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Institute of Labor and Industrial Relations
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EDUCATION

Ph.D. Human Resources and Industrial Relations, **University of Illinois at Urbana-Champaign**,
Institute of Labor and Industrial Relations (expected Spring 2006)

M.A. Human Resources and Industrial Relations, **University of Illinois at Urbana-Champaign**,
Institute of Labor and Industrial Relations (2003)

M.S. Sociology, **Virginia Polytechnic Institute and State University**, Department of Sociology (2002)

B.A. Sociology, **University of Bucharest, Faculty of Sociology** (1996)

B.A. International Economic Relations, **Academy of Economic Studies, Faculty of Trade**,
Bucharest (1994)

Specialization by Coursework and Special Programs

Scott Shane Intensive Ph.D. Seminar in Entrepreneurship, **Case Western Reserve University**,
Weatherhead School of Management, Cleveland, Ohio (2005)

Management Consulting Workshops, **Academy of Management, Management Consulting Division**,
Honolulu, Hawaii (2005)

Certificate, **Central European University**, Budapest, Hungary. Summer University: The Politics of
Market Making and Industrial Relations in Europe (2002)

Certificate of Completion, **Virginia Polytechnic Institute and State University**, Specialization in
International Research and Development (2002)

Certificate, **Wirtschaftsuniversität Bremen**, Germany. Summer School, International Relations
European Union Institutions (1994)

PUBLICATIONS AND ARTICLES UNDER REVIEW

Aguilera, R., & Dabu, A. 2005. The Transformation of Employment Relations Systems in Central and Eastern Europe. *Journal of Industrial Relations*, 47(1): 16-42. [authors listed alphabetically]

Aligica, P. D., & Dabu, A. 2003. Land Reform and Agricultural Reform Policies in Romania's Transition to the Market Economy: Overview and Assessment". *Eastern European Economics*, 41(5): 49-69. [authors listed alphabetically]

Chadwick, C., & Dabu, A. "Rent theories, human resources, and the competitive advantage of firms" under review at *Organization Science*

Working paper

Dabu A. "Models of Entrepreneurship and Strategic Human Resources Management: an Austrian approach to resources heterogeneity", manuscript under preparation.

Technical Reports

"Rural Development Project; Institutional Assessment Report" (co-author), *World Bank Romania*, 2001

"Barriers to Trade in Romania in the Transition Period: Methodology, Exploratory Evaluation and Policy Conclusions", The Institute for Foreign Trade, *Ministry of Trade*, Bucharest, 1995-1996

"Women and Entrepreneurship in Transition" *Institute of Sociology of the Romanian Academy*, Bucharest, 1994

Translations into Romanian

"The Intellectuals and Socialism", Fr. A. Hayek, *Polis, Revista de Stiinte Politice*, Bucuresti, no. 4/1995

"De la production privée de liberté", G. de Molinari, *Polis, Revista de Stiinte Politice*, Bucuresti, no. 3/1996

CONFERENCE PRESENTATIONS

Chadwick, C., & Dabu, A. *Rent theories, human resources, and the competitive advantage of firms*. Paper presented at the Academy of Management , 65th Annual Meeting, Honolulu, Hawaii, August 2005

Aguilera, R., & Dabu, A. *Different Routes to the Same Goal: Corporate Governance Change in Central and Eastern Europe*. Paper presented at the Academy of Management, 62nd Annual Meeting, Denver Colorado, August 2002

Aguilera, R. & Dabu, A. *Employment Relations Systems in Central and Eastern Europe: the impact of EU enlargement*. Paper presented at the Round-table on Industrial Relations in Europe, Central European University, Budapest, Hungary, July 2002

Aguilera, R., & Dabu, A. 2001. *Same Dreams, Different Beds: An Institutional Analysis of Corporate Governance Change in Six Central and Eastern European Countries*. Paper presented at the American Sociological Association, 96th Annual Meeting, Anaheim CA, August 2001

Doctoral Consortium, Midwest Academy of Management, Indianapolis IN, April 2002

Dabu, A. 1998. *Economics Handbooks in post-1989 Romanian College Curricula: A critical Approach*. Paper presented at the Conference “Globalization and Higher Education”, University of Indiana, Bloomington, 1998

PROFESSIONAL EXPERIENCE

a. Research Assistant

University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations

- Executed field work, designed questionnaires, conducted interviews and data gathering in Hungary, Poland and Romania investigating the impact of EU enlargement on corporate governance and labor systems, union organization, labor legislation and employment relations.
- Participated in the construction of a database on the change in the composition of the boards of directors prior to and post mergers and acquisitions.
- Collected data through semi-structured interviews and surveys of HR managers in US-based MNCs’ subsidiaries in Romania, as part of a larger research projects at ILIR analyzing the cultural and institutional determinants of HR systems in international affiliates of American multinational corporations.
- Provided editorial and research support for the book *Corporate Governance in a Changing Economic and Political Environment. Trajectories of Institutional Change on the European Continent*, R. Aguilera & M. Federowicz (eds.). London: Palgrave Macmillan.

b. Teaching Assistant

University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations

LIR 493 Introduction to Statistics seminar (MA level), Fall 2001. Complete responsibility: designed the seminar format, taught key statistical concepts through seminar applications and applied homework, introduced students to EXCEL, graded.

LIR 492 Organizational Fundamentals for HR/IR Professionals seminar (MA level), Spring 2002 complete responsibility: seminar discussions on research methods in the field of HR, analysis of applied case studies, graded.

LIR 454 Comparative Employment Relations Systems (MA level), teaching assistant, Fall 2000, 2002, Spring 2004. Also taught sections “Post-socialist Employment Relations in Central and Eastern Europe”.

LIR 591 Employment Relations Systems (MA level), Fall 2002, grader.

Virginia Tech University, Department of Sociology

Individual tutoring, grading and preparing teaching materials for various “**Introduction to Sociology**” classes (undergraduate level); 1998-2000.

University of Bucharest, Faculty of Political Sciences and Public Administration

Introduction to Political Economy - Complete responsibility for courses taught for both the French and Romanian sections of the Political Science Department, Fall 1996, Fall 1997

History of Sociological Thought, seminar format Spring 1997, Spring 1998

Teaching Award

Included in University of Illinois at Urbana-Champaign's Fall 2001 List of Teachers Ranked as Excellent by their Students

c. Other relevant experience

Consultant, *World Bank Romania*, Institutional Analysis and Evaluation of the European Union SAPARD Program Implementation Infrastructure (2000)

International Commissioner, *Romanian National Scout Association* (1991- 1998)

Member of the European Scout and Guide Committee, *World Organization of the Scout Movement*, Bruxelles (1996-1998)

Consultant on the German and Austrian Markets, *Import-Export RIB srl Firm*, Bucharest (1991-1996)

HONORS AND AWARDS

Tuition Fellowship, Summer Intensive Ph.D. Seminar in Entrepreneurship, Kauffman Foundation, 2005

Graduate Scholar in Entrepreneurship, Academy of Entrepreneurial Leadership, University of Illinois at Urbana-Champaign, 2005

Summer Fellowship, Central European University, Budapest, 2002

Graduate Research Grant, European Union Center, University of Illinois at Urbana-Champaign, 2002

Graduate Research Grant, European Union Center, University of Illinois at Urbana-Champaign, 2001

Graduate College Fellowship, University of Illinois at Urbana-Champaign, 2000-2001

Research/Teaching Assistantship, University of Illinois, Urbana-Champaign, 2000-2004

Teaching Assistantship, Virginia Tech University, 1998-2000

Travel Grant, Open Society Institute, Soros Foundation, 1998

European Union Scholarship, Tempus Program, 1997

Deutscher Akademischer Austauschdienst, Summer Scholarship, 1994

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Management

Labor and Employment Relations Association (former Industrial Relations Research Association)

LANGUAGES SKILLS

English, German, French, Romanian