds to higher education through counseling and career guidance services. CNFIS-FDI-2018-0186 – West University of Timișoara; Director. 2. StalnUVT: "Stay at West University of Timișoara" (2019) – Supporting student progress throughout their entire university program and completion through educational and career counseling services. CNFIS-FDI-2019-0153 – West University of Timișoara; Director. 3. GrowInUVT: "Grow at West University of Timișoara" (2020) – Creating opportunities to promote students' academic and social development through tutoring programs and educational and career counseling. CNFIS-FDI-2020-0232 – West University of Timișoara; Director.
PROJECTS/GRANTS – SCIENTIFIC RESEARCH Team Member (selected projects)	1. (2010-2013). POSDRU Project: "Defining the qualification of psychologist and sectoral learning descriptors in order to adapt master's programs in psychology to the needs of the Romanian labor market", European Social Fund Project – "Invest in People!", Major Area of Intervention 1.2 – "University for the Future". Role: Long-term expert, project implementation team member; 2. (2011). POSDRU Project: "Restructuring the Continuing training system for pre-university education staff through the generalization of the transferable professional credits system", POSDRU/3/1.3/S/2 – ID 3777. Role: Methodology expert. 3. (2013). POSDRU Project: "Integrated educational program facilitating the transition from primary to lower secondary education to prevent school failure" (PREVINS), POSDRU/91/2.2/S/ – ID 63189. Role: Trainer; 4. (2014-2015). POSDRU Project: "Career counseling and professional practice services in psychology", ID: POSDRU/161/2.1/G/136958. Role: Long-term expert. 5. (2014-2015). POSDRU Project: "Start a successful career", ID 141573. Role: Long-term expert – career guidance counselor. 6. (2018). ROSE Project: "Invest in your education! Preventing university dropout through integrated support services (InEdu)", Contract No. 46/SGU/NC/1/23.11.2017. Role: Learning coaching coordinator. 7. (2018). FDI Project: "UVT Teaching Brand – stimulating sustainable student learning: an instructional model developed through action research and training programs", CNFIS-FDI-2018-0063. Role: Trainer. 8. (2019). POCU Project: "Universities and employers together: an integrated system of innovative educational programs", POCU/320/6/21/121030, Funding Contract 8855/04.02.2019. Role: Teaching staff training expert / trainer. 9. (2020). ROSE Project: "Personalized Education – An integrated and comprehensive approach to reducing university dropout in the Faculty of Sociology and Psychology", ROSE/AG383/SGU/SS/III/2020. Role: Screening instrument development expert/higher education expert. 10. (2021-2022). POCU Project: "Quality practice for a successful career", POCU/626/6/13/130348.

SCIENTIFIC PUBLICATIONS
Studies/Research Published in
WoS Indexed Journals

1. Munteanu,A., Costea,I., **Paloş,R. (2011)**. Relationships between academic achievement and personality dynamics during adolescence. *South African Journal of Psychology*, 41(4), 552-561.
2. **Paloş,R.**, Maricuţoiu,L. (2013). Teaching for Successful Intelligence Questionnaire (TSI-Q) – a new instrument developed for assessing teaching style. *Journal of Educational Sciences and Psychology*, 3(1), 159-178.
3. **Paloş,R.**, Vişcu,L. (2014). *Anxiety, Automatic Negative Thoughts, and Unconditional Self-Acceptance in Rheumatoid Arthritis: A Preliminary Study*. ISRN Rheumatology: Hindawi Publishing Corporation, vol. 2014, article ID 317259, 5 pages, <http://dx.doi.org/10.1155/2014/317259>;
4. **Paloş,R.**, Petrovici,M.C. (2014). Perceived Importance of Communication Skills and their Predictive Value for Academic Performance. *Revista de Intervenție și Cercetare Socială/Review of Research and Social Intervention*, 46, 85-98.
5. **Paloş,R.**, Vereş-Stancovici,V. (2016). Learning in organization. *The Learning Organization. The International Journal of Critical Studies in Organizational Learning*, 23(1), 2-22. <http://dx.doi.org/10.1108/TLO-01-2015-0001>.
6. **Paloş,R.**, Gunaru,S.A. (2017). The relationship between resistance to change and Romanian teachers' attitude towards continuing education: the moderating role of conscientiousness. *Journal of Education for Teaching: international research and pedagogy*, 43(4), 458-473. <https://doi.org/10.1080/02607476.2017.1297043>.
7. **Paloş,R. (2018/2020)**. Exploring the impact of achievement goals orientation and study engagement on nursing students' approaches to learning. *Educational Studies*, 46(2), 205-220; <http://doi:10.1080/03055698.2018.1555454>.
8. **Paloş,R.**, Maricuţoiu,L., & Costea,I. (2019). Relations between academic performance, student engagement and student burnout: a cross-lagged analysis of a two-wave study. *Studies in Educational Evaluation*, 60, 199-204. <https://doi.org/10.1016/j.stueduc.2019.01.005>.
9. **Palos,R.**, Magurean,S., Petrovici,M.C. (2019). Self-Regulated Learning and Academic Performance – The Mediating Role of Students' Achievement Goals. *Revista de Cercetare și Intervenție Socială/Review of Research and Social Intervention*, 67, 234-249. <https://doi.org/10.33788/rcis.67.15>.
10. Sava,S.L., Virgă,D., & **Paloş,R***. (2020). The role of teacher support, students' need satisfaction, and their psychological capital in enhancing students' self-regulated learning. *Studia Psychologica*, 62(1), 44-57. <https://doi.org/10.31577/sp.2020.01.790>.
11. Samfira,E.M. & **Paloş,R***. (2021). Teachers' personality, perfectionism, and self-efficacy as predictors for coping strategies based on personal resources. *Frontiers in Psychology*. 12:751930. <http://doi:10.3389/fpsyg.2021.751930>.
12. **Paloş,R.**, Virgă,D., & Craşovan,M. (2022). Resistance to Change as a Mediator Between Conscientiousness and Teachers' Job Satisfaction. The Moderating Role of Learning Goals Orientation. *Frontiers in Psychology*. 12:757681. <http://doi:10.3389/fpsyg.2021.757681>.
13. **Paloş,R.**, Samfira,E.M., Virgă,D., & Purić,D. (2023). The core self-evaluations, psychological capital, and academic engagement: a cross-national mediation model. *Frontiers in Psychology*. 14:1189665. <http://doi:10.3389/fpsyg.2023>.
14. **Paloş,R.** (2023). Students' core self-evaluations and academic burnout: the mediating role of personal resources. *Journal of Applied Research in Higher Education*, 16(3), 904-918. <http://doi:10.1108/JARHE-04-2023-0152>.
15. **Paloş,R.**, Virgă,D., & Okros,N. (2024). *Why should you believe in yourself?* Students' performance-approach goals shape their approach to learning through self-efficacy: a longitudinal analysis. *European Journal of Education*, 59(2), e12624. <http://doi:10.1111/ejed.12624>.
16. **Paloş, R.**, Virgă, D. & Dediu, R. (2025). Students' approach to learning and their intrinsic motivation to know – the moderating role of psychological needs. *Current Psychology*. <https://doi.org/10.1007/s12144-025-07990-x>.
17. Vaida,M.A., **Paloş*,R.**, Jianu*,A.M., Damen,N.S., & Grigoriță,L.O. (2025). Exploring international students' personal and social resources: Enhancing academic well-being in the medical environment. *Education Sciences*, 15(11), 1444. <https://doi.org/10.3390/educsci15111444>.
18. Negru,A., Maricuţoiu,L., & **Paloş,R.*** (2026). Do social-emotional competencies shape the effects of students' learning approaches on academic performance? Evidence from middle school education. *Journal for the Study of Education and Development*, 49(2), 1-36 <https://doi.org/10.1177/02103702261422698>.
19. Ianoş,M.A., Rusu,A. **Paloş,R.**, Petreñas,C., & Sansó,C. (2026). Linking language attitudes to proficiency across learning contexts: A systematic review and meta-analysis of correlational evidence. *Educational Psychology Review*, 38(96), <https://doi.org/10.1007/s10648-026-10193-w>
20. Luştrea,A., **Paloş,R***, Craşovan, M., Sava, S.L. (2026). Organizational factors shaping schools'

	maturity as professional learning communities: A study of Romanian mainstream and special education contexts. <i>Journal of Professional Capital and Community</i>. https://doi.org/10.1108/JPCCC-02-2025-0015
Authored BOOKS published by recognized publishers (CNCSIS A2, B)	1. Paloş, R. (2007). <i>Adult Learning</i>. Didactic and Pedagogical Publishing House, Contemporary Pedagogical Ideas Series, Bucureşti, ISBN 978-973-30-1648-9. 2. Paloş, R. (2007). <i>Learning theories and their educational implications</i>. West University of Timişoara Press, ISBN 978-973-125-084-7. 3. Paloş, R. (2012). <i>Learning theories and their educational implications – 2nd revised and expanded edition</i>. West University of Timişoara Press, ISBN 978-973-125-363-3. 4. Paloş, R. (2013). <i>Educational Psychology: between theory and practice</i>. Didactic and Pedagogical Publishing House, Contemporary Pedagogical Ideas Series, Bucureşti, ISBN 978-973-30-3492-6. 5. Paloş, R. (2016). <i>Teaching for understanding and learning: collection of applications and exercises</i>. Didactic and Pedagogical Publishing House, Contemporary Pedagogical Ideas Series, Bucureşti. ISBN 978-606-31-0282-0.
Co-author books (CNCSIS B)	1. Paloş, R. (coord.). (2020). <i>Collection of structured applications and exercises: support in the process of primary vocational guidance and counseling</i>. West University of Timişoara Press, ISBN 978-973-125-701-3.
CONTRIBUTIONS TO EDITED VOLUMES Chapters Published by A1-Ranked Publishers	1. Paloş, R. & Virgă, D. (2024). Academic performance between face-to-face and online teaching-assessment process: a case study of a course. In G.Grosseck, S.Sava, G.Ion, & L.Maliţa: <i>Digital Assessment in Higher Education: Navigating and Researching Challenges and Opportunities</i>, seria <i>Lecture Notes in Educational Technology</i>, Springer. 2. Paloş, R., Virgă, D., & Petrovici, M. (2026). Digital literacy and technology integration: shaping senior educators' attitudes and practices (Chapter 11, pp. 219-239). In D.Sutherland Olsen, A.I. Hilsen, M.Rašticová (eds): <i>Older Workers and Digital Literacy: Perspectives from Europe</i>, Emerald 3. Virgă, D. & Paloş, R. (2026). Relationship between Attitude towards AI and Its Potential to Empower Students' Learning and Academic Engagement in Higher Education: The Role of Teachers' Training (Chapter 17, pp.210-222). În Chen,Z., Cordie,L., Schröter,H., & Zeng,X. (Eds): <i>Navigating the AI frontier in Adult Education. International practices and perspectives from adult learning, training and higher education</i> (1st ed.). Routledge. https://doi.org/10.4324/9781003656630
Chapters in Edited Volumes – Published by Polirom (CNCSIS A2)	1. (2004). <i>Manual of Work and Organizational Psychology</i> – coordinated by Z. Bogathy, Polirom Publishing, Iaşi, 2004 (reprinted 2005, 2006, 2007). ISBN 973-681-536-6. Chapter 6: <i>Professional training: formation and development</i> (pp. 113–134); Chapter 16: <i>Diversity in organizations: youth, elderly, women, people with special needs</i> (pp. 301–316); Chapter 17: <i>The future of work and Organizational Psychology in the context of socio-economic and technological changes in the labor market</i> (pp. 317–326) – co-authors: Z. Bogathy, C. Ilin, C. Popescu 2. (2007). <i>Manual of Techniques and Methods in Work and Organizational Psychology</i> – coordinated by Z. Bogathy, Polirom Publishing, Iaşi, 2007. ISBN 978-973-46-0428-9. Chapter 6: <i>Mentoring and Coaching Activities</i> (pp. 143–155). 3. (2007). <i>Adult Education – Theoretical foundations and practical landmarks</i> – coordinated by Paloş, R., Sava, S., Ungureanu, D., Polirom Publishing, Iaşi, 2007. ISBN 978-973-46-0673-3. Sub-chapter 3.2: <i>Context of Learning</i> (pp. 129–140); Sub-chapter 5.3: <i>Assessment of learning and training needs</i> (pp. 267–282); Sub-chapter 5.7: <i>Workplace learning and organizational learning</i> (pp. 311–320). 4. (2008). <i>Current Trends in Organizational-Managerial Psychology</i> – coordinated by Avram, E., Cooper, C.L., Polirom Publishing, Iaşi, 2008. ISBN 978-973-46-0808-9. Sub-chapter: <i>The role of mentoring in career development</i> (pp. 787–810, Section 6: Trends in Organizational Research and Development). 5. (2019). <i>Adult Education – Theoretical foundations and practical landmarks</i>, 2nd revised and expanded edition – coordinated by Sava, S., & Paloş, R., Polirom Publishing, Iaşi, 2019. ISBN 978-973-46-3330-2. Chapter 8: <i>Learning in all life contexts</i> (pp. 143–152); Chapter 18: <i>Assessment of Training Needs</i> (pp. 312–325); Chapter 24: <i>Workplace learning and organizational learning</i> (pp. 388–400).
Chapters in edited volumes – Published by West University of Timişoara Press (CNCSIS B)	6. <i>Manual of academic techniques and skills</i> – coordinated by Bogathy, Z. & Sulea, C., West University of Timişoara Press, 2008. ISBN 978-973-125-188-2. Chapter 2: <i>Enhancing academic activities – reading bibliography, note-taking, and exam preparation</i> (pp. 29–50); 7. <i>Psychological skills – a guide for teachers and students</i> – coordinated by Paloş, R., West University of Timişoara Press, 2009. ISBN 978-973-125-241-4. Chapter 1: <i>Self-knowledge and</i>

knowledge of others (pp. 17–51);

8. *Tutoring manual: enhancing students' motivation and independence in learning* – coordinated by Paloş, R., West University of Timișoara Press, **2020**. ISBN 978-973-125-706-8. Chapter 1: *Tutoring: utility and effectiveness at university level* (pp. 13–28; co-author); Chapter 2, Sub-chapter 2.1.3: *Selection of student tutors* (pp. 33–34; author); Chapter 2, Sub-chapter 2.2.2: *Creating an effective learning environment* (pp. 47–54; co-author); Chapter 2, Sub-chapter 2.2.3: *Facilitating active learning* (pp. 55–78; co-author); Chapter 2, Sub-chapter 2.2.4.3: *Effective learning techniques in the academic environment* (pp. 81–93; co-author); Chapter 3: *Planning and developing a tutoring program* (pp. 143–156; author).

EDITED VOLUMES –
Coordinated by author,
Published by recognized
publishers (CNCSIS A2, B)

1. **Coordinator:** *Adult Education – Theoretical foundations and practical landmarks* – with Sava, S., Ungureanu, D., Polirom Publishing, Iași, **2007**. ISBN 978-973-46-0673-3.
2. **Coordinator:** *Psychological skills – a guide for teachers and students*, West University of Timișoara Press, **2009**. ISBN 978-973-125-241-4.
3. **Coordinator:** *Adult Education – Theoretical foundations and practical landmarks*, 2nd Revised and Expanded Edition – Sava, S., & Paloş, R., Polirom Publishing, Iași, **2019**. ISBN 978-973-46-3330-2.
4. **Coordinator:** *Collection of structured applications and exercises: support in the process of primary vocational guidance and counseling*, West University of Timișoara Press, **2020**. ISBN 978-973-125-701-3.
5. **Coordinator:** *Tutoring Manual: enhancing students' motivation and independence in learning*, West University of Timișoara Press, **2020**. ISBN 978-973-125-706-8.

Timișoara,
14.09.2026

Prof. univ. dr. habil. Ramona PALOȘ