



UNIVERSITY OF PÉCS
Faculty of Business and Economics

DR.ZSUZSANNA VITAI (DR. ZOLTÁNNÉ KISPÁL)

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Nationality: Hungarian

Date of birth: 11.11.1957.

Sex: female

Workplace: University of Pécs Faculty of Business and Economics (UPFBE),

Department of Leadership and Organizational Sciences

Job position: full professor with tenure

EDUCATION AND TRAINING

Generative AI Assistants Specialization - Coursera verified certificate
2024

Prompt Engineering Specialization - Coursera verified certificate
2024

Uncommon Sense Teaching Specialization - Coursera verified certificate
2022

Uncommon Sense Teaching Part 2 . Building Community and Habits of Learning - Coursera verified certificate
2022

Organizational Design for Digital Transformation – MIT executive online program
2021

Uncommon Sense teaching - Coursera verified certificate
2021

Introduction to Neuroeconomics: How the Brain Makes Decisions - Coursera verified certificate
2019

Learning How to Learn: Powerful mental tools to help you master tough subjects – Coursera verified certificate
2015

Yale University New Haven CT USA- seminar on the Economic Policy for the Agro-Industrial Sector in the Transition Economies – certificate
1997 summer

Faculty of Business and Economics PhD student

Janus Pannonius University, Pécs, Hungary

Successful defense of a dissertation on 23 November

Title of dissertation: "Co-operatives in a market economy. Management of agricultural co-operatives during the time of transition in county Baranya, Hungary

1996-2000

Faculty of Business and Economics Master of Business Administration
Janus Pannonius University, Pécs, Hungary No. of certificate:P-69/1994
1992-1994

Veterinary University Budapest Doctor of Veterinary Medicine
No. of certificate: 90
1976-1981

LANGUAGE SKILLS

	Understanding		Speaking		Writing
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
German	C1	C1	C1	C1	B2
French	A2	A2	A2	A2	A1

Language exams:

English Language Exam (upper level in Hungary) – Idegennyelvi Továbbképző Központ Budapest Rigó street 16.
Certificate's number: 2377/1977

German Language Exam (medium level in Hungary)– Idegennyelvi Továbbképző Központ Budapest Rigó street 16.
Certificate's number: 060533/ 1985

WORK EXPERIENCE

2020 September

Full professor with tenure

Core member of the Doctoral School in Business Administration, member of the Council of the Doctoral School

2015 1 December – present

Faculty of Business and Economics Program Manager of the International PhD Program of Business Administration of the Faculty of Business and Economics University of Pécs, Hungary (formerly Janus Pannonius University)

Responsible for the day-to-day operations of the International Ph.D. Program

2014

associate professor – tenured (successful “habilitation” procedure)

2008 1 September 2011 July

Faculty of Business and Economics Head of Summer Universities of the Faculty of Business and Economics University of Pécs, Hungary (formerly Janus Pannonius University)

Responsible for organizing and supervising operations of the summer universities of PU FBE.

2005-

*Faculty of Business and Economics
associate professor*

2005 1 October-

Faculty of Business and Economics Head of International Relations of the Faculty of Business and Economics University of Pécs, Hungary (formerly Janus Pannonius University)

Responsible for all educational programs delivered in a foreign language, strategic planning, program design, and program delivery. Responsibility for effectively managing the Faculty's international relations, obtaining and maintaining connections.

2003-2005

Faculty of Business and Economics

Programme Director –Business Degree Programmes in English

University of Pécs (formerly Janus Pannonius University)

Overall responsibility for the management and delivery of the two English language business programmes. Academic and financial planning, negotiations with external bodies, representation of the Programmes. Responsibility for accreditation issues.

2000

Faculty of Business and Economics

assistant professor

1999-2005

Faculty of Business and Economics

Programme leader - BABA

University of Pécs (formerly Janus Pannonius University)

Responsible for students' studies and related problems of the Bachelor of Arts in Business Administration Program. Managing the international contacts of the program together with the Program Director, responsible for finding guest lecturers and for the organization of their stay in Pécs. Keeping contacts with the validating institution Middlesex University in London. Organizing Board meetings, contacting external examiners, general maintenance of the program.

1991-1999

Faculty of Business and Economics International Relations Officer

Janus Pannonius University

part-time

Responsible for the operations management of the foreign affairs of the Faculty, managed European and American projects alone and as a team member. Responsibilities: management, accounting, and financial management for several projects. Responsibility for several TEMPUS Joint European projects, average worth 250000 ECU. Assistant to the Director of MBA Enterprise Corps from 1995 to 1997. Organized and managed MBA EC volunteers' training and orientation program in Hungary, kept regular contact with volunteers, MBA EC HQ, and USAID. Responsible for finding suitable projects for the Faculty and handing in proposals to international organizations. Student advisory status, management of students' study periods abroad

1987-1990

Veterinary Station for County Baranya

Veterinary responsible for food-hygiene

Responsible for the food hygiene in one-third of the town Pécs and two nearby small towns, Mohács and Siklós. I kept records and regularly checked all food manufacturers, private and state-owned, and checked markets and shops in all three towns. Exclusive food hygiene responsibility for the biggest milk processing plant in the county and regular supervision of four big cheese manufacturers.

1983-1987

Stayed home with the children

1983-1981

State Farm of Herceghalom

Veterinary

Responsible for a cow farm of 1000 cows with another colleague and participated in all farm duties concerning veterinary work. Worked regularly at a heifer farm- 600 heifers-and at two pig farms, one 800 sows and one 300 sows. Substituted colleagues in the village and treated small animals, too.

TEACHING EXPERIENCE

Course name	Level	Language	Course Leader (Y/N)	Own course development(Y/N)	Joint course development (Y/N)
Management basics	BSc	Hungarian	N	N	N
Organizational Behavior (full-time and correspondence)	MSc	Hungarian	Y	Y	N
Decision Sciences	PhD	Hungarian	Y	Y	N
Organization Theory	PhD	Hungarian	Y	Y	N
Decision Methods	PhD	Hungarian	Y	N	Y
Organizational Behavior	BSc	English	Y	Y	N
Human Resource Management	BSc	English	Y	Y	N
Leadership and Management of International Business	MSc	English	Y	Y	N
Human Resource Development	MSc	English	Y	Y	N
Change Management	MSc	English	N	N	I
Entrepreneurial Leadership	MSc	English	Y	Y	N
Advanced Organizational Behavior	MSc	English	Y	Y	N
Leadership and International Management	MSc	English	Y	Y	N
Leadership and Advanced Organizational Behavior	MSc	English	Y	Y	N
Organization Theory and Scholarly Writing	Ph.D.	English	N	N	Y

TEACHING MATERIAL

Textbook: Szervezeti viselkedés (Organizational Behavior in Hungarian) Pearson Harlow, 2013.

RESEARCH INTERESTS AND PROJECTS

Project Name	Title	Responsibilities
TKP 2022-2024	Digitalization, discrimination, and AI	The role of digitalization and AI in enterprises. Finding the scientific reasons for discrimination against women.

PUBLICATION HIGHLIGHTS

Geoffrey Wood, Zsuzsanna Kispál-Vitai: 2021 | Sage Publications

CONCEPTS, PRACTICES AND TRENDS IN SHRM, In: Gary, Rees; Paul, Smith (szerk.) Strategic Human Resource Management: An International Perspective, SAGE Publications (2021) pp. 74-98.

Kispál-Vitai Zsuzsanna, Németh Julianna | 2021 | Közgazdasági Szemle

Szilánkok az üvegplafonból (Shards from the Glass ceiling) KÖZGAZDASÁGI SZEMLE 68: (3) pp. 308-331.

Kispál-Vitai Zsuzsanna: | 2012 | Ivey Publishing

Le Moulin Blanc

<https://store.hbr.org/product/le-moulin-blanc/W11777>

The detailed list of publications is available in the Hungarian Scientific Bibliography at:

MTMT identifier: 10015786, ORCID ID: <https://orcid.org/0000-0001-8568-1412>

FURTHER SKILLS AND COMPETENCIES

I have six Ph.D. students who obtained their certificates with my supervision. In the Doctoral School, I am responsible for international students' personal and professional welfare. I use generative AI regularly in my work.