

CURRICULUM VITAE

October 25th 2009

Angel Barrasa

Angel Barrasa (Guadalajara-Spain, 1978) is Professor of Group and Organizational Psychology at University of Zaragoza. He received his PhD *Doctor Europeus* in Work and Organizational Psychology from Complutense University of Madrid with the thesis '*Integrating leadership behavior and climate perceptions in teamwork: Antecedents, structure, and influence in work groups' innovation, satisfaction, and effectiveness in organizations*'. He has been elected member for the governing body of the Faculty of Psychology and of the whole Complutense University of Madrid (2004-2006), Erasmus Coordinator and member of the Academic Commission of the Autonomia University of Barcelona (2007-2009), Vicedean of Psychology of the University of Zaragoza (2009), he is nowadays Coordinator of the Psychology Degree at this university. He is currently member of the European Association of Work and Organizational Psychology EAWOP, International Association of Applied Psychology IAAP, Academy of Management AOM, and American Psychological Association APA's divisions of International Psychology and Society for Industrial and Organizational Psychology SIOP, as well of the Spanish Psychological Association COP. Angel has published in international scientific journals as *International Journal of Selection and Assessment*, *Journal of International Business Studies*, *Personality and Individual Differences*, *Journal of Managerial Psychology*, *Europe's Journal of Psychology*, *European Psychologist* or *International Journal of Psychology*, as well Spanish ones as *Psicothema*, *Spanish Journal of Psychology* or *Revista de Psicología del Trabajo y de las Organizaciones*. He is ad-hoc reviewer at *European Journal of Work and Organizational Psychology*, *Psicothema*, *Revista de Psicología del Trabajo y de las Organizaciones*, at the *Academy of Management Annual Meeting*, *International Psychology Bulletin IPB*, *Society for Industrial and Organizational Psychology SIOP Annual Conference*, *APA Annual Convention Program*, and former associate editor of the journal *European Student Psychologist*. Sponsored by the Spanish Department of Education and Science, he worked as predoctoral fellow at State University of New York at Albany, Michigan State University, and Aston University supervised by Gary A. Yukl, Steve W. J. Kozlowski, and Michael A. West, respectively. He has been member of *TEAMWORK Dirección, liderazgo y desarrollo de equipos de trabajo* Research Group at Department of Social Psychology of the Complutense University of Madrid since 2001, and Spanish country co-investigator of the intercultural leadership GLOBE project. He has been Invited Professor at Maastricht University, at Humboldt University of Berlin, and at Catholique University of Louvain. His research is focused on leadership for innovation, team climate, intra-group relations, and team effectiveness.

Biographical Details

Name: Angel Barrasa
Date of birth: 17 October 1978
Place of birth: Guadalajara, Spain

Address

Department of Psychology & Sociology	Voice: +34 627539373
University of Zaragoza	+34 978618101
Campus Ciudad Escolar	Fax: +34 978618103
Faculty of Human & Social Sciences	Email: abarrasa@unizar.es
44003 Teruel (Spain)	Web: http://www.unizar.es/abarrasa

Education

- Ph.D. 2006 Inter-University Program: University of Valencia, University of Barcelona, Jaume I University of Castellon, University of Seville, and Complutense University of Madrid (Spain)
Major area: Work and Organizational Psychology
- M.S. 06/2002 Complutense University of Madrid (Spain)
Faculty of Psychology
Major area: Social Psychology
- B.A. 06/1999 Complutense University of Madrid (Spain)
Faculty of Psychology
Major area: Psychology

Employment

- 10/2009 – to date Professor
Department of Psychology & Sociology
University of Zaragoza (Spain)
- 09/2006 – 01/2009 Assistant Professor
Department of Social Psychology
Autonoma University of Barcelona (Spain)
- 09/2003 – 09/2006 Teaching Assistant
Department of Social Psychology
Complutense University of Madrid (Spain)
- 06/2001 – 06/2003 Research Associate
R+D Department
BLC Human Resources Consulting (Spain)

Research Interests

Teamwork, Team Climate, Group Potency, Interdependence
Leadership for Innovation, Change-oriented Leadership
Team Learning, Team Activities Scales
Team Effectiveness, Team Performance, Satisfaction in Work Groups
Multilevel Analysis, Regression and Structural Equations Models, Meta-Analysis
Sociometric Analysis, Computer-based Program, Intra-group Relations

Research Grants

- Gil, F., Martinez, M. T., Rico, R., & **Barrasa, A.** *Change-oriented Leadership: Effectiveness in Health Care Work Groups*. Department of Health. Spanish Government (FIS PI041981). January 2005 to June 2008 [78,975 €for research at Complutense University of Madrid]
- Gil, F., Alcover, C. M., Martinez, M. T., & **Barrasa, A.** *Team Climate and Group Potency influence in Effectiveness in Health Care Work Groups in Madrid Metropolitan Area*. European Union & Madrid Autonomous Region (UE 04/1118). January 2005 to December 2005 [11,455 €for research at Complutense University of Madrid]

House, R. J., Hanges, P. J., Javidan, M., Dorfman, P. W., Gupta, V., et al (Gil, F., Marti, M. & **Barrasa, A.** in Spain). *Global Leadership and Organizational Behavior Effectiveness (GLOBE Research Program) Phase III*. US Department of Education, National Science Foundation: Division of Social Psychology, and Dwight D. Eisenhower Leadership Program. January 2002 to December 2004 [\$ 210,000 total costs]

Stay in Foreigners Research Centres

Aston Business School. Aston University
Prof. Michael A. West
Birmingham, UK
2006, 3 months
Team Climate Inventory Cross-Cultural Adaptation and Validation

Department of Psychology. Michigan State University
Prof. Steve W. J. Kozlowski
East Lansing MI, USA
2005, 3 months
Analysis of a Multilevel Model on Teamwork Effectiveness

School of Business. University at Albany. State University of New York
Prof. Gary Yukl
Albany NY, USA
2004
Hierarchical Model of Leadership: Task, Relation, and Change oriented Leadership

Teaching Experience

Group and Organizational Psychology / University of Zaragoza
February 2011 – to date

Research Methods in Psychology / University of Zaragoza
February 2009 – to date

Work and Organizational Psychology / Autonomia University of Barcelona
September 2006 – 2009

Group Psychology / Complutense University of Madrid
September 2003 – 2006
Advisor: Dr. Francisco Gil

Organizational Psychology / Complutense University of Madrid
February 2004 – 2006
Advisor: Dr. Francisco Gil

Supervision of Postgraduate Research

PhD Students
2006 to date Banesa Mena: Analysis of Interdependence in Work Groups
2008 to date Meirijane Barata: Leadership in an Intercultural Perspective

Invited Professor

- 2007 Maastricht University (The Netherlands)
 2008 Humboldt University of Berlin (Germany)
 2009 Catholique University of Leuven (Belgium)

Journal Articles

- Martí, M., Gil, F. y **Barrasa, A.** (2009). Organizational leadership: Motives and behaviors of leaders in current organizations. *Spanish Journal of Psychology*, *12*, 267-274.
- Sanz, J., Gil, F., García-Vera, M. P., & **Barrasa, A.** (2008). Needs and cognition/behavior patterns at work and the big five: An assessment of the personality and preference inventory-normative (PAPI-N) from the perspective of the five-factor model. *International Journal of Selection and Assessment*, *16*, 46-58.
- Waldman, D. A., De Luque, M. S., Washburn, N., House, R. J., Adetoun, B., **Barrasa, A.**, Bobina, M., Bodur, M., Chen, Y. J., Debbarma, S., Dorfman, P., Dzuvichu, R. R., Evcimen, I., Fu, P., Grachev, M., Gonzalez, R., Gupta, V., Den Hartog, D. N., De Hoogh, A. H. B., Howell, J., Jone, K. Y., Kabasakal, H., Konrad, E., Koopman, P. L., Lang, R., Lin, C. C., Liu, J., Martinez, B., Munley, A. E., Papalexandris, N., Peng, T. K., Prieto, L., Quigley, N., Rajasekar, J., Gil, F., Steyrer, J., Tanure, B., Thierry, H., Thomas, V. M., Van den Berg, P. T., & Wilderom, C. P. M. (2006). Cultural and leadership predictors of corporate social responsibility values of top management: a GLOBE study of 15 countries. *Journal of International Business Studies*, *37*, 823-837.
- Sanz, J., Gil, F., **Barrasa, A.**, & García-Vera, M. P. (2006). Self-assessment of needs and behavior patterns at work: Psychometric properties of the Personality and Preference Inventory-Normative (PAPI-N). *Personality and Individual Differences*, *41*, 837-847.
- Gil, F., Rico, R., Alcover, C. M., & **Barrasa, A.** (2005). Change-oriented Leadership, Satisfaction, and Effectiveness in Work Groups: the Team Climate and Group Potency Effects. *Journal of Managerial Psychology*, *20*, 312-328.
- Alcover, C. M., Gil, F., & **Barrasa, A.** (2004). Team Learning: Adaptation of Learning Activities Scales in Spanish Sample. *Psicothema*, *16*, 378-383.
- Barrasa, A.** & Gil, F. (2004). A computer program for sociometric values and indexes calculation and representation. *Psicothema*, *16*, 329-335.
- Barrasa, A.**, Gil, F., Osa, J. C., & Alcover, C. M. (2002). Knowledge Management: Trends and Developments in Spain. *Revista de Psicología del Trabajo y de las Organizaciones*, *18*, 319-342.

Book Chapters

- Barrasa, A.**, West, M. A., & Gil, F. (2007). Is there an optimal size for health-care teams? Effects on team climate for innovation and performance. En P. Richter, J. M. Peiro y W. Schaufeli (Eds.), *Psychosocial Resources in Human Service Work. Organizational Psychology and Health Care Vol. 5* (pp. 51-66). Munich: Rainer Hampp.

- Barrasa, A.** (2005). Leadership, Team Climate and Group Potency: Influence Analysis on Effectiveness and Satisfaction in different kinds of Work Groups. In J. Romay, J. Salgado, M. Romaní y D. Robla (Eds.), *Psicología de las Organizaciones, del Trabajo y Recursos Humanos* (pp. 195-198). Madrid: Biblioteca Nueva.
- Barrasa, A.** & Rodríguez, F. (2004). Evaluation Proposal and Ideas Techniques. In F. Gil & C. M. Alcover (Eds.), *Técnicas grupales en contextos organizacionales* (pp. 189-207). Madrid: Pirámide.
- Gil, F., Alcover, C. M., & **Barrasa, A.** (2004). Knowledge Management Techniques in Groups (I). Identifying Required Information and Sharing Knowledge. In F. Gil & C. M. Alcover (Eds.), *Técnicas grupales en contextos organizacionales* (pp. 109-129). Madrid: Pirámide.
- Gil, F. & **Barrasa, A.** (2003). Communication in organizations. In F. Gil & C. M. Alcover (Eds.), *Introducción a la Psicología de las Organizaciones* (pp. 321-353). Madrid: Alianza.
- Conference and Meeting Presentations**
- Barrasa, A.**, Gil, F. y Martin, P. (2009). Leadership and effectiveness, different leader's behaviors for different organizational contexts: task, relation, and change oriented leadership. Paper presented at 14th European Congress of Work and Organizational Psychology. 13-16 May 2009. Santiago de Compostela (Spain).
- Barrasa, A.**, Gil, F., & Rodríguez, S. (2008). Leadership in hospitals' teamwork: Task, relation and change-oriented leadership for different work-groups' areas. Paper presented at 29th International Congress of Psychology. 20-25 July 2008. Berlin (Germany).
- Barrasa, A.**, West, M. A., & Gil, F. (2007). Tenure and innovation in teams: cross-level research in different organizational contexts. Paper presented at 13th European Congress of Work and Organizational Psychology. 9-12 May 2007. Stockholm (Sweden).
- Barrasa, A.**, & Gil, F. (2006). Leadership Hierarchical Model in Teamwork: Analysis of Group Effectiveness. Paper presented at 26th International Congress of Applied Psychology. 16-21 July 2006. Athens (Greece).
- Gil, F., **Barrasa, A.**, Rico, R., Martinez, M. T. & Sanchez, M. (2005). Group composition and innovation in health-care teams: analysis of team climate in hospitals' teamwork. Poster at 9th European Conference on Organizational Psychology and Health Care. 5-8 October 2005. Dresden (Germany).
- Barrasa, A.** (2005). Work and Organizational Psychology. Paper presented at Symposium 'Psychology Graduates and Doctoral Degree Students to Analyze Common Problems' at 9th European Congress of Psychology. 3-8 July 2005. Granada (Spain).
- Barrasa, A.**, Gil, F., Alcover, C. M. & Rico, R. (2005). Team Climate: Construct Validity and Reliability in a Multi-Cultural Sample of Work Groups. Paper presented at 12th European Congress of Work and Organizational Psychology. 12-15 May 2005. Istanbul (Turkey).

- Barrasa, A.,** Alcover, C. M., & Gil, F. (2004). Team Climate and Group Potency: Implications for Team Performance and Satisfaction. Paper presented at the 28th International Congress of Psychology. 8-13 August 2003. Beijing (China).
- Barrasa, A.,** Gil, F., Rodriguez, F., & Alcover, C. M. (2003). A Comparison Between On Line and Live Focus Groups. Paper presented at the 11th European Congress on Work and Organizational Psychology. 14-17 May 2003. Lisboa (Portugal).
- Gil, F. & **Barrasa, A.** (2001). CIVSOC. Computer Program for Measures of Sociometric Test. Paper presented at the 10th European Congress on Work and Organizational Psychology. 16-19 May 2001. Praha (Czech Republic).

2004 IUPsyS 28th International Congress of Psychology, Chair in Industrial and Organizational Thematic Oral Session

2005 EFPA 9th European Congress of Psychology, Chair in Young Psychologists Symposium

2005 IX Spanish National Congress of Social Psychology, Chair in Symposium “European Young Researchers in Work and Organizational Psychology”

2006 IAAP 26th International Congress of Applied Psychology, Chair in Leadership Thematic Oral Session

2007 EAWOP 13th European Congress of Work and Organizational Psychology, Chair in Creativity Innovation Thematic Oral Session

2008 IUPsyS 29th International Congress of Psychology, Chair in Group Development Thematic Oral Session

2009 EAWOP 14th European Congress of Work and Organizational Psychology, Chair in Symposium “Empirical contributions to further understand leadership: The who, what, how and when”

Membership of Research Funding Bodies

Spanish National Evaluation and Foresight Agency (ANEP). Ministry of Science and Innovation. Spain

Seventh Research Framework Programme (FP7) 2007-2013. European Union

Social Sciences and Humanities Research Council of Canada (SSHRC)

National Foundation for Science, Higher Education and Technological Development of the Republic of Croatia (NZZ)

Academic Refereeing

Revista de Psicología del Trabajo y de las Organizaciones

International Psychology Bulletin IPB

European Journal of Work and Organizational Psychology EJWOP

Psicothema

Baltic Journal of Management BJM

European Psychologist

Faculty Assignments

- 2002-2006 Member of the governing body (*Junta de Facultad*) of the Faculty of Psychology and (*Claustro*) of the whole Complutense University of Madrid
- 2007-2009 Erasmus Coordinator and member of the Academic Commission of the Autonomía University of Barcelona.
- 2009-to date Coordinator of Psychology Degree at University of Zaragoza.

Membership of Professional Bodies, Activities and Affiliations

Spanish Psychological Association (COP) since 2002

European Association of Work and Organizational Psychology (EAWOP) since 2002

International Association of Applied Psychology (IAAP) since 2003

- Division 1. Organizational Psychology

- Division 11. Political Psychology

American Psychological Association (APA) since 2003

- Division 14. Society for Industrial and Organizational Psychology

- Division 52. International Psychology

Academy of Management (AOM) since 2004

- Organizational Behavior Division

- Research Methods Division

Association for Psychological Science (APS) since 2008

Relevant Coursework

2002. Multilevel Analysis (Vicente Gonzalez-Roma)

2003. Publishing in International Scientific Journals (Miriam Erez)

2004. Structural Equation Modelling: Basic Concepts and Applications (Barbara Byrne)

2005. Publishing in International Journals (Michael Frese)

2005. Developing and Validating Questionnaires (Jose Muñiz)

2006. Meta-Analysis Using the Hunter-Smidt Methods and the Schmidt-Le Windows-Based Computer Programs (Frank Schmidt)

2007. Multilevel analysis for grouped and longitudinal data (Joop Hox)

2008. PostDoc Summer School for Advanced Work and Organizational Psychology (Neil Anderson, Adrian Furnham, Joyce Osland, Neal Schmitt)

Grants and Scholarships

1997. Department of Education and Science. Spanish Government.

2000. Department of Methodology. Complutense University of Madrid

2001. Department of Social Psychology. Complutense University of Madrid

2002. Department of Education and Science. Spanish Government

2003. Department of Education and Science. Spanish Government

2004. Young Psychologists Program. International Congress of Psychology IUPsyS

- 2004. European Union & Madrid Autonomous Region
- 2005. Young Psychologist Program. European Federation of Psychologists' Associations EFPA
- 2005. European Union & Madrid Autonomous Region
- 2006. European Union & Madrid Autonomous Region
- 2007. Catalonia Autonomous Region
- 2007. ERASMUS Teaching Staff Mobility TSM Program
- 2008. ERASMUS Teaching Staff Mobility TSM Program
- 2008. Young Psychologists Program. International Congress of Psychology IUPsyS
- 2009. ERASMUS Teaching Staff Mobility TSM Program

References

Carsten K. W. De Dreu
Department of Psychology
University of Amsterdam
Roetersstraat 15
Amsterdam 1018 WB (The Netherlands)
Voice: +31 205256865
Email: c.k.w.dedreu@uva.nl

Michael A. West
Aston Business School
Aston University
Birmingham B4 7ET
United Kingdom
Voice: +44 (0)121 204 3000
Email: m.a.west@aston.ac.uk