

FRANCISCO J. GRACIA

- 1. License** in Psychology in 1992 by the University of Valencia (Spain)
- 2. PhD** in Psychology cum laude in the programme on “Work and Organizational Psychology” in 1998 by the University of Valencia (Spain)
- 3. Position in the University:** Associate Professor of Work and Organizational Psychology in Dpt. of Social Psychology. University of Valencia.

4. Teaching experience in Work and Organizational Psychology:

- Number of 5-year periods of teaching that have been positively evaluated by the University Commission according to the Spanish law: 2.
- **Pre-graduate teaching:** Social Psychology: Basic Processes (1994-1995), Work Social Psychology (1995-1996, 1999-2000), Human Resources Psychology: Personnel Movement (1996-1997, 1997-1998), Human Resources Psychology: Quality of Life and Employment Relations (1998-1999, 1999-2000, 2000-2001, 2001-2002), Work Psychology (1995-1996, 1999-2000, 2000-2001, 2001-2002, 2002-2003, 2003-2004, 2004-2005), Human System Audit (2002-2003), y Psychology of Human Resources development (2002-2003).
- **Post-graduate teaching:** Master on Work Risks Prevention of the International University Menendez and Pelayo: 1996-1997, 1997-1998, 1998-1999, 1999-2000, 2000-2001, 2001-2002, 2002-2003, 2003-2004, 2004-2005), Master on Work Risks Prevention of the Polytechnic University of Valencia: 1996-1997, 1997-1998, 1998-1999, 1999-2000, 2000-2001, 2001-2002, 2002-2003, 2003-2004, 2004-2005), Master on Human Resources Management of the Superior School of Firm Studies of the University of Valencia: 1996-1997, 1997-1998, y Master on Human Resources Management of University of Valencia- Fundación ADEIT: 2003-2004, 2004-2005.
- **Post-graduate doctoral studies:** “Employment Flexibility, Psychological Contract and Service Organizations”. Optional module in the Interuniversity Doctorate Programme of Work and Organizational Psychology (quality awarded from Spanish Ministry of Education and Science): 2003-2004, 2004-2005.

5. Research:

- Number of 6-year periods of research that have been positively evaluated by a National Commission according to the Spanish law: 1.
- Member of the Research Unit on Work and Organizational Psychology of the University of Valencia.
- Member of excellence R + D + I group awarded by Generalitat Valenciana 03/195 (from 2003 to 2006).
- **Recent publications:**

- Caballer, A., Silla, I., Gracia, F. J., & Ramos, J. (in press). Current evidence concerning employment contracts and employee/organizational well-being among workers in Spain. In De Cuyper, N., Issakson, K., and De Witte, H. (Eds.), *Employment contracts and employee/organizational well-being among workers accross Europe*. Leuven: Ashgate.
 - Caballer, A., Gracia, F. J., & Peiró, J. M. (in press). Affective responses to work process and outcomes in virtual teams: Effects of communication media and time pressure. *Journal of Managerial Psychology*.
 - Silla, I., Gracia, F. J., & Peiró, J. M. (2005). Job Insecurity and Health-related Outcomes in Different Types of Temporary Workers. Accepted for publication in *Economic and Industrial Democracy*, 26, 1.
 - Peiró, J. M., García-Montalvo, J., & Gracia, F. J. (2002). How do young people cope with job flexibility?: Demographic and psychological antecedents of the resistance to accept a job with non-preferred flexibility features. *Applied Psychology: An International Review*, 51, 43-66.
 - Peiró, J.M.; González, V.; Ripoll, P. y Gracia, F.J. (2001). Role stress and work team variables in primary health care teams: A structural equations model. En J. de Jonge, P. Vlerick, A. Büssing y W. Schaufeli (Eds.), *Organizational Psychology and Health Care*, 105-120. Rainer Hampp Verlag.
 - Rodríguez, I., Bravo, M. J., Gracia, F. J., & Peiró, J. M. (2000). The job demands-control model, parental status and gender: A longitudinal study. *Revista de Psicología Social Aplicada*, 10, 99-116.
- **Participation in granted research projects:**
- PROACTIVE INTERNET TRAINING. Training SME managers in anticipating competence needs using internet ODL. Project granted by the UE. Leonardo da Vinci project (No E/01/B/F/PP-115.425). Duration from 2002 to 2004. Main researcher: José María Peiró.
 - PROACTIVE. Defining a training methodology to anticipate training and skill needs. Project granted by the UE. Leonardo da Vinci project (E/97/2/00263/PI/II.1.1.b/FPC) Duration from 1998 to 2000. Main researcher: José María Peiró
 - PSYCONES. Psychological Contracts across Employment Situations. Project granted by the UE (SERD-2002 00067). Duration from 2002 to 2005. Main researcher: José María Peiró.

6. Professional activity:

- Anticipatory competence training and development need analysis in about 20 companies (1998-2005).
- Design and implementation of a performance appraisal system for Caja Rural Torrent (2003)

- Member of the Management Development Area of ADECCO (2001-2002)
- Pre-work practices on personnel selection in AUXEM (1992).

7. Staff mobility:

- Business College at the University of Colorado at Denver (1998).
- Jaume I University of Castellón (Spain): 1997.
- UNED (Spanish University of Distance Learning): 1997.