

## NUNO REBELO DOS SANTOS

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**1. PhD** in Psychology, University of Évora, Portugal, 2000.

**2. Position in the University:** Assistant Professor, University of Évora (Portugal) 2000-present

**3. Teaching experience in Work and Organizational Psychology (last 5 years):**

### **Post-graduate teaching**

- Master on Professional Development Psychology, University of Évora (Portugal) – course director 2003-present. Teaching in the following courses:
- Human Resources Management and Professional Development (2004, 1 semester)
- Psychological Research Methodology (2004, 1 semester)
- Master on Social-Organizational Intervention on Health Organizations (University of Évora, Portugal)
- Human Resource Policy and Management (2004, 1 semester)
- PhD Program on Work Psychology (University of Oporto, Portugal)
- Qualitative research methodology: N6 (2003, 1 semester)

### **Pre-graduate teaching**

- Organizational Psychology (University of Évora, Portugal, 2000-2005)
- Work Psychology (University of Évora, Portugal, 2000-2003).

## **4. Research**

- Identity and Co-operation in organizational contexts – doctoral dissertation – University of Évora (1996-1999);
- Brazilian Cultural Diversity in Business Environment – Instituto de Marketing Industrial, Sao Paulo, Brazil (2001-2003) – as a research team member;
- Psychosocial Environment in Classroom – Master thesis – University of Évora (1988-1991);
- Optimal Co-operation – University of Évora (2002-present) - research in progress – as research leader.
- Coaching as a personalized development process – University of Évora (2004-present) – research in progress – as research leader.

### **Seminar coordination**

- Organizational Psychology and Human Resources Seminar (University of Évora), including portuguese and spanish members – 2002-present (8 editions).
- Coaching Seminar (University of Évora), including portuguese and brazilian members – 2004-present (3 editions).
- Performance Appraisal (University of Évora) – 2004-present (3 editions).

### **Recent publications**

- Santos, Nuno Rebelo dos (2004). Reinventando Maslow no Marketing Industrial. *Marketing Industrial*, 24, 40-52.
- Santos, Nuno Rebelo dos (2002). Prestação de serviços e satisfação de necessidades: conteúdo e contexto. *Marketing Industrial*, 19, 38-47.
- Santos, Nuno Rebelo dos (2002). Cooperação em projectos entre empresas. *Marketing Industrial*, 20, 18-27.
- Santos, Nuno Rebelo dos (2002). Cooperação em situações de trabalho: contributos conceptuais. *Ciência Psicológica*, 8, 124-138.
- Santos, Nuno Rebelo dos (2001). Processos de articulação entre identidades pessoais e sociais em situações de cooperação. *Psychologica*, 27, 123-153.
- Santos, Nuno Rebelo dos (2001). Empresas – Clientes: para uma relação construtiva - II, *Marketing Industrial*, 16, 54-58.

### **5. Professional Activity**

- Mapping Organizational Competencies – project co-ordination (6 organizations, 2002-2004, University of Évora and Rota do Guadiana – Equal Program)
- Educational programs to professional team leaders (2001, 2002, 2003, 2004 – NUFOR, University of Évora)