

CURRICULUM VITAE // MIHAELA CONSTANTINESCU

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EDUCATION

- 2013 PhD in Philosophy, University of Bucharest. Supervisor: prof. Valentin Mureșan. Title: “The Moral Responsibility of Organizations” (*Magna cum laude*). Doctoral research mobility at Rotterdam School of Management, Erasmus University (colab. prof. Muel Kaptein)
- 2008 MA in Cultural Studies, CESI, University of Bucharest
- 2007 BA in Philosophy, University of Bucharest
- 2006 BA in Communication Studies, SNSPA, Bucharest

ACADEMIC & INDUSTRY EMPLOYMENT

- 2021-present Lecturer, Department of Practical Philosophy and History of Philosophy, Faculty of Philosophy, University of Bucharest, Romania
- 2009-2021 Expert in Public Communication, The National Authority for Management and Regulation in Communications of Romania (ANCOM)
- 2008-2009 PR Account Executive, Grayling Romania
- 2004-2008 PR Officer (volunteer work), AEGEE București (European Students’ Association)

INSTITUTIONAL RESPONSIBILITIES

- 2021-present Executive Director, Research Center in Applied Ethics (CCEA), University of Bucharest
- 2023-2024 Director, Center for Action, Resources and Formation in Academic Integrity (CARFIA), University of Bucharest

FUNDING – RESEARCH GRANTS AND FELLOWSHIPS

Total funding secured: >2,5 mil. EUR

- 2024-2028 PI, ERC/HORIZON Starting Grant (Project: “Avatar agency. Moral responsibility at the intersection of individual, collective, and artificial social entities in emergent avatar communities”; ERC, avataResponsibility, 101117761; funding 1,5 mil EUR; 14% success rate)
- 2025-2027 PI, Romanian team in the European consortium working on the ERANET Chanse/Hera (“Norms of Assertion in Linguistic Human-AI Interaction” – NIHAI/talkingtobots; ERANET-CHANCE-CRISIS-NIHAI; funding 1 mil EUR; 4% success rate)
- 2021-2022 PI, Young Research Teams Grant, The Romanian Executive Unit for the Financing of Higher Education and Research (UEFISCDI). (Project: “Collective moral responsibility: from organizations to artificial systems. Re-assessing the Aristotelian framework”; PN-III-P1-1.1-TE-2019-1765; funding 85,000 EUR, 23% success rate)
- 2020-2022 Research fellowship, Romanian Young Academy (RYA), University of Bucharest, funded by Stiftung Mercator & Alexander von Humboldt Foundation. (Project: “Moral responsibility in the XXIst century: challenges from AI”)
- 2019-2020 Postdoctoral fellowship, Research Institute of the University of Bucharest ICUB (project “Virtue ethics and moral responsibility in organizations: an Aristotelian account”)
- 2009-2012 Doctoral research fellowship awarded by the University of Bucharest

AWARDS / PRIZES

- 2023 “Universitaria” prize for research, National Gala “Gândit în România” (“Conceived in Romania”)
- 2022 University of Bucharest Senate - Grand award for the best research article of the year
- 2015-present UEFISCDI prize for research results, three-time winner (The Romanian Executive Unit for the Financing of Higher Education, Research, Development and Innovation)

MENTORSHIP / SUPERVISION

- 2024 Mentor, “Toolkit of Care” (COST Action), Sofia, Bulgaria
- 2022 Mentor, [EthicsAI=LABS](#), Goethe Institutes in SE Europe (Athens, Bucharest, Ankara, Sarajevo, Sofia, Zagreb)
- 2021- present Supervising > 10 BA & MA students for their final thesis

REVIEWER / EVALUATOR

- 2025-present Associate Editor, *Science and Engineering Ethics*, “Ethics of AI” section
- 2024 Reviewer, Netherlands Organisation for Scientific Research (NWO)
- 2022-2025 Member of lower-education professorial evaluation committee (second degree professorship)
- 2021-present Member of evaluation committees for BA and MA dissertations, University of Bucharest
- 2021 Scientific Review Board, Undergraduate National Conference on Applied Ethics, University of Bucharest
- 2014 - present Reviewer for various academic journals (*Philosophy & Technology*; *Frontiers in Psychology*; *AI & Society*; *AI & Ethics*; *Science and Engineering Ethics*; *The Journal of Business Ethics*; *Business Ethics Quarterly*; *Business Ethics: A European Review*; *Journal of Responsible Innovation*; *Humanities and Social Sciences Communications*; *Journal of Bioethical Inquiry*)

MEMBER IN RESEARCH PROJECTS/ NETWORKS

- 2025-2029 COST ACTION member (secondary proposer) - “European Media and Born-digital Art Conservation and Knowledge Network (EMBARK).”
- 2021 Member, national project “Essential correlations in ethical and professional training and teaching innovation”, CNFIS-FDI-2021-0456, University of Bucharest
- 2017 Member, Swiss National Science Foundation funded project, “Building Bioethics Capacities: A Collaborative Network among Moldova, Romania and Switzerland”

ORGANISATION OF SCIENTIFIC MEETINGS

>30 workshops and conferences, of which >10 international, various sizes (2-25 invited / peer-selected speakers).

Selection of 5 representative events organized:

- 2021-2025 *Responsibility Matters Workshop Series*, University of Bucharest, Romania – international workshop with four editions starting 2021, initiator and main organizer
- 2025, Sep *Digital Duplicates Workshop*, Centre for Biomedical Ethics, at the Yong Loo Lin School of Medicine, National University of Singapore, co-organizer
- 2024, Aug *Physical and Digital GenAI Avatars: Do interactive representations of individual human persons have agency and moral responsibility?* workshop at Robophilosophy Conference 2024, Aarhus University, Denmark, main organizer
- 2021 *Responsible use of technology in the XXIst century*, regional event, Romanian Young Academy, Făgărași, Sibiu, Romania, main organiser
- 2021 *Undergraduate National Conference on Applied Ethics*, University of Bucharest, Romania

MEMBERSHIP

- 2025 – present Member, Association of ERC Grantees (AERG)
- 2009 – present Member, Research Centre in Applied Ethics (CCEA), Faculty of Philosophy, University of Bucharest
- 2020 – 2022 Member, Romanian Young Academy (RYA), University of Bucharest
- 2019 Founding Member, NGO for Education in Socio-Humanities (ESSU – Asociația pentru Educație în Științe Socio-Umane), Bucharest, Romania

MAIN INTERNATIONAL COLLABORATIONS

Prof. Muel Kaptein, Rotterdam School of Management, Erasmus University; Prof. Roger Crisp, Faculty of Philosophy, University of Oxford; Prof. Julian Savulescu, Head of the Centre for Biomedical Ethics, at the Yong Loo Lin School of Medicine, National University of Singapore; Ass. Prof. Brian Earp, Director of the Oxford-NUS Centre for Neuroethics and Society (OCNS), National University of Singapore; Prof. Sven Nyholm, LMU Munich and Principal Investigator of AI Ethics at the Munich Center for Machine Learning; Dr. Marinos Koutsomichalis, Director of Media Arts & Design Research Lab, Cyprus University of Technology; Dr. Pekka Mäkelä, Research coordinator and vice-director of Helsinki Institute for Social Sciences and Humanities (HSSH); Prof. Alejo Sison, School of Economics, University of Navarra; Dr. Paula Sweeney, University of Aberdeen; Dr. Stefano Daffarra, Istituto Italiano di Tecnologia.

PRESENTATIONS

>50 presentations, of which >30 international, including Oxford University, National University of Singapore, Florida Atlantic University, Erasmus University, Basel Institute for Biomedical Ethics, University of Helsinki, University of Aarhus, Amsterdam Law School, Slovak Academy of Sciences, Istituto Italiano di Tecnologia, University of Manchester.

Selection of 10 representative invited keynote/ plenary / peer-reviewed presentations:

- 2025.09.25 *GenAI avatars and proxy gaps*, LEGACY workshop on “AI personhood, agency, and responsibility”, University of Helsinki, Finland, invited talk
- 2025.07.16 *Robotic AI-avatars and responsibility gaps*, Istituto Italiano di Tecnologia, Genoa, Italy, invited
- 2025.06.30 *How should we live well with LLMs?*, “AI for Flourishing” conference, University of Navarra, Spain, invited keynote
- 2025.03.12 *GenAI Avatars & Moral Responsibility Gaps*, “Mindfest 2025: Sentience, Autonomy, and the Future of Human-AI Interaction”, Center for the Future of AI, Mind, And Society, Florida Atlantic University, USA, invited plenary
- 2024.06.05 *Moral Responsibility Beyond Persons*, “Persons of Responsibility” conference, Slovak Academy of Sciences, invited keynote
- 2024.05.22 *Responsibility gaps & LLMs*, “Oxford-Bucharest Workshop in Applied Ethics”, Oxford UEHIRO Institute, Oxford University, invited plenary
- 2024.03.15 *GenAI Avatars, Virtue, and Responsibility*, “Virtue, AI and Law Symposium”, Amsterdam Law School, invited plenary
- 2023.09.21 *Moral responsibility, agency, and autonomous AI systems*, “Formalising Responsibility Workshop”, The University of Manchester, peer-reviewed poster talk
- 2022.09.26 *Where Is Responsibility in Responsible AI?* “AI & Ethics Summer School”, University of Bamberg, invited keynote
- 2022.08.16 *Robo-education and the pedagogical divide*, Robophilosophy 2022, University of Helsinki, peer-reviewed talk

PUBLIC ENGAGEMENT / POLICY

>20 outreach talks to various audiences outside academia (e.g., IMPACT Hub Bucharest 2025, Istituto Italiano di Tecnologia, Dialektika high-school debates, Post-education workshop, “La nuit de la philosophie”, Institut Français de Timisoara et Bucharest, Romanian Science Festival, EthicAI=LABS, Goethe Institut, DALAB Foundation, Movie and History Festival Rasnov, Association for Education in Socio-Humanities ESSU, various summers schools)

>20 media - T.V., radio, print & online appearances (e.g., ProTV national TV station, Radio Romania Cultural, Radio Romania Actualitati, Radio France International, Dilema Veche, Syntopic, Philosophical Disquisitions podcast)

>10 governmental and industry collaborations on policy and consultancy (e.g., Chamber of Deputies in the Romanian Parliament, Google Romania, OECD, EUROSFAT, Romanian National Commission for UNESCO)

PUBLICATIONS

h-index 11 with >500 citations on [Google Scholar](#) (as of Dec 2025); full updated list on [ResearchGate](#).

Articles in academic journals:

- Constantinescu, M. (2025). Do GenAI avatars open new responsibility gaps?. *AI & Society*. <https://doi.org/10.1007/s00146-025-02660-9>
- Constantinescu, M. & Kaptein, M. (2025). Responsibility gaps, LLMs & organisations: Many agents, many levels, and many interactions. *Science and Engineering Ethics*, 31, 36. <https://doi.org/10.1007/s11948-025-00560-1>
- Constantinescu, M. & Crisp, R. (2022). [Can robotic AI systems be virtuous and why does this matter?](#). *International Journal of Social Robotics*, 14, 1547–1557.
- Constantinescu, M., Vică, C., Uszkai, R. & Voinea, C. (2022). [Blame it on the AI? On the moral responsibility of Artificial Moral Advisors](#). *Philosophy & Technology*, 35(2), 1-26.
- Constantinescu, M., Uszkai, R., Vică, C. & Voinea, C. (2022). [Children-Robot Friendship, Moral Agency, and Aristotelian Virtue Development](#). *Frontiers in Robotics and Artificial Intelligence*, 9:818489.
- Constantinescu, M., Voinea, C., Uszkai, R. & Vică, C. (2021). [Understanding responsibility in Responsible AI. Dianoetic virtues and the hard problem of context](#). *Ethics and Information Technology*, 23, 803-814.
- Constantinescu, M., & Kaptein, M. (2021). [Virtue and virtuousness in organizations: Guidelines for ascribing individual and organizational moral responsibility](#). *Business Ethics, the Environment & Responsibility*, 30(4), 801–817.
- Constantinescu, Mihaela and Kaptein, Muel (2015). [Mutually Enhancing Responsibility: A Theoretical Exploration of the Interaction Mechanisms between Individual and Corporate Moral Responsibility](#). *Journal of Business Ethics*, 129(2), pp. 325-339.
- Constantinescu, Mihaela (2013). [Empirical Research into Ethics Management Programs: A Study on Romanian Organizations](#). *Romanian Journal of Analytic Philosophy*, VII(2), pp. 5-21.
- Constantinescu, Mihaela (2013). [Attributions of Moral Responsibility: from Aristotle to Corporations](#). *Annals of the University of Bucharest (Philosophy Series)*, LXII(1), pp. 19-28.

Books

- Constantinescu, M. and Mureșan, V. (2013). [Instituționalizarea eticii: mecanisme și instrumente](#). (*Institutionalising Ethics: Mechanism and Instruments*). Bucharest: University of Bucharest Publishing House.

Edited books

- Mihailov, E., Flonta, M., Constantinescu, M. (2021). [Acțiune și rațiune. In memoriam Valentin Mureșan](#). (*Action and Reason. In memoriam Valentin Mureșan*). Bucharest: University of Bucharest Publishing House.

Coursebooks

- Socaciu E., Vică C., Mihailov E., Gibea T., Mureșan V., Constantinescu M. (first edition, 2018; second edition, 2023). [Etică și integritate academică](#) (*Academic Ethics and Integrity*). Bucharest: University of Bucharest Publishing House.

Book chapters

- Constantinescu, M., Uszkai, R., Mocanu, D., Bogateanu, G., and Dafarra, S. (2025). [Physical and Digital GenAI Avatars: Do Interactive Representations of Individual Human Persons Have Agency and Moral Responsibility?](#) In J. Seibt, P. Fazekas, O. Santiago Quick (eds.), *Social Robots with AI: Prospects, Risks, and Responsible Methods. Proceedings of Robophilosophy 2024*. **IOS Press.**, 591-597. [10.3233/FAIA241549](https://doi.org/10.3233/FAIA241549)
- Constantinescu, M. (2025). [Sunt mașinile algoritmice asemenea minților morale umane?](#) (Are algorithmic machines alike human moral minds?). In V. Vizureanu, S. Bălan and S.D. Georgescu (eds.), *Vocația gândirii. În onoarea academicianului Mircea Dumitru*, **University of Bucharest Publishing House**, pp. 157-174
- Constantinescu, M. (2024). [Organisational integrity and responsibility](#). In M. Kaptein (ed.), *Research Handbook on Organisational Integrity*. **Edward Elgar Publishing**, pp. 393-412.

- Constantinescu, M., Uszkai, R., Vică, C.* (2023). [Robo-education and the pedagogical divide](#). In R. Hakli, P. Mäkelä, J. Seibt (eds.), *Social robots and social institutions. Proceedings of Robophilosophy 2022*. **IOS Press**, pp. 174-183. 10.3233/FAIA220616. *Author names appear alphabetically, their contribution being equal.
- Kaptein, M. and Constantinescu, M. (2023). [Corporations as Moral Entities](#). In Poff, D.C. and Michalos, A.C. (eds.), *Encyclopedia of Business and Professional Ethics*. **Springer**, Cham.
- Constantinescu, M. (2022). [AI cannot escape BIAS. So, what's next?](#). *EthicAI=LABS*. Chapter 10 (pp. 92-98). **DA LAB Foundation /Goethe-Institut Sofia**.
- Constantinescu, M. (2021). [AI, moral externalities, and soft regulation](#). In *Ethics of Artificial Intelligence. How smart can we use AI?* (pp. 20-23). **National Commission of Romania for UNESCO**.
- Constantinescu, M. (2021). Cine, când, cum și pentru ce este responsabil moral? Despre actualitatea unui răspuns aristotelic. (Who, when, how and for what is morally responsible? On the relevance of an Aristotelian answer). In: E. Mihailov, M. Flonta, M. Constantinescu (Eds.), [Acțiune și rațiune. In memoriam Valentin Mureșan](#), **University of Bucharest Publishing House**.
- Constantinescu, M. and Kaptein, M.* (2020). Ethics management and ethical management: Mapping criteria and interventions to support responsible management practice. In: O. Laasch, D. Jamali, R. E. Freeman, & R. Suddaby (Eds.) [The Research Handbook of Responsible Management](#). Chapter 11 (155-174). **Edward Elgar Publishing**. * Author names appear alphabetically, their contribution being equal.
- Constantinescu, M. and Kaptein, M. (2020). [Virtue Ethics and CSR: The Two Sides of Sustainable Organizational Performance](#). In: W. Wehrmeyer, S. Looser S., M. Del Baldo (Eds.) [Intrinsic CSR and Competition. Doing well amongst European SMEs](#) (119-132). **Palgrave Macmillan**, Cham.
- Constantinescu, M. (2018). [Seeing the Forrest beyond the Trees: A Holistic Approach to Healthcare Organizational Ethics](#). In E. Mihailov, T. Wangmo, V. Federiuc, B. Elger (eds.) *Contemporary Debates in Bioethics: European Perspectives* (86-96). **De Gruyter Open**.
- Constantinescu, M. and Kaptein, M. (2015). [CSR Standards and Corporate Ethical Virtues: A Normative Inquiry into the Way Corporations Integrate Stakeholder Expectations](#), in Samuel O. Idowu et. al. (Eds.), *Corporate Social Responsibility and Governance. Theory and Practice* (159-180). **Springer**.