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**Short narrative biography**

Ana Tomovska Misoska, Ph.D is Professor at the UACS School of Business Economics and Management. She obtained her PhD from the School of Education, Queen’s University Belfast. Her professional engagements involve a number of research projects in Northern Ireland and the Republic of North Macedonia. Her work has been concentrated on educational reforms, exploring identity building as well as entrepreneurial intentions, organizational culture, human resource management and consumer behavior. She has attented a number of national and international conferences and published in renowned academic journals.

**Contact information**

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Cell: +389 (0)78 455 144

e-mail: tomovska@uacs.edu.mk

**Education**

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| 2005-2008 | Ph.D. in Psychology, Queen's University Belfast, United Kingdom |
| 1999-2003 | B.A. in Psychology, University Cyril and Methodius Skopje, Republic of Macedonia |

**Training**

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| --- | --- |
| 2014 | Mentor and Evaluator Training, Accreditation Council for Business Schools and Programs (ACBSP). |
| 2011-2012 | Cerificate (Lifelong learning) in Education Policy, University of Ljubljana |
| 2011-2012 | Certificate (Postgraduate level) in Human Resource Management, Human resource development and training, Organization change and development, Swiss Management Center |
| 2011 | European Entrepreneurship Colloqium, European Foundation for Entrepreneurship Research. |
| 2004 | AGEH seminar in Community Mediation |
| 2004 | CNA training seminar in Nonviolent Conflict resolution |
| 2002 | CCSDD and Johns Hopkins University Bologna Center training program for community leaders |

**Working Experiences (academic, research, other)**

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| --- | --- |
| 09/2019 - | Professor at University American College Skopje |
| 09/2014 – 08/2019 | Associate Professor at University American College Skopje |
| 09/2009 – 09/2014 | Assistant Professor at University American College Skopje |
| 09/2018-03/2019 | Curriculum and training manual development for social values and skills of sport workers as part of Erasmus+ Project of the Macedonian Human Resource Association. |
| 12/2018-05/2019 | Baseline study for the perceptions of VET students in the Republic of North Macedonia for the purposes of the project Education for Employment. Questionnaire design, data analysis and report with recommendations for Helvetas Macedonia. |
| 10/2017-03/2019 | Construction and testing of an instrument for measurement of ethnic identity development and promoting positive intergroup relations through education in post-conflict societies like North Macedonia, Kosovo and Northern Ireland. Implemented with Queen’s University Belfast, project Helping Kids! Promoting Positive Intergroup Relations and Peacebuilding in Divided Societies, funded by Department for the Economy (DfE) - Global Challenge Research Fund (GCRF) Award. |
| 12/2017-04/2018 | Report writing for the research project “Perception, attitudes and opinions of relevant stakeholders in the education process with regards to interethnic integration in education” by OSCE North Macedonia. |
| 01/2017-10/2017 | Identification and analysis of indicators impacting the quality of the educational system in the Republic of North Macedonia. The analysis was conducted using PISA 2015 data as well as primary research data from teachers and students in the country as part of the project FISCAST+ implemented by FinanceThink and funded by British Embassy. |
| 02/2015 – 06/2015 | Country Resarcher for Mapping of social innovations in the Republic of Macedonia as part of a global project for mapping of social innovations as part of the SI DRIVE FP7 programme |
| 03/2014 – 10/2014 | Lead Evaluator of the project “Strengthening multi-ethnic cooperation in municipalities”, Pestalozzi Children's Foundation |
| 01/2013 - present | Lead Researcher for Research on University students’ entrepreneurial intentions using the Theory of Planned Behaviour , University American College Skopje |
| 03/2013 – 11/2013  03/2012 – 11/2012 | Project Coordinator of the team organizing the manifestation Researchers’ Night, UACS/ FP7 Marie Curie program |
| 03/2010 – 06/2010 | Country Researcher in a project aimed at developing a model for parental inclusion in the schools in the Balkan region, Open Society Institute - Education Support Programme |
| 10/2009 – 11/2011 | Junior expert for developing a model of Child Friendly Schools in the Republic of Macedonia, Center for Human Rights and Conflict Resolution/UNICEF |
| 03/2009-11/2009 | Researcher involved in a study for multiculturalism in the education in the Republic of Macedonia, UNICEF/Center for Human Rights and Conflict Resolution |
| 03/2009 – 04/2009 | Evaluation team member of the activities in the Teacher Training Faculties in Republic of Macedonia involved in the project Creative Teaching and Learning, Foundation Open Society Institute Macedonia |
| 12/2008 – 03/2009 | Researcher in a project aimed at developing a model for successful social inclusion in integrated schools in Northern Ireland, Queen's University Belfast/ Esmee Fairbairn Foundation |
| 11/2007 – 03/2008 | Consultant for Revision of Statement of Principles for Integrated Schools in Northern Ireland, Northern Ireland Council for Integrated Education |
| 10/2007 – 11/2007 | Team Member for the project Analysis and Review of Innovations in Assessment, Queen's University Belfast/ Nuffield Foundation |
| 11/2006 – 05/2007 | Evaluation Consultant for evaluation of a project aimed at advancing mutual understanding and respect by promoting practical co-operation between youth of Northern Ireland and of the Republic of Ireland, Co-operation Ireland The peace building charity |
| 09/2004 – 09/2005 | Project Assistant of the project Creative Teaching and Learning, Foundation Open Society Institute Macedonia |
| 01/2004 – 06/2004 | Data analysis and interviews with stakeholders in a project aimed at grasping the involvement of children and youth in projects that promote their agency and active participation, Center for Psychosocial and Crisis Action/ Swiss Agency for Development and Cooperation, Skopje |
| 04/2004 – 07/2004 | Trainer and Supervisor for Marking Assessments, Secondary Education Activity/USAID |

**Administrative duties**

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| --- | --- |
| 09/2013 - present | Head of the Management Department, School of Business Economics and Management, UACS |
| 09/2018 - | Chair of the Senate of Universtiy American College Skopje |
| 12/2012 – 12/2017 | Co-chair of the Self-evaluation Committee, UACS |

**Memberships in professional associations**

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| --- | --- |
| 2018 - present | Psychological Chamber of the Republic of North Macedonia |
| 2012 - present | Macedonian Association for Human Resource Management |
| 2005 – 2009 | British Association of International Comparative Education |
| 2005 – 2009 | International Peace Research Association |

**Recent conferences**

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| --- | --- |
| 2017 | Petrovska, I., Tomovska Misoska, A., Zdraveski, P. and Bojadjiev, M. (2017) Influence on consumer engagement in electronic word of mouth, 5th International Conference on Contemporary Marketing Issues, 21-23 June, Thessaloniki, Greece. |
| 2015 | Tomovska Misoska, A., Dimitrova, M. and Mrsik, J. (2015) Drivers of Entrepreneurial Intentions among business students in Macedonia, paper presented at the conference *European Union Future Perspectives: Innovation, Entrepreneurship and Economic Policy*, 21-23 May Pula, Croatia |
| 2011 | Bojadzhiev, M., Tomovska-Misoska, A. Stefanovska, M. and Nikolovska, Z. (2011) Vox Organizationis theoretical basis and methodological considerations in the development of an instrument for organizational culture, *14th International Conference: Social Values and Competitiveness in EU*, 7-8 October, Sofia Bulgaria. |
| 2010 | Tomovska A. (2010) Children's identity and peace education efforts in contested spaces in Northern Ireland and the Republic of Macedonia, *World Council of Comparative Education Studies Conference in Istanbul*, Istanbul, 14-18 June |
| 2008 | Tomovska, A. (2008) Contact as a tool for peace education? Reconsidering the contact hypothesis from the children's perspectives. A paper presented to the Peace Education Special Interest Group of the *American Educational Research Association Annual Conference*, New York, 24-28 March. Peer reviewed conference. |
| 2007 | Tomovska, A. (2007) Perceptions and experiences of a contact programme for 10-11 year old children in Republic of Macedonia. A paper presented to *World Council of Comparative Education Studies Conference* in Sarajevo, 3-7 September. |
| 2007 | Tomovska, A. (2007) Giving children space to express their experiences and perceptions of school contact programmes in conflict affected societies. A paper presented at the *School of Education University of Leicester Fourth Postgraduate International Student Conference* in Leicester. 21 June. |
| 2006 | Tomovska A. (2006) Contact schemes and intercultural education in conflict affected societies. A paper presented to the *British Association for International and Comparative Education Biannual Conference* in Belfast, 8-10 September. |

**Recent publications**

*Books:*

Tomovska - Misoska, A. (2010) *Children, social context and the contact hypothesis: Comparative ethnographic case studies of 10-11 year old children in Northern Ireland and the Republic of Macedonia.* Saarbrucken: Verlag Dr. Muller.

*Book chapters and journal articles:*

Stefanovska-Petkovska, M., Petrovska I., Boojadziev, M., Schaeffer, I. and Tomovska-Misoska, A. (2019). The Effects of Organizational Culture and Dimensions on Job Satisfaction and Work-Life Balance, *Montenegrin Journal of Economics*, 15 (1), 99-112. DOI: 10.14254/1800-5845/2019.15-1.8.

Bojadjiev, M., Tomovska Misoska A., Mirocevic, B. and Stefanovska-Petkovska, M. (2018) Organizational culture and the "voice" of Small Entreprises in the electrical engineering service sector in the Republic of Macedonia, *Universal Journal of Management*, 6 (8), pp. 263-272. DOI: 10.13189/ujm.2018.060801

Loader, R., Hughes, J., Petroska-Beshka, V. and Tomovska Misoska, A. (2018). Developing social cohesion through schools in Northern Ireland and the Former Yugoslav Republic of Macedonia: A study of policy transfer, *Journal on Education in Emergencies*, 4 (1), pp. 114-140.

Tomovska Misoska, A., Petrovska I. and Zdravevski P. (2018) Predictors of opinion seeking, passing and spreading of electronic word of mouth among Macedonian consumers, *Psihologija: nauka I praktika*, 2 (3), 87-103. (in Macedonian).

Naumovski, S., Bojadjiev, M., Tomovska-Misoska, A., Stefanovska-Petkovska, M. (2017) Organizational alignment in the food industry: case study of a company in the Republic of Macedonia, *Economic Development*, 18 (3) pp. 267-280.

Tomovska Misoska, A., Dimitrova, M. and Mrsik, J. (2016) Drivers of entrepreneurial intentions among business students in Macedonia, *Economic Research-Ekonomska Istrazivanja*, 29 (1), pp. 1062-1074, DOI: 10.1080/1331677X.2016.1211956. IF (web of science): 0.466.

Bojadziev, M., Tomovska Misoska A., Pesev, A. and Stefanoska Petkovska, M. (2016) Organizational alignment in the ICT company in the Republic of Macedonia, *Business and Economic Research*, 6 (2), pp. 424-438. DOI: 10.5296/ber.v6i2.10258.

Kume, V., Tomovska Misoska, A. and Djordjevic, P. (2016) Riding the waves of change: Story of Brunes Ltd, *Emerald Emerging Markets Case Studies*, 6 (2), 1-25.

Marencheva, D., Petrovska I., Bundaleska, E. and Tomovska A. (2016) Advertising to children and parental buyin behavior in the municipality of Gevgelija, *Economic Development*, 18 (1-2), pp. 225-244.

Bojadziev, M., Stefanovska Petkovska, M., Tomovska Misoska, A. and Stojanovska, J. (2015) Perceived work environment and job satisfaction among public administration employees, *The European Journal of Applied Economics*. 12 (1), pp. 10-18. DOI: 10.5937/EJAE12-8154.

Krliu-Handjiski, V., Bojadjiev, M., Tomovska- Misoska, A., Stefanovska-Petkovska, M. and Krleska, A. (2015) Job diagnostic survey – longitudinal study on the Balkan countries – Macedonia, Bulgaria and Kosovo, *Journal of Management Research*, 7 (4), pp. 39-53.

Limani, A., Tomovska-Misoska, A. and Bojadjiev, M. (2015) Organizational alignment as a model of sustainable development in the public sector in the Republic of Macedonia, *Journal of Sustainable Development*, 5 (12), pp. 51-68.

Tomovska Misoska, A., Stefanovska-Petkovska, M., Ralev, M. and Krliu-Handjiski, V. (2014) Workspace as a factor of job satisfaction in the banking and ICT industries in Macedonia, *Serbian Journal of Management*, 9 (2), pp. 159 – 171. DOI: 10.5937/sjm9-6347.

Tomovska Misoska, A. (2014) Giving children space to express themselves: exploring children’s views and perspectives of contact programmes in Northern Ireland and the Republic of Macedonia, *Compare: A Journal of Comparative and International Education*, 44 (5), pp. 778-800. DOI: 10.1080/03057925.2013.792665. IF (Web of Science): 0.458.

Tomovska-Misoska, A., Dimitrova, M., Nikolovska, Z. and Petrovska, S. (2013) Cognitive styles of entrepreneurs and non-entrepreneurs in the Republic of Macedonia, *Journal of entrepreneurship and innovation*, 5, pp. 61 – 71.

Tomovska, A. (2011) Improving intergroup relations through education in Republic of Macedonia: Lessons from 10-11 year old children in P. Calogiannakis, K.G. Karras and C.C. Wolhuter (eds) *Education in South-Eastern Europe*. The Platinum Press.

Tomovska, A. (2010) Contact as a tool for peace education? Reconsidering the contact hypothesis from the children's perspectives, *Journal of Peace Education*, 7(2), pp. 121-138, DOI: 10.1080/17400201.2010.498993.

Tomovska, A. (2009) Social context and the contact hypothesis: Perceptions and experiences of a contact programme for 10-11 year old children in the Republic of Macedonia. In C. McGlynn, M. Zembylas, Z.Bekerman and T. Gallagher (Eds.) *Peace education in conflict and post-conflict societies: Comparative perspectives*. Palgrave Macmillan.

*Co-author (books and research papers):*

Mickovska-Raleva, A., Tomovska Misoska, A., Hristova Zaevska, O., Cherepnalkovska, S. and Kostikj Ivanovikj, V. (2017). *From numbers to practice – identification and analysis of the indicators related to the quality of the teaching process in the primary education in Macedonia*. Skopje: FinanceThink.

Petroska-Beska, V., Najcevska, M, Kenig, N., Ballazhi, S. & Tomovska, A., (2009). *Multiculturalism and inter-ethnic relations in education*. Skopje: UNICEF Country Office.

Georgievska, E. and Tomovska, A. (2004) *Value of mind: Analysis of traditional folk stories*. Skopje: Center for Human Rights and Conflict Resolution.

*Book reviews*:

Tomovska, A. (2011) Book Review for Peace education: Exploring ethical and philosophical foundations (J. Page), *Journal of Peace Education*, 8 (1) , 81-82. DOI: 10.1080/17400201.2011.552266

Tomovska, A. (2009) Book review for Marginality and difference in education and beyond (M. Reiss, R. DePalma & E. Atkinson), *British Journal of Educational Studies*. 57 (4), pp. 445-446. DOI: 10.1111/j.1467-8527.2009.448\_7.x. IF (Web of Science): 0.578.

Tomovska, A. (2007) Book Review for Devolution and pluralism in education in Northern Ireland (C. Donnelly, P. McKeown & B.Osborne), *Compare: A journal of comparative education*. 37 (3), pp. 404-405. IF (Web of Science): 0.458.

*Conference publications (proceedings):*

Egger, E., Dimitrova, M. & Tomovska Misoska, A. (2018). Entrepreneurial intentions of students in relation to family business experience:Evidence from Macedonia and Slovenia. *XIV International May Conference on Strategic Management. Technical Faculty in Bor, IMCSM Proceedings*. Vol. 14 (2) , ISSN 2620-0597, pp. 131 -140.

Tomovska Misoska, A., Petrovska, I. and Mindova, S. (2017) The attitudes towards online shopping: The case of Macedonian students, *International Scientific Conference ITEMA 2017: Recent Advances in Information Technology, Tourism, Economics, Management and Agriculture*, 26 October, Budapest Hungary.

Tomovska Misoska, A. (2016) Dynamic Development of Ethnic Identity among 10-11 year-old Children in Northern Ireland and the Republic of Macedonia in V. Arnaudova and E. Sardzoska (Eds) *International Conference on Theory and Practice in Psychology*, Skopje: 30 October – 1 November 2014.

Stosic, M., Petrovska I., Tomovska, A., Pacovski, V. and Dimitrova, M. (2014) Measuring Social media return on investments, International *May Conference on Strategic Management – IMKSM2014*, 23 - 25May, Bor Serbia.

Bojadziev, M., Petrovska, I. and Tomovska-Misoska, A. (2012) Understanding factors of innovative thinking in advertising agencies: The cases of Macedonian, Slovenian and Serbian agencies, I.Dodovski and S. Pendarovski (Eds) *Seventh Annual International Conference on European Integration: Europe 2020: Towards Innovative and Inclusive Union*. Skopje: University American College Skopje.

Petrovska, S., Tomovska, A. and Nikolovska, Z. (2012) Intuitive vs analytical strategists’ thinking, *May Conference on Strategic Management*, 25-27 May, Bor Serbia.

Tomovska-Misoska, A., Petrovska I. and Bojadziev, M. (2012) Factors of creativity in marketing agencies, *International Conference on Contemporary Marketing Issues*, 13-15 June, Thessaloniki Greece.

Tomovska-Misoska, A. (2011) Using education as a tool for promoting a common European identity: Lessons from different educational paradigms, in I.Dodovski, S. Pendarovski and I. Petrovska (Eds) *Sixth Annual International Conference on European Integration: Constructing Europe as a Global Power: From Market to Identity?*, University American College Skopje.

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| **Awards** | University "Ss Cyril and Methodius" Skopje, Republic of Macedonia Graduated Students with Highest GPA at the Faculty of Philosophy in 2003/2004 academic year 24 May 2005  Queens University Belfast, United Kingdom LSES International Studentship 1 October 2005 until 30 September 2008  Queens University Belfast, United Kingdom School of Social Sciences Education and Social Work, research stay and working with prof Joanne Hughes and prof Ruth Leitch  Civil Society Scholar Award by Open Society Institute  1 June2017 until 31 July 2017 |

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| **Patent** | National patent P-2012/493 for Procedure for assessment of organizational alignment with prof Marjan Bojadjiev and Ass Prof Miodraga Stefanovska Petkovska. |

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| **Language skills** | Macedonian language as mother tongue; excellent knowledge of English, good knowledge of Serbian. |