

## ADELINO DUARTE GOMES

### 1. Academic Degrees

- **License** in Psychology. Instituto Superior de Psicologia Aplicada (ISPA), Lisbon, 1977.
- **Master** in Psychology: “Licence complémentaire en Psychologie” (“probatoire au doctorat”), Faculté de Psychologie et de Sciences de l’Éducation de l’Université Catholique de Louvain, Belgium, 1979.
- **PhD** in Psychology, area of Work and Organizational Psychology: “Doutoramento em Psicologia, área de Psicologia do Trabalho e das Organizações (University of Coimbra, 1991).
- **Agregação** (the highest degree of Portuguese universities according to the Portuguese law) in Psychology (University of Coimbra, 2001).

**2. Position in the University:** Associate Professor, with ‘Agregação’, Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra (FPCE–UC). Coordinator of teaching staff in the area of Work and Organizational Psychology. Coordinator of the Master Course in Work and Organizational Psychology. Director of Work and Organizational Psychology Unit – Núcleo de Estudo e Formação em Organização e Gestão (NEFOG). Dean of the Faculty (FPCE–UC, 1995-1999). President (2001/2003) of Scientific Council, Psychology Group (Comissão Científica do Grupo de Psicologia do Conselho Científico). Elected member of “Comissão Coordenadora do Conselho Científico” (Scientific Council).

Member of international panels of research projects evaluation, namely: Psychology Panel for the Assessment of Research Projects, JNICT/PRAXIS XXI, Junta Nacional de Investigação Científica e Tecnológica (JNICT), 1997; Assessment Panel of Research Projects, Instituto de Cooperação Científica e Tecnológica Internacional, Ministério da Ciência e Tecnologia, FCT, 1998.

Organization of scientific journals (thematic volumes dealing with Organizational Psychology): *Psychologica* (n.º 23, 2000; n.º 27, 2001); *Psicologia* (Vol. IX, n.º 3, 1994).

Blind reviewing of articles for scientific journals: *Psychologie du Travail et des Organisations*; *Revue Internationale de Langue Française* and *Psicologia*.

Participation in national and international congresses, where presented several communications and posters. In this context, awarded a prize in an international congress of speciality – the best poster - XIIème Congrès de Psychologie du Travail et des Organisations (AIPTLF), Louvain-la-Neuve, 2002: *Cultures d’apprentissage: construction et validation d’un instrument de mesure (l’échelle OCA: orientation culturelle des organisations vers l’apprentissage)*, poster presented by T. Rebelo, D. Gomes & L. Cardoso.

### 3. Teaching experience in Work and Organizational Psychology:

Professor of “nomeação definitiva” (Tenure, based on 5-year periods of teaching positively evaluated by “Conselho Científico” according to the Portuguese law).

**- Pre-graduate teaching:**

Lecturer on Work Psychology (University of Coimbra, 1979-1991); Organizational Psychology, Psychological Intervention in Groups and Organizational Behaviour (1991-2002); Organizational Behaviour I and II (2003-), Intervention in Organizations (2004-2005).

**- Post-graduate teaching (Masters):**

Co-ordination of Work and Organizational Psychology Master Course (University of Coimbra, 1997-). Lecturer on Organizational Behaviour. Supervision of master theses. Participation in other Masters Courses: Universidade do Minho (1998); Universidade da Beira Interior (1998); Universidade do Porto (1999, 2000, 2005).

**- Post-graduate doctoral studies.**

Supervision of doctoral theses in Work and Organizational Psychology: Paulo Lourenço, *Concepções e dimensões da eficácia grupal: desempenho e níveis de desenvolvimento*, (Universidade de Coimbra, 2002), Leonor Cardoso, *Gerir Conhecimento e Gerar Competitividade: Estudo Empírico sobre a Gestão do Conhecimento e seu Impacto no Desempenho Organizacional* (UC, 2003). Currently supervising other doctoral students.

**4. Research:**

Member of the research Unit on Work and Organizational Psychology of the University of Coimbra – NEFOG and Principal researcher (Investigador Responsável) of the Project “Aprendizagem Organizacional: Gestão do Conhecimento” (PRAXIS/C/PSI/10255/1998), financed by the national Foundation (Fundação para a Ciência e a Tecnologia – FCT - Ministério da Ciência e Tecnologia (1999-2001). Member of the ISR Research Unit (Institute of Systems and Robotics) at the University of Coimbra. This unit was positively evaluated by international experts and classified with Very Good. Therefore has been financed on a pluri annual basis by (FCT) according to the Portuguese law.

**- Recent publications:**

Author of books and articles on subjects related to Work and Organizational Psychology, with special interest in Organizational Culture.

- GOMES, A.D. (1997). La Communication Culturelle en Organisation, *Psychologie du Travail et des Organisations: Revue Internationale de Langue Française*, 3, 1-2: 76-90.
- GOMES, A.D. (2000). *Cultura Organizacional: comunicação e identidade*. Coimbra, Quarteto Editora.
- GOMES, A.D., KEATING, J., CAETANO, A. & CUNHA, M.P. (Coords.) (2000). *Organizações em Transição: Contributos da Psicologia do Trabalho e das Organizações*. Coimbra, Imprensa da Universidade.
- GOMES, A.D. & KESTI, T. (2000). Construção Discursiva da Liderança: um estudo comparativo. In A. Duarte Gomes, J. Keating, A. Caetano & M.P. Cunha, *Organizações em Transição: contributos da Psicologia do Trabalho e das Organizações*, pp: 87-119. Coimbra, Imprensa da Universidade.

- CARVALHO, C. & GOMES, A.D. (2002). Eficácia Organizacional: construção de um instrumento de medida e questões em torno da sua avaliação, *Psicologia e Educação*, 1, 2: 15-37.
- REBELO, T., GOMES, A.D. & CARDOSO, L. (2003). Cultures d'apprentissage: l'échelle OCA. In C. Vandenberghe, N. Delobbe, & G. Karnas (Eds). *Développement des compétences, investissement professionnel et bien-être des personnes – Actes du 12<sup>e</sup> Congrès de Psychologie du Travail et des Organisations: Vol 2. Dimensions individuelles et sociales de l'investissement professionnel* (pp. 497-507). Louvain-la-Neuve, UCL, Presses Universitaires de Louvain.
- LOURENÇO, P.R. & GOMES, A.D. (2003). Da pluralidade à bidimensionalidade da eficácia dos grupos/equipas de trabalho, *Psychologica*, 33: 7-32.
- GOMES, A.D. (2004). Individus, Cultures et Organisations. In C. Bonardi, N. Gregori, J-Y. Menard & N. Roussiau (Eds), *Psychologie sociale appliquée: Emploi, travail et ressources humaines*, pp. 289-309. Paris, INPRESS Éditions.
- GOMES, A. D. & MIRA, M.R. (In press). Configurações Discursivas e Desenvolvimento Organizacional. In M.P. Cunha, A. Rego & J. Gomes, *Comportamento organizacional: XXI temas e debates para o séc. XXI*. Lisboa, ISPA.
- CARDOSO, L., GOMES, A.D. & REBELO, T. (In press). Para uma conceptualização e operacionalização da gestão do conhecimento, *Psychologica*, 38, (2005).

**- Participation in granted research projects:**

HSA–LEONARDO PROJECT. European project “Human System Audit for Health Care Sector – HSA”. Partners and participant countries: Spain (Universitat de Barcelona, NT-Salut, CSM-Hospital de Mataró); United Kingdom (Aston Business School, Children’s Hospital); Portugal (Universidade de Coimbra, Hospitais da Universidade de Coimbra); Poland (University of Silesia, Medical University of Silesia).

Scientific co-ordinator of a national study, supported by Portuguese Government (2002) and in cooperation with União das Instituições Particulares de Solidariedade Social (UIPSS) - *Estudo de Caracterização Social, Económica e Cultura das Freguesias* - that was presented and published (3 vol: Região Norte, Região Centro, Região Sul), December, 2003.

**5. Staff mobility:**

- Invited Professor at University of Lyon (Université de Lyon 2, France, 2002).
- Participation in teaching and research activities (“maîtrise, 3.eme cycle, séminaires de recherche”) at Université de Lyon 2 (France), within Erasmus/Socrates Program, January and February, 2002. Participation in master courses of other universities: Universidade do Minho (1998); Universidade do Porto (1999, 2000, 2005). Participation in juries of “doutoramento” and “mestrado” of other universities, namely: Universidade de Lisboa, Universidade do Porto, Universidade do Minho, Universidade de Évora and Instituto Superior de Psicologia Aplicada (ISPA).