

Curriculum Vitae MARE TEICHMANN

General information

Date of birth: 1st of March 1954, Tallinn
 Citizenship: Estonian
 Gender: Female
 Address: Tallinn University of Technology <http://www.ttu.ee/en>
 Institute of Industrial Psychology <http://www.tpi.ee/indexE.php>
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 Tallinn 19086
 Estonia
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 Home: Lätte 3-12, Tallinn, Estonia

Current position

Professor of Psychology
 Head, Chair of Psychology
 Director, Institute of Industrial Psychology

Degree information and education

1987 Doctor's Degree (PhD), 1987, (sup) Prof. L. I. Vasserman; Prof. N. Loogna, Медико-психологические корреляты вибрационной болезни у рабочих сланцевых шахт (19.00.04 – медицинская психология, 14.00.07 – гигиена) (Medico-Psychological Correlates of Hand-Arm Vibration Disease at Oil Shale Industry Miners), St.Petersburg V.M. Bekhterev Psychoneurological Research Institute
 1979 Tartu University, Industrial Psychology, (equivalent to a Bologna Master' Degree)

Career: Institution and position held

2013 - ... University of Silesia (Poland), School of Management, Professor of managerial psychology
 2009 - ... Tallinn University of Technology, Institute of Industrial Psychology, founder, Director
 1996 - ... PE Consult Ltd., founder, CEO
 1994 -1996 Tallinn University of Technology, Humanitarian Faculty, Vice-Dean
 1994 -1996 Tallinn University of Technology, Institute of Humanities and Social Sciences, Director
 1992 - ... Tallinn University of Technology, founder, Head of Chair of Psychology
 1992 - ... Tallinn University of Technology, Professor of psychology
 1987 - 1992 Tallinn University of Technology, Associate Professor
 1980 -1988 Estonian Academy of Science, Institute of Experimental and Clinical Medicine, Department of Occupational Pathology, Researcher
 1979 – 1980 Estonian Institute “Kommunaalprojekt”, Department of Economy, Engineer

Work experience as visiting professor

University of Cambridge, Department of Experimental Psychology (11.01 – 16.10. 2008)
 University of Nottingham, Institute of Work, Health and Organizations (16.10 – 19.10. 2008)
 Aristotele University of Thessaloniki, School of Psychology (6.06 – 16.06. 2008)
 University of Valencia, ERASMUS Mundus European Master in Work and Organizational

Psychology (14.05-31.05.2008)

Estonian Academy of Music (Leadership, the Master Degree course, 2002 – 2008)

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| <i>Academic and administrative responsibilities</i> | 2014 - ... | European Federation of Psychology Associations, elected member of Work and Organizational Psychology Standing Committee |
| | 2014 | International Association of Applied Psychology (IAAP), ICAP Congress, Paris 2014, Invited Symposia |
| | 2010 - ... | Academic Advisor of International Master Programme in Work and Organizational Psychology http://www.ttu.ee/index.php?id=31856 |
| | 2009 - ... | Estonian Association of Work and organizational Psychologists - EWOPA (EWOPA is a member of EAWOP), founder, President |
| | 2009 - ... | Tallinn University of Technology, Institute of Industrial Psychology, Chairperson of Board |
| | 2009 - ... | Tallinn University of Technology, Faculty of Social Sciences, Member of Board |
| | 2009 - ... | EAWOP Baltic Area Alliance Board (BAAB), responsible for development of Work and Organizational Psychology Curricula |
| | 2008 - ... | Austrian Science Fund, Evaluator of Research Projects |
| | 2008 - ... | European Social Foundation, Program Primus, Research Activities, TUT coordinator |
| | 2008 | European Network of Work and Organizational Psychology Professors (ENOP), Web-page Editor |
| | 2008 | European Network of Work and Organizational Psychology Professors (ENOP), Nordic Task Force, Member |
| | 2008 - 2010 | International Conference, of Engineering Education, Technology, Instruction Assessment, and E-Learning (EIAE), Technical Committee, Member |
| | 2007 - 2009 | EAWOP European PhD Seminar "The future of Quality of Working Life in Europe and beyond" Organizers: prof. G. Grote (Zürich ETH), prof. D. Guest (King's College, London), prof. M. Teichmann (TUT) |
| | 2007 | EAWOP Congress of Work and Organizational Psychology (2009, Spain), Advisory Committee, Member |
| | 2007 - 2008 | Tallinn University, Habitation Commission, Member |
| | 2007 | EAWOP; European XVI Congress of Work and Organizational Psychology, Advisory Committee, Member |
| | 2005 – 2007 | EAWOP Task Force on the Work and Organisational Psychology in Baltic Sea Area (organizers: prof. M. Vatiainen; prof. M. Teichmann) |
| | 2005 | EAWOP; European XV Congress of Work and Organizational Psychology, Advisory Committee, Member |
| | 2003 | Tallinn University, Habitation Commission, Member |
| | 2002 | People Friendly Management, EBS Review, Co-editor |
| | 2002 | EAWOP Task Force on the Status and Enlargement of Work and Organisational Psychology in Europe (Dr. A. Carte, UKr; Prof. H. Kepir Sinangil, Turkey; Prof. M. Teichmann) |
| | 2001 | Tallinn University, Habitation Commission, Member |
| | 2001 - ... | Tallinn University, Habitation Commission, Member |
| 2001 | Tallinn University of Technology, E-learning Development Commission, Member | |
| 2000 | ENOP Commission, European Curriculum of W/O Psychology: Reference Model and Minimum Standards, member | |
| 1999 - ... | Higher Education Quality Assessment Center of Estonia, Member of Expert Team (Prof. M. Argyle, Prof., J. Pind, prof. E. Hjelmquist, Prof. M. Teichmann) for evaluation research and study programmes at Tartu University and Tallinn | |

University
 1999 – 2001 Tallinn University of Technology; Member of MA, MSc and PhD Defense
 1997 – 1999 Committees
 1999 - ... WHO Quality of Life Centres Board, Member
 1996 - ... Tallinn Technical University, Scientific Council, Member
 WHO Estonian Quality of Life Centre, founder, Chairperson
 1995 - ... European Network of Work and Organizational Psychology Professors (ENOP),
 Estonian representative
 1994 – 1996 EAWOP (European Association of Work and Organizational Psychologists),
 1994 – 1996 Member
 Tallinn University of Technology, Faculty of Humanities, Vice-Dean
 1992 – 2008 Tallinn University of Technology, Institute of Humanities and Social Sciences,
 1992 - 2005 Director
 Tallinn University of Technology, Faculty of Humanities, Board member
 CISMS (Collaborative International Study of Managerial Stress), network lead by
 South Florida University, Manchester University UMIST, Member of Board

Creative work Author's Certificate no 1567, (1984) "Innovation for Apparatus for Research the Reaction Time"
 Author's Certificate no 1773 (1987) "Innovation for Stereo-metric Vision Research Method"
 Authors' Certificate no 1616, (1985) "Innovation for the Research Method and Assessment of
 Time Perception"
 Author's Certificate no 1735, (1987) "Innovation for the Equipment and Research Method of the
 Optical Sensitivity and Perception"
 Author's Certificate no 1647, (1985) "Innovation for the Study Methods of Intellectual Processes"
 Author's Certificate no 1569, (1984) "Innovation for the Research Method of Visual Memory"
 Author's Certificate no 1568, (1984) "Innovation for the Research Method of Cognitive Fatigue"

Teaching experience Under-graduate courses: Monographic course Quality of Working Life; Organizational Behavior;
 Human Resource Instruments; Industrial Psychology; Psychology and Logic; Organizational
 Psychology; Self-Management E-course; Course for TUT Tutors
 Post-graduate courses: Human Factors Engineering; Assessment and Measurement in Work and
 Organizational Psychology; Psychopathology at Workplace; Occupational health psychology and
 quality of working life; International Business Communication (in Finland); Managerial
 Psychology; Work Psychology; Organizational Psychology; Leadership;;
 Doctoral courses: Managerial Psychology; Didactics in Higher Education; Economic Psychology

Digital Teaching Tools and E-courses In Human Factors Engineering course: 8 E-lectures (in English) <http://www.tpi.ee/digiope/hfe/>
 In Managerial Psychology course:
 Occupational Stress (in English) <http://www.enop.ee/tpi/digiope/hfe/hfe6.htm> ;
 (in Estonian) <http://deepzone2.ttu.ee/hhp0020/digi/stress.htm>
 Knowledge Management (in Estonian) <http://deepzone2.ttu.ee/hhp0020/digi/stress.htm>
 Change Management (in Estonian) http://deepzone2.ttu.ee/hhp0020/digi/muutuste_juhtimine.htm
 Teamwork (in Estonian) <http://deepzone2.ttu.ee/hhp0020/digi/meeskonnatoo.htm>
 Delegation (in Estonian) <http://deepzone2.ttu.ee/hhp0020/digi/delegeerimine.htm>
 Managers' Imago (in Estonian) <http://deepzone2.ttu.ee/hhp0020/digi/delegeerimine.htm>
 In Psychology and Logic course: 12 E-lectures (in Estonian)
<http://deepzone2.ttu.ee/hhp0020/aabits.php>

In Self-Management course: 6 E-lectures (in Estonian) <http://www.tpi.ee/digiope/ej/ej.php>

In Didactics in Higher Education: 5 E-lectures (in Estonian) <http://www.pekonsult.ee/didaktika/>

Field of research

Human Factors; Managerial Psychology; Occupational Stress; Psychosocial Factors at Work; Quality of Life incl. Quality of Working Life; Work Locus of Control; E-learning

Grants and projects

Human Factors and Automatics (TUT, 2014 – 2015)

Virtual Workplaces and Psychosocial Factors (RKAS, 2014 - 2015)

Productivity and performance-related physical and psychosocial aspects of the work environment (RKAS, 2013 - 2014)

Analysis of Work Environment in the Ministry of Internal Affairs (RKAS, 2013)

Estonian managerial research 2010, Managerial and leadership effectively research and methods for increase the productivity, Enterprise Estonia (EAS Enterprise Agency, 2010-2011)

Launching of the company's modifications and change management to improve the effectiveness in Lotus Timber Ltd. (Lotus Timber Ltd., 2013)

New European Industrial Relations (NEIRE II): Expectations of Employers on Employee representatives' roles, attitudes and competencies to act as partners in social innovation (European Commission, 2013 – 2014)

New Industrial Relations in Europe (NEIRE I): Empowering European worker representatives to negotiate flexible, fair and innovative labor relations (European Commission, 2012 – 2013)

Work Ability and Social Inclusion (European Regional Foundation, 2011 - 2013)

Academic Personnel Occupational Stress Study and Web-based Prevention System (European Social Foundation 2009 – 2013)

Occupational Stress in Bordeaux University academics (Bordeaux University, France, 2010 - 2011)

Homeless Persons Problems in Tallinn City (Tallinn Health Care Agency, 2010)

Positive Emotions at Work (University of Cambridge, 2010)

Activating Disabled Adults with E-learning (Estonian Chamber of Deaf People, 2010)

Organizational Health and Psychosocial Factors at Work, Office Workers at Tallinn City (Tallinn City, 2009 – 2010)

Self-Management E-course is in the process of cross-cultural transformation to Finland (Aalto University, Finland, 2009 - 2010)

Electronic equipment for occupational risk analysis: Risk assessments, Handbook, and Web-based Self-evaluation Questionnaire (Estonian Ministry of Social Affairs, 2009 – 2010) In web: <http://www.ti.ee/ott/>

Practitioner experience and public service

PE Consult Ltd. (<http://www.pekonsult.ee/index.htm>), founder, CEO and lecturer of several lifelong learning short courses in the different fields of applied psychology for managers, physicians, nurses, civil servants, engineers, teachers (more than for 20 thousand persons); adaptation of occupational psychology research methods and tests <http://www.pekonsult.ee/testid.htm>

In-service training for the following public institutions: Ministry of Finance, Ministry of Social

Affairs, Ministry of Science and Education, Ministry of Agriculture, Ministry of Justice, Ministry of Foreign Affairs, Ministry of Economy, State Chancellery, Bank of Estonia, Estonian Association for Personnel Development (PARE), as well as for the board range of business companies, for example Estonian Chamber of Commerce and Industry, Ericsson Estonia, Elcoteq Tallinn, Swedbank etc.

All Digital Teaching Tools and E-learning courses are available free of charge *via Internet* for public

Honors and Awards

2014, Tallinn University of Technology, Honor Certificate for outstanding academic achievements
2013, Tallinn University of Technology, Honor Certificate for 25th Work Anniversary at TUT
2012, Tallinn University of Technology Honor Certificate for best academic in university
2008, Who's Who in the World
2004 Tallinn University of Technology Honor Certificate
1983, Mare Teichmann; Medical Rehabilitation for Professional and Non-Professional Deafness, I Price, Educational Ministry, Trade Unions, Union for Deaf People
1980-1988, eight Director's Certificates of Commendations, Estonian Academy of Science, Institute of Experimental and Clinical Medicine
1979, Mare Teichmann; Students science award

PhD dissertations supervised

Tiiu Kamdron, Doctor's Degree, 2003, (sup) Mare Teichmann, Work Motivation and Job Satisfaction of Estonian Higher Officials, Tallinn University of Technology

Liina Randmann, (sup. Mare Teichmann), Differences in Psychological Contracts in Estonia: The Role of Individual and Contextual Factors, Estonian Business School, 2013

Selected Publications (2001-2012)

The full list of publications in Estonian Research Portal - *Internet* address:

<https://www.etis.ee/portaal/isikuPublikatsioonid.aspx?TextBoxName=Teichmann&PersonVID=44675&lang=et&FromUrl0=isikud.aspx>

Teichmann, M. (2014). Academics' occupational stressors, Medical News Today's (<http://www.medicalnewstoday.com/releases/270831.php>) and Medical News Today weekly newsletter

Parts, V.; Teichmann, M. (2013). Developing a model of non-technical competences for engineers. EAWOPinPractice - European Association of Work and Organizational Psychology in Practice, 36 - 55.

Rüütman, T.; Parts, V.; Teichmann, M.; Kipper, H. (2013). Integration of Non-Technical Engineering Competences into Contemporary Engineering Curricula. International Journal of Engineering Pedagogy, 3(2), 20 - 25.

Teichmann, M., Randmann, L. (2013). Myths among Personnel (HR) Professionals. EAWOPinPractice - European Association of Work and Organizational Psychology in Practice, 5 - 12.

Parts, V.; Teichmann, M.; Rüütman, T. (2013). Would Engineers Need Non-technical Skills or Non-technical Competences or Both? International Journal of Engineering Pedagogy, 3(2), 14 - 19.

Lääne, K.; Aczel, B.; Dickinson, A.; Teichmann, M. (2013). Root causes of positive emotion at work. Ashkanasy, N.; Zerbe, W.; Härtel, C. (Ed.) Research on Emotion in Organizations, 9, 7 - 21. Emerald Group Publishing Limited.

Teichmann, M., Ilvest, J. Jr., Lõhmus, M., Murdvee, M., Dondon, P. (2013). Monday morning e-mail syndrome in university. Mladenov, V., Tashev, T., Kolka, Z., Pulkov, V., Bekjarski, A., Christofilakis, V. (Eds.). Recent Advances in Telecommunications and Circuit Design (169 - 174). Greece: WSEAS Press.

Teichmann, M.; Ilvest, J. Jr., Soone, I. (2013). Online Occupational Stress Intervention System for

- Academics. In: EET 2013, International Conference on Education and Educational Technologies 2013: Greece: 87 - 92.
- Teichmann, M.; Parts, V.; Kerikmäe, T.; Murdvee, M.; Pevkur, A. (2013). A Heuristic Model of Non-technical Competences for Engineers. 10th WSEAS International Conference on ENGINEERING EDUCATION (EDUCATION '13) Cambridge, UK February 20-22, 2013. Cambridge, UK: WSEAS Press, 40 - 49.
- Teichmann, M.; Ilvest, J. Jr.; Dondon, P. (2013). Would university academic staff be happier without students? In: Recent Advances in Educational Methods: 10th WSEAS International Conference on ENGINEERING EDUCATION (EDUCATION '13). Cambridge, UK: WSEAS Press, 2013, 11 - 17.
- Teichmann, M.; Dondon, P.; Ilvest, J. Jr. (2013). Bureaucracy as a source of pressure in university. In: EAWOP Congress: EAWOP Congress, Münster, Germany 2013 May. Germany: 2013, 159.
- Kozusznik, B.; Griffith, R.; Afonso, F.; Carter, A.; Kriek, H.; Schmidt-Brasse, U.; Teichmann, M. (2013). SIOP-IAAP-EAWOP Alliance Invited Symposium: Getting a Seat at the Table: Strategic Communication and I/O Psychology. In: 16th EAWOP Congress Abstract Volume: 16th EAWOP Congress. Germany: 2013, 890 - 891.
- Teichmann, M.; Ilvest, J. Jr. (2012). Human Factors Engineering: digital teaching tools and paper-free handouts for lecture notes. WSEAS Transactions on Advances in Engineering Education, 9(2), 31 - 41.
- Parts, V., Teichmann, M. (2012). The Engineers' Non-technical Competences. WSEAS Transactions on Advances in Engineering Education, 9(4), 107 - 118.
- Teichmann, M. (2012). *We love our work*. Public Service Review: European Union, Issue 23.
- Teichmann, M.; Randmann, L.; Parts, V. (2012). Chapter 11: *Stress and role conflict*. In: L. Munduate, M. Euwema, P. Elgoibar (Eds.), New European Industrial Relations. The top-ten steps for empowering employee representatives in the new European industrial relations, pp. 108-120.
- Teichmann, M., Ilvest, J. Jr. (2012). *Human Factors Engineering: Digital teaching tools and paper-free handouts for lecture notes*. WSEAS Journal, Transactions on Advances in Engineering Education, 9(2), 31-41.
- Teichmann, M.; Dondon, Ph. (2011). *Sources of stress in Bordeaux University academics*. Mastorakis, N. et al. (Eds). Recent Researches in Educational Technology, WSEAS Press, pp. 98-106.
- Teichmann, M.; Ilvest, J. Jr. (2010). *Sources of occupational stress in technical university academics*. Dondon, P.; Martin, O. (Eds.). Latest Trends on Engineering Education, WSEAS Press, pp. 448-453.
- Teichmann, M.; Ilvest, J. Jr. (2009). *Web-based occupational stress prevention system*. EAWOPinPractice - European Association of Work and Organizational Psychology in Practice, 3, pp. 24 - 29.
- Teichmann, M. (2008). *Professionals' work locus of control and quality of life*. International Journal of Psychology, 43(3-4), pp. 812.
- Teichmann, M.; Kübarsepp, J. (2008). *Students' Preparation for, and Coping with, Tertiary Level Science and Engineering Education*. In: Holbrook, J., Rannikmäe, M., Reiska, P., Ilsley, P. (Eds.). The Need for a Paradigm Shift in Science Education for Post-Soviet Societies: Research and Practice (Estonian Example) Frankfurt am Main, Berlin, Bern, Bruxelles, New York, Oxford, Wien: Peter Lang Publishers, pp. 184 - 198.
- Teichmann, M.; Kübarsepp, J.; Ilvest, J. Jr. (2008). *Students' Self-management: E-Course, E-Tutoring and Online Support System*. In: Iskander, M. (Ed.). Innovative Techniques in Instruction Technology, E-learning, E-assessment and Education. USA: Springer, pp. 304-308.
- Ilvest, J. Jr., Teichmann, M. (2007). *Integrated Contact and E-learning Course in Managerial Psychology*. In: Iskander, M. (Ed.), Innovations in E-learning, Instruction Technology, Assessment, and Engineering Education, USA: Springer, pp. 243-249.
- Teichmann, M., Ilvest, J. Jr., (2007). *Engineers' Occupational Stress Prevention System: E-psycho-diagnostics and E-learning*. In: Iskander, M. (Ed.), Innovations in E-learning, Instruction Technology,

- Assessment, and Engineering Education, USA: Springer, pp. 249-255.
- Teichmann, M. (2007). *Work Locus of Control – Eastern Managers versus Western Managers (Ten years later)*. EAWOPinPractice - European Association of Work and Organizational Psychology in Practice, No 1, 17 p.
- Teichmann, M.; Spector, P. E.; Cooper, C. L.; Sparks, K. (2006). *Managerial Stress in Estonia*. International Journal of Psychology, 39, 5-6, pp. 3007-308.
- Teichmann, M.; Murdvee, M.; Saks, K. (2006). *Spiritual Needs and Quality of Life in Estonia*. Journal of Social Indicators Research, 76, 1, pp. 147 – 163.
- Teichmann, M.; Spector, P.E.; Cooper, C.L.; Sparks, K. (2005). *Job Stress and Quality of Life*. Avallone, F.; Kepir Sinangil, H; Caetano, A. (Eds.). Quaderni di Psicologia del Lavoro Milano, Italy: Angelo Guerini Associati SpA, pp. 179 – 187.
- Spector, P.E.; Allen, T.; Poelmans, S.; Cooper, C.L.; Bernin, P.; Hart, P.; Lu, L.; Miller, K.; De Moraes, L.; Ostrognay, G.; Pitariu, H.; Salamatov, V.; Salgado, J.; Sanchez, J.; Siu, O.; Teichmann, M.; Theorell, T.; Vlerick, P.; Widerszal-Bazyl, M.; Yu, S. (2005). *An International Comparative Study of Work-Family Stress and Occupational Strain*. In: Poelmans, S. (Ed.). *Work and Family: An International Research Perspective*, USA: Lawrence Erlbaum Assoc. Inc., pp. 71-86.
- Teichmann, Mare (2005). *Examples of Teaching Module for ENOP Work and Organizational Psychology Reference Model: W/O psychology course for non-psychologists*. In: ENOP Newsletter, Foundation Maison des Sciences de L'Homme, France, No. 48, pp. 34 – 39.
- Teichmann, Mare (2004). *W/O Psychology E-learning Course at Tallinn Technical University (TTU)*. ENOP Newsletter, Foundation Maison des Sciences de L'Homme, France, No. 47, pp. 14 – 17.
- Teichmann, M. (2003). *Stressi tuli jäädaksen Viron työelämään*. In: Sihteeri & Assistentti, (8), Finland, pp. 48 – 49.
- Spector, P. E.; Cooper, C. L.; Sanchez, J. I.; O'Driscoll, M.; Sparks, K.; Bernin, P.; Bussing, A.; Dewe, P.; Hart, P.; Lu, L.; Miller, K.; Renault de Moraes, L.; Ostrognay, G.; M., Pagon, M.; Pitariu, H.; Poelmans, S.; Radhakrishnan, P.; Russinova, V.; Salamatov, V.; Salgado, J.; Shima, S.; Siu, O. L.; Stora, J.; Teichmann, M.; Theorell, T.; Vlerick, P.; Westman, M.; Widerszal-Bazyl, M.; Wong, P.; Yu, S. (2002). *Locus of Control and Well-Being at Work: How Generalizable Are Western Findings?* Academy of Management Journal, 45, No. 2, pp. 453 – 466.
- Spector, P.E.; Cooper, C.L.; Sparks, K.; Bernin, P.; Büssing, A.; Dewe, P.; Lu, L.; De Moraes, L.R.; O'Driscoll, M.; Pagon, M.; Pitariu, H.; Poelmans, S.; Radhakrishnan, P.; Russinova, V.; Salamatov, V.; Salgado, J.; Sanchez, J.I.; Shima, S.; Siu, L.O.; Stora, J.B.; Teichmann, M.; Theorell, T.; Vlerick, P.; Westman, M.; Widerszal-Bazyl, M.; Wong, P.; Yu, S. (2001). *An international study of the psychometric properties of the Hofstede Values Survey Module 1994: a comparison of individual and country/province level results*. Applied Psychology: An International Review, 50, No. 2, pp. 269 – 281.
- Spector, P. E.; Cooper, C. L.; Sanchez, J. I.; O'Driscoll, M.; Sparks, K.; Bernin, P.; Bussing, A.; Dewe, P.; Hart, P.; Lu, L.; Miller, K.; Renault de Moraes, L.; Ostrognay, G.; M., Pagon, M.; Pitariu, H.; Poelmans, S.; Radhakrishnan, P.; Russinova, V.; Salamatov, V.; Salgado, J.; Shima, S.; Siu, O. L.; Stora, J.; Teichmann, M.; Theorell, T.; Vlerick, P.; Westman, M.; Widerszal-Bazyl, M.; Wong, P.; Yu, S. (2001). *Do national levels of individualism and internal locus of control relate to well-being: an ecological level international study*. Journal of Organizational Behaviour, 22, pp. 815 – 832.