

Curriculum vitae Europass



Personal data

Name **ILIESCU, Dragoș**
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Nationality Romanian
Date of birth 05 Nov. 1974
Gender Male
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Professional experience

Academic Institutions

Timespan September 2014-present
Function Professor, Chair of the Doctoral School in Psychology and Education (2017-)
Activities Teaching & Research
Employer University of Bucharest, Department of Psychology
Type of activity Academic education

Timespan February 2009-September 2014
Function Associate professor
Activities Chair of Graduate (Master's) Program for HR and Managerial Communication
Employer SNSPA University, Bucharest
Type of activity Academic education

Timespan October 2005-February 2009
Function Senior Lecturer
Activities Chair of Graduate (Master's) Program for HR and Managerial Communication
Employer SNSPA University, Bucharest
Type of activity Academic education

Business Organizations

Timespan October 2016-present
Function Managing Partner of BRIO Romania
Activities Educational testing

Employer BRIO Romania
 Type of activity Assessment in education, R&D
 Timespan February 2012-January 2014
 Function Managing Director of "42" Romania, the approved SHL Distributor for Romania
 Activities Management consulting
 Employer 42 Romania, the approved SHL Distributor
 Type of activity Assessment and consulting
 Timespan June 2000-February 2012
 Function Managing Partner, Testcentral Romania, the Romanian test publisher
 Activities Test publishing / consulting / research
 Employer Testcentral Romania
 Type of activity Assessment, R&D; adaptation, development, and publishing of psychological measures

International Associations

Timespan/ Role May 2019-currently / Executive Committee member and Treasurer of the European Association for Work and Organizational Psychology (EAWOP)
 Timespan/ Role July 2016-July 2018 / President of the International Test Commission (ITC)
 Timespan/ Role July 2014-July 2016 / President-Elect of the International Test Commission (ITC)
 Timespan/ Role July 2010-July 2014 / Secretary-General of the International Test Commission (ITC)

Education

Timespan 1998-2003
 Qualification PhD in Psychology
 Study domain Organizational Psychology
 Name of institution Faculty of Psychology, Babeş-Bolyai University, Cluj-Napoca
 Level in national or international classification PhD
 Timespan 1993-1997
 Qualification BSc in Psychology-Sociology
 Study domain Psychology / Sociology
 Name of institution Faculty of Psychology-Sociology, National Institute of Intelligence, Bucharest
 Level in national or international classification BA

Professional abilities / experience / relevant clients

Intensive consultancy activities in hundreds of projects over the past 25 years, mainly centered on assessment/psychometrics in organizational and educational contexts.

Mother tongue **Romanian & German**

Languages spoken

Self-assessment

European Level(*)

Romanian

English

German

Understanding		Speaking		Writing
Listening	Reading	Conversation	Oral speech	Written expression
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2

(*) Level in the Common European Reference.

Computer skills Fluent as a programmer in a number of programming languages (C++, php etc.)

Membership in professional bodies

Member (Past-President) of the ITC (International Test Commission)

Member of SIOP (Society for Industrial-Organizational Psychology)

Member of APA (American Psychological Association)

Member of EAWOP (European Association for Work and Organizational Psychology)

Member of IAAP (International Association of Applied Psychology)

Member of ISSS (International Society for the Scientific Study of Subjectivity)

Member of ENOP (European Network for Organizational Psychology)

Member (Past-President) of APIO (Romanian Association for Work/Industrial Psychology)

Editorial activity

Associate Editor for the European Journal of Psychological Assessment: 2016-present.

Member on the editorial board of African Journal of Psychological Assessment (AJOPA): 2018-

Member on the editorial board of Psihologia Resurselor Umane, official publication of the Romanian Association for Work/Industrial Psychology (APIO, Asociația de Psihologie Industrială și Organizațională): 2003-

Member on the editorial board of Operant Subjectivity, official publication of the International Society for the Scientific Study of Subjectivity: 2003-2014.

Member on the editorial board of Bollettino di Psicologia Applicata (Italian Journal of Applied Psychology): 2012-2014.

Academic research and development projects

Project Director (Nationally funded project): Rolul reprezentarii metaforice ca vehicul de transmitere a semnificațiilor în fenomenele organizatorice [The role of metaphoric representations as a vehicle in organizational phenomena]. Funded by CNCSIS, 2006-2007. Project code 118.

Project Director (Nationally funded project): Comunicarea organizatorice în analiză și controlul fenomenelor de stres ocupational [Organizational communication in the analysis and control of occupational stress]. Funded by CNCSIS, 2009-2010. Project code 446.

Project Director (Nationally funded project): Stilul de învățare și temperamentul școlărilor – instrumente pentru o educație creativă [Student learning style and temperament - instruments for a creative education]. Funded by POSDRU/87/1.3/S/61341, 2010-2013.

Project Director (Nationally funded project): E.H.R. - Antreprenoriat pentru resurse umane [Entrepreneurship for Human Resources]. Funded by POSDRU/92/3.1/S/53763, 2010-2013.

Project Director (Nationally funded project): TIMSS 2019 [Trends in International Mathematics and Science Study]. Funded by MEN/ROSE, 2018-2021.

Published papers and books

König, Demetriou, Glock, Hiemstra, Iliescu, Ionescu, Langer, Liem, Linnenbürger, Siegel, & Vartholomaios (2020). Some Advice for Psychologists Who Want to Work With Computer Scientists on Big Data. *Personnel Assessment and Decisions*, 6(1), 2.

Gunnesch, L., & Iliescu, D. (2020). Sex differences in intelligence: A multi-measure approach using nationally representative samples from Romania. *Intelligence* (accepted). DOI: 10.1016/j.intell.2020.101430

Butucescu, A., Zanfirescu, A. S., & Iliescu, D. (2020). The whys and wherefores of going the extra-mile as public health workers. *Personality and Individual Differences* (online first). DOI: 109646. doi:10.1016/j.paid.2019.109646

Spînu, R., & Iliescu, D. (2019). Psychological Assessment Reports in Selection Decisions: The Role of the Spatial Contiguity Principle. *Psihologia Resurselor Umane*, 17(2), 12-41. DOI: 10.24837/pru.v17i2.290

- Burtaverde, V., & Iliescu, D. (2019). Emic vs etic frame of reference personality assessment in the prediction of work-related outcomes. *Career Development International* (online first). DOI: 10.1108/CDI-10-2018-0273
- Butucescu, A., Iliescu, D., & Opariuc, C. (2019). The Generalizability of Reactions to Assessment: An Application of the Selection Procedural Justice Scale (SPJS) in Academic Settings. *International Journal of Selection and Assessment* (online first). DOI: 10.1111/ijsa.12262
- Oprea, B., Iliescu, D., Burtăverde, V., & Dumitrache, M. (2019). Personality and boredom at work: the mediating role of job crafting. *Career Development International*, 28(6), 723-741. DOI: 10.1108/CDI-08-2018-0212
- Oprea, B., Barzin, L., Virga, D., Iliescu, D., & Rusu, A. (2019). Effectiveness of Job Crafting Interventions: A Meta-Analysis and Utility Analysis. *European Journal of Work and Organizational Psychology* (online first). DOI: 10.1080/1359432X.2019.1646728
- Livinti, R., & Iliescu, D. (2019). Investigation of the psychometric properties of the Perceived Parental Autonomy Support Scale in the Southeastern European context. *Current Psychology* (online first). DOI: 10.1007/s12144-019-00317-7
- Iliescu D., & Butucescu A. (2019). Mediation and Conciliation in Collective Labor Conflicts in Romania. In M. Euwema, F. Medina, A. García, & E. Pender (Eds.). *Mediation in Collective Labor Conflicts: Industrial Relations & Conflict Management* (pp. 175-191). Bern: Springer, Cham. DOI: 10.1007/978-3-319-92531-8_12
- Iliescu, D., & Greiff, S. (2019). The Impact of Technology on Psychological Testing in Practice and Policy: What Will the Future Bring. *European Journal of Psychological Assessment*, 35, 151-155. DOI: 10.1027/1015-5759/a000532
- Ion, A., Iliescu, D., & Nedelcea, C. (2019). A multi-measure, multi-ethnic investigation of anxiety. *Current Psychology* (online first). DOI: 10.1007/s12144-019-00303-z
- Butucescu, A., & Iliescu, D. (2019). It was unfair! Should I appeal? The moderating role of Agreeableness and Neuroticism between Fairness Perceptions in Assessment and Intention to Appeal. *Ethics and Behavior* (online first). DOI: 10.1080/10508422.2019.1620609
- Maricutoiu, P. L., Payne, B. K., & Iliescu, D. (2019). It works both ways: Enhancing explicit self-esteem using the self-reference task. *Journal of Experimental Social Psychology*, 80(1), 8-16. DOI: 10.1016/j.jesp.2018.08.017
- Ispas, D., & Iliescu, D. (2018). Ethical Issues in Testing. In B. Frey (Ed.), *SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*.
- Butucescu, A., & Iliescu, D. (2018). Patterns of Change in Fairness Perceptions During the Hiring Process: A Conceptual Replication in a Controlled Context. *International Journal of Selection and Assessment*, 26(2-4), 196-201. DOI: 10.1111/ijsa.12227
- Ispas, S. A., & Iliescu, D. (2018). The Romanian Adaptation of the Survey Work–Home Interaction, NijmeGen. *Evaluation & the Health Professions* (online before print). DOI: 10.1177/0163278718791303
- Fischmann, G., De Witte, H., Sulea, C., & Iliescu, D. (2018). Qualitative job insecurity and in-role performance: a bidirectional longitudinal relationship? *European Journal of Work and Organizational Psychology*, 27(5), 603-615. DOI: 10.1080/1359432X.2018.1504769
- Iliescu, D. & Ispas, D. (2018). Changing relationships within the testing ecosystem. In J. Scott, D. Bartram, & D. H. Reynolds (Eds.) *Next Generation Technology-Enhanced Assessment: Global Perspectives on Occupational and Workplace Testing* (pp. 139-170). Cambridge: Cambridge University Press.
- Iliescu, D., & Ion, A. (2018). Interpretarea scorurilor la testele psihologice [Interpretation of scores in psychological tests]. In V. Enea, & I. Dafinoiu (Eds.), *Evaluarea Psihologică: Manualul Psihologului Clinician [Psychological Assessment: Manual for Clinical Psychologists]* (pp. 88-120). Iași: Polirom.

- Kluemper, D. H., Mossholder, K. W., Ispas, D., Bing, M. N., Iliescu, D., & Ilie, A. (2018). When Core Self-Evaluations Influence Employees' Deviant Reactions to Abusive Supervision: The Moderating Role of Cognitive Ability. *Journal of Business Ethics* (online before print). DOI: 10.1007/s10551-018-3800-y
- Butucescu, A., & Iliescu, D. (2018). Un model dinamic al percepției corectitudinii procesului de evaluare. In V. P. Glăveanu, & A. Chiracu (Eds.). *Studii de Psihologia Educației* (pp. 107-120). București: Editura Universitară.
- Ion, A., Nye, C. D., & Iliescu, D. (2019). Age and Gender Differences in the Variability of Vocational Interests. *Journal of Career Assessment*, 27(1), 97-113. DOI: 10.1177/1069072717748646
- Ispas, S.-A. & Iliescu, D. (2017). Work-life interaction as a mediator between work factors and outcomes. *Psihologia Resurselor Umane*, 15(2), 106-124. DOI: 10.24837/pru.2017.2.478
- Zanfirescu, S. A, Butucescu, A., Iliescu, D. (2017). Empirical exploration of the circumplex model and subjective well-being on employees. *Psihologia Resurselor Umane*, 15(2), 125-137. DOI: 10.24837/pru.2017.2.479
- Iliescu, D., Dinca, M., & Bond, M. H. (2017). The Increment of Social Axioms over Broad Personality Traits in the Prediction of Dyadic Adjustment: An Investigation Across Four Ethnic Groups. *European Journal of Personality*, 31(6), 630-641. DOI: 10.1002/per.2131
- Iliescu, D. (2017). *Adapting Tests in Linguistic and Cultural Situations*. Cambridge, UK: Cambridge University Press.
- Iliescu, D., Macsinga, I., Sulea, C., Fischmann, G., Vander Elst, T., & De Witte, H. (2017). The five-factor traits as moderators between job insecurity and health: A vulnerability-stress perspective. *Career Development International*, 22(4), 399-418. DOI: 10.1108/CDI-08-2016-0146
- Ion, A., & Iliescu, D. (2017). The measurement equivalence of personality measures across high- and low-stake test taking settings. *Personality and Individual Differences*, 110, 1-6. DOI: <http://dx.doi.org/10.1016/j.paid.2017.01.008>
- Butucescu, A., Zanfirescu, A. S., & Iliescu, D. (2017). Construct validity of the IWP Multi-Affect Indicator scale in Romanian work environment. *Psihologia Resurselor Umane*, 15(1), 42-55.
- Ion, A., Iliescu, D., Ratanadilok, K., Rana, N., Widyanti, A., & Aldhafri, S. (2017). A Cross-Cultural Analysis of Personality Structure through the Lens of the HEXACO Model. *Journal of Personality Assessment*, 99(1), 25-34. DOI: 10.1080/00223891.2016.1187155
- Sulea, C., & Iliescu, D. (Eds.) (2016). *Teorii și Modele în Psihologia Sănătății Ocupaționale [Theories and Models in Occupational Health Psychology]*. Timișoara: Diacritic.
- Butucescu, A., Iliescu, D., & Ilie, A. (2006). Teoria evaluării cognitive a stresului și strategiile de coping [Cognitive Stress Evaluation Theory and Coping Strategies]. In C. Sulea, & D. Iliescu, (Eds.) *Teorii și Modele în Psihologia Sănătății Ocupaționale [Theories and Models in Occupational Health Psychology]* (pp. 103-142). Timișoara: Diacritic.
- Virga, D., & Iliescu, D. (2016). The well-being of Romanian workers in Spain: antecedents and moderators. *European Journal of Work and Organizational Psychology*. DOI: 10.1080/1359432X.2016.1225728
- Ion, A., Zugec, L., Sulea, C., Ilie, A., Ispas, D., & Iliescu, D. (2016). Industrial Organizational Psychology in Romania. *The Industrial Organizational Psychologist*, 54, 1-4.
- Evers, A., McCormick, C. M., Hawley, L. R., Muniz, J., Balboni, G., Bartram, D., Buben, D., Egeland, J., El-Hassan, K., Fernandez-Hermida, J. R., Fine, S., Frans, O., Gintiliene, G., Hagemeister, C., Halama, P., Iliescu, D., Jaworowska, A., Jimenez, P., Manthouli, M., Matesic, K., Michaelsen, L., Mogaji, A., Morley-Kirk, J., Rozsa, S., Rowlands, L., Schittekatte, M., Sumer, H. C., Suwartono, T., Urbanek, T., Wechsler, S., Zelenevska, T., Zanev, S., & Zhang, J. (2016). Testing Practices and Attitudes Toward Tests and Testing: An International Survey. *International Journal of Testing*, 17(2), 158-190.

- Iliescu, D., Ilie, A., Ispas, D., Dobrean, A., & Clinciu, A. (2016). Sex differences in intelligence: A multi-measure approach using nationally representative samples from Romania. *Intelligence*, 58, 54-61. DOI: 10.1016/j.intell.2016.06.007
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- Iliescu, D., & Ispas, D. (2016). Personality Assessment. In F. T. L. Leong, D. Bartram, F. M. Cheung, K. F. Geisinger, & D. Iliescu (Eds.), *The ITC International Handbook of Testing and Assessment* (pp. 134-146). Oxford: Oxford University Press.
- Oakland, T., & Iliescu, D. (2016). Ethical Standards, Guidelines and Related Issues Pertinent to International Testing and Assessment. In F. T. L. Leong, D. Bartram, F. M. Cheung, K. F. Geisinger, & D. Iliescu (Eds.), *The ITC International Handbook of Testing and Assessment* (pp. 425-437). Oxford: Oxford University Press.
- Ion, A., Iliescu, D., Ilie, A., & Ispas, D. (2016). The emic-etic approach to personality measurement in personnel selection. *Personality and Individual Differences*, 97, 55-60. DOI: 10.1016/j.paid.2016.02.082
- Sarbescu, P., & Iliescu, D. (2015). Traffic Offenses. In W. G. Jennings (Ed.). *The Encyclopedia of Crime and Punishment*. Malden, MA: Wiley-Blackwell.
- David, D., Iliescu, D., Matu, S., & Balaszi, R. (2015). The national psychological/personality profile of Romanians: An in-depth analysis of the regional national psychological/personality profile of Romanians. *Romanian Journal of Applied Psychology*, 17(2), 34-44.
- Fischmann, G., Sulea, C., Kovacs, P., Iliescu, D., & DeWitte, H. (2015). Qualitative and quantitative job insecurity: relations with nine types of performance. *Psihologia Resurselor Umane*, 13(2), 152-164.
- Oprea, B., & Iliescu, D. (2015). Burnout and job insecurity: the mediating role of job crafting. *Psihologia Resurselor Umane*, 13(2), 232-244.
- David, I., & Iliescu, D. (2015). Inventarul Psihologic California [The California Psychological Inventory]. In Iliescu, D., & Sulea, C. (Eds.). *Tratat de Psihodiagnostic a Personalitatii [Handbook of Personality Psychology]* (pp. 29-68). Iasi: Polirom.
- Iliescu, D., & Sulea, C. (2015). *Tratat de Psihodiagnostic al Personalitatii [Handbook of Personality Psychology]*. Iasi: Polirom.
- Iliescu, D., & Sulea, C. (2015). Introducere [Introduction]. In Iliescu, D., & Sulea, C. (Eds.). *Tratat de Psihodiagnostic al Personalitatii [Handbook of Personality Psychology]* (pp. 20-28). Iasi: Polirom.
- Iliescu, D. (2015). Abilitatile digitale ale generatiei Y ca baza a deprinderilor pentru secolul 21 [Digital Abilities of the Y Generation as 21st Century Skills]. In Stoian, M., & Gavrilă, B. (Eds.). *Romania Noului Val* (pp. 302-309). Bucuresti: Foreign Policy.
- Iliescu, D., Ion, A., & Nedelcea, C. (2015). Evaluarea psihologică în context organizational [Assessment in the organizational context]. În I. Ciorbea (Ed.). *Evaluarea psihologică aplicată: Repere teoretice și practice [Applied Psychological Assessment: Theory and Practice]* (pp. 407-546). București: Editura Trei.
- Virga, D., Horga, A., & Iliescu, D. (2015). Work-Life Imbalance as a Moderator in the Relationship Between Resources and Work Engagement. *Journal of Personnel Psychology*, 14(2), 80-90. DOI: 10.1027/1866-5888/a000135
- Iliescu, D. (2015). Cum se înțeleg rezultatele unui studiu din domeniul psihologiei interculturale [How to understand the results of a study in cross-cultural psychology]. *Revista de Politica Științei și Scientometrie*, 4(2), 98-102.
- Iliescu, D., Popa, M., & Dimache, R. (2015). Adaptarea românească a Setului International de Itemi de Personalitate: IPIP-Ro [The Romanian adaptation of the International Personality Item Pool: IPIP-Ro]. *Psihologia Resurselor Umane*, 13(1), 83-112.

- Iliescu, D., Ispas, D., Sulea, C., & Ilie, A. (2015). Vocational Fit and Counterproductive Work Behaviors: A Self-Regulation Perspective. *Journal of Applied Psychology*, 100(1), 21-39. DOI: 10.1037/a0036652
- David, I., & Iliescu, D. (2014). Adaptarea în limba română a Intelligenz-Struktur-Test (IST). *Psihologia Resurselor Umane*, 14(2), 174-185.
- Tanculescu, L., & Iliescu, D. (2014). Adaptarea culturala a scalei Satisfacerea nevoilor psihologice la locul de munca în context românesc. *Psihologia Resurselor Umane*, 14(2), 130-146.
- Ispas, D., Iliescu, D., Ilie, A., & Johnson, R.E. (2014). Exploring the Cross-Cultural Generalizability of the Five Factor Model of Personality: The Romanian NEO PI-R. *Journal of Cross-Cultural Psychology*, 47(7), 1074-1088. DOI: 10.1177/0022022114534769
- Van den Broeck, A., Sulea, C., Vander Elst, T., Fischmann, G., Iliescu, D. & De Witte, H. (2014). The mediating role of psychological needs in the relation between qualitative job insecurity and counterproductive work behaviour. *Career Development International*, 19(5), 526-547. DOI: 10.1108/CDI-05-2013-0063
- De Cuyper, N., Sulea, C., Philippaers, K., Fischmann, G., Iliescu, D., & De Witte, H. (2014). Perceived employability and performance: Moderation by felt job insecurity. *Personnel Review*, 43(4), 536-552. DOI: 10.1108/PR-03-2013-0050
- Ispas, D., Iliescu, D., Ilie, A., Sulea, C., Askew, K., Rohlf, J. T., & Whalen, K. (2014). Revisiting the relationship between impression management and job performance. *Journal of Research in Personality*, 51, 47-53. DOI: 10.1016/j.jrp.2014.04.010
- Iliescu, D. (2013). Antreprenoriat pentru resurse umane: Un eseu despre utopie. In Cismaru, D. M. (Ed.). *Antreprenoriatul si performanta in afaceri*, 155-168. București: comunicare.ro.
- Oakland, T., Iliescu, D., Chen, H.-Y., & Chen, J. H. (2013). Cross-National Assessment of Adaptive Behavior in Three Countries. *Journal of Psychoeducational Assessment*, 31, 435-447. DOI: 10.1177/0734282912469492
- Iliescu, D. (2013). Temperamentul școlărilor din România. O investigație bazată pe două studii de validare. In Stanciu, S. (Ed.). *Stilul de învățare și temperamentul școlărilor - instrumente pentru o educație creativă*. București: comunicare.ro.
- Iliescu, D., Ispas, D., Ilie, A., & Ion, A. (2013). The Structure of Vocational Interests in Romania. *Journal of Counseling Psychology*, 60, 294-302. DOI: 10.1037/a0032199
- Iliescu, D., Ilie, A., Ispas, D., & Ion, A. (2013). Examining the psychometric properties of the Mayer-Salovey-Caruso Emotional Intelligence Test: Findings from an Eastern European Culture. *European Journal of Psychological Assessment*, 29, 121-128. DOI: 10.1027/1015-5759/a000132
- Iliescu, D., & Sârbescu, P. (2013). The relationship of dangerous driving with traffic offenses: A study on an adapted measure of dangerous driving. *Accident Analysis and Prevention*, 51, 33-41. DOI: 10.1016/j.aap.2012.10.014
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- Ispas, D., Ilie, A., Iliescu, D., Johnson, R.E., & Harris, M.M. (2010). Fairness reactions to selection methods: A Romanian study. *International Journal of Selection and Assessment*, 18 (1), 102-110.
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Oprea, B., Barzin, L., Virga, D., Iliescu, D., & Rusu, A. (2019, May). Effectiveness of Job Crafting Interventions: A Meta-Analysis and Utility Analysis. Presented at the 19th Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

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Iliescu, D. (2018, September). Evidence-based Psychological Assessment. Invited keynote address given at the International Conference on Psychotechnology (ICOP), Jakarta, Indonesia.

Iliescu, D. (2018, July). The Impact of Tests in Practice and Policy: What Will the Future Bring. Presidential address given at the 11th Conference of the International Test Commission, Montreal, Canada.

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Iliescu, D. (2017, July). Content and impact of the International Declaration on Competence in Professional Psychology. Paper presented at the 15th European Congress of Psychology, Amsterdam, The Netherlands.

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Huber, A., Ilie, A., Ispas, D., Iliescu, D., & Askew, K. (2017, April). Person-Organization Fit and CWB via Engagement and Work Motives. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Deering, T., Nguyen, D., Ispas, D., Ilie, A. & Iliescu, D. (2017, April). Vocational Interests: Age and Sex-Based Differential Prediction of Job Performance. Paper presented at the Illinois State University Graduate Research Symposium.

Huber, A., Ilie, A., Ispas, D., & Iliescu, D. (2017, April). Person-Organization Fit and CWB via Engagement and Work Motives. Paper presented at the Illinois State University Graduate Research Symposium.

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Iliescu, D. (2016, July). The ITC Guidelines on Test Use and ITC Guidelines on Computer-Based and Internet-delivered. Paper presented at the 31st International Congress of Psychology, Yokohama, Japan.

Popa, M., & Iliescu, D. (2016, July). Common Method Variance: Illustration for the Big-Five markers extracted from the Romanian IPIP survey. Paper presented at the 18th European Conference on Personality, Timisoara, Romania.

Iliescu, D. (2016, July). Ethical Dilemmas Related to Assessment, Testing and Selection. Symposium presentation (together with Avi Allalouf, Kadriye Ercikan, Helen Baron, Dragos Iliescu, Serge Lacroix, Stephen Sireci) at the 10th Conference of the International Test Commission, Vancouver, Canada.

Ilie, A., Archos, H.C., White, E., Ispas, D., Iliescu, D., & Askew, K. (2016, April). Mindfulness in the

relationship between workplace stressors and strains. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Iliescu, D., Sulea, C., Ispas, D., & Ilie, A. (2016, April). An adjectival approach in measuring wellbeing at the workplace. Paper presented at the 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.

Tuser, A., Sulea, C., Iliescu, D., Ilie, A., Ispas, D. (2016, April). The effect of interpersonal mistreatment at work on employee health: A longitudinal study. Paper presented at the 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.

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Archos, H. C., White, E., Ilie, A., Ispas, D., & Iliescu, D. (2016, April). Mindfulness in the relationship between workplace stressors and strains. Paper presented at the Illinois State University Graduate Research Symposium.

Hume, H., Ilie, A., Ispas, D., & Iliescu, D. (2016, April). Incremental validity of emotional intelligence and grit for predicting academic performance. Paper presented at the Illinois State University Graduate Research Symposium.

Iliescu, D. (2015, July). Test adaptation: Qualitative and Quantitative Approaches. Keynote address given at the 14th Congress of Methodology in the Social Sciences, Palma de Mallorca, Spain.

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De Witte, H., Fischmann, G., Vander Elst, T., Baillien, E., Sulea, C., & Iliescu, D. (2015, May). Job insecurity in Belgium and Romania: Comparison of level and associations with outcomes. Paper presented at the 17th European Congress of Work and Organizational Psychology, Oslo, Norway.

Iliescu, D., Ion, A., Ispas, D., & Ilie, A. (2015, May). Looking into platform-specific design for Computer-Based Testing. Paper presented at the 17th European Congress of Work and Organizational Psychology, Oslo, Norway.

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Ion, A., Ispas, D., Ilie, A., & Iliescu, D. (2015, May). The emic-etic approach to personality measurement in personnel selection. Paper presented at the 17th European Congress of Work and Organizational Psychology, Oslo, Norway.

Virga, D., & Iliescu, D. (2015, May). Acculturation as a moderator in the relationship between job insecurity and the wellbeing of migrating workforce. Paper presented at the 17th European Congress of Work and Organizational Psychology, Oslo, Norway.

Iliescu, D., & Ion, A. (2014, July). Psychometric properties of a measure of personality as a function of language literacy and test-taking motivation in an ethnically diverse sample. Paper presented at the 9th Conference of the International Test Commission, San Sebastian, Spain.

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- Iliescu, D., Ispas, D., & Ilie, A. (2013, July). Personality, Wellbeing and Quality of Life. A comparison between Chinese working in Romania and Romanians, based on an emic-etic measure of personality. Paper presented at the 13th European Congress of Psychology, Stockholm, Sweden.
- Iliescu, D., Ispas, D., Ilie, A., & Sulea, C. (2013, May). Impression Management and Objective Job Performance. Paper presented at the 16th Congress of the European Association of Work and Organizational Psychology, Munster, Germany.
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- Morrison, J., Ispas, D., Ilie, A., & Iliescu, D. (2013, April). Moderators of the relationship between perceived employability and voluntary turnover. Paper presented at the Illinois State University Graduate Research Symposium.
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- Ion, A., & Iliescu, D. (2012, July). Attitudes of Romanian psychologists on tests and test use. Presented at the 8th Conference of the International Test Commission, Amsterdam.
- Iliescu, D. (2012, July). Drivers of demand in test usage in emerging countries. Presented at the 8th Conference of the International Test Commission, Amsterdam.
- Iliescu, D. (2012, July). The Development of a Measure of Children's Temperament in Romania. Presented at the 8th Conference of the International Test Commission, Amsterdam.
- Elosua, P., & Iliescu, D. (2012, July). Tests in Europe. Where we are and where we should to go. Presented at the 8th Conference of the International Test Commission, Amsterdam.
- Iliescu, D., Ispas, D., Ilie, A. & Ion, A. (2012, July). Incremental validity of CPAI-2 for Romanian and Chinese workers in Romania. Presented at the 8th Conference of the International Test Commission, Amsterdam.

- Iliescu, D., Ion, A., Ispas, D., & Ilie, A. (2012, July). Equivalence of online and paper-and-pencil forms for 3 tests in Romania. Presented at the 8th Conference of the International Test Commission, Amsterdam.
- Ilie, A., Ispas, D., Iliescu, D., Askew, K., Rohlf, J., & Whalen, K. (2012, April). A psychometric analysis of the Romanian NEO PI-R. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
- Taşcu, A., Iliescu, D., & Avram, E. (2011). Adapting and implementing the Wisconsin Card Sorting Test in Romania. A look at the clinical data. *PSIWORLD 2011 Procedia - Social and Behavioral Sciences*, 33, 1022-1026.
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- Iliescu, D. (2011, April). On the predictive validity of personality measures. Paper presented at the 11th Conference of the Romanian Association for Industrial and Organizational Psychology, Bucharest, April 2011.
- Iliescu, D., Ispas, D., & Ilie, A. (2011, April). Examining the validity of the Romanian version of the Mayer-Salovey-Caruso Emotional Intelligence Test. Paper presented at the 11th Conference of the Romanian Association for Industrial and Organizational Psychology, Bucharest, April 2011.
- Askew, K., Ilie, A., Ispas, D. & Iliescu, D. (2011, August). Differential Item Functioning in the GAMA Analogies Subscale. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
- Lewis, R., Carswell, J., Ilic, T., Iliescu, D., & Pepper, S. (2011, April). Risks for Leader Derailment: A Unique Contribution Beyond Full-Range Leadership? Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
- Iliescu, D., Ilie, A., Ispas, D., & Rossi, M.E. (2011, April). Criterion related validity of the Employee Screening Questionnaire. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
- Ispas, D., Ilie, A., Johnson, R.E., & Iliescu, D. (2011, April). Rater motivation in validation studies. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
- Vercellino, D., & Iliescu, D. (2010, November). Lay representations of occupational stress in the Romanian culture. Presented at the Conference Globalization and Changing Patterns in the Public Sphere, Bucharest, November 2010.
- Stănescu, D., & Iliescu, D. (2010, September). "Veo veo, que ves?" An exploratory study on the relationship between emotional intelligence and the decoding of nonverbal behavior. Presented at the 5th Conference of the Romanian Psychological Association (APR), Iași, September 2010.
- Iliescu, D., Vercellino, D., & Ion, A. (2010, September). Construct and measurement equivalence for the Romanian version of the MSCEIT (Mayer-Salovey-Caruso Emotional Intelligence Test). Presented at the 5th Conference of the Romanian Psychological Association (APR), Iași, September 2010.
- Dincă, M., Iliescu, D., & Mihalcea, A. (2010, September). Adjustment of Couples and Intelligence. Presented at the 24th European Health Psychology Conference, Cluj-Napoca, September 2010.
- Iliescu, D., & Stanescu, D. (2010, September). The relationship of occupational stress, work values, job characteristics, organizational citizenship behavior and motivation in a Romanian sample. Presented at the 24th European Health Psychology Conference, Cluj-Napoca, September 2010.

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Iliescu, D. (2010, July). Pitfalls and successes in creating a new testing environment in an East-European culture. Presented at the International Congress of Psychology, Melbourne, July 2010.

Iliescu, D. (2010, July). Test development and use in South-Eastern Europe. Presented at the International Congress of Psychology, Melbourne, July 2010.

Iliescu, D., & Vercellino, D. (2010, July). Psychological Assessment in Romania. Presented at the International Congress of Psychology, Melbourne, July 2010.

Iliescu, D., & Dincă, M. (2010, July). Validating Predictions for Children's Temperament Styles. Presented at the International Congress of Psychology, Melbourne, July 2010.

Iliescu, D., & Ion, A. (2010, April). Modelarea nonliniară a diagramei criteriu-predictor într-o situație de selecție profesională [Nonlinear modelling of the criterion-predictor diagram in a professional selection situation]. Presented at the National Conference of the Romanian Association of Industrial and Organizational Psychology, Bucharest, April 2010.

Iliescu, D., & Vercellino, D. (2010, April). Validitatea incrementală a BFQ față de interviu, CV și abilități cognitive, într-un sistem de selecție profesională [Incremental validity of the BFQ over the interview, CV and cognitive abilities, in a professional selection system]. Presented at the National Conference of the Romanian Association of Industrial and Organizational Psychology, Bucharest, April 2010.

Ispas, D., Ilie, A., Iliescu, D., Johnson, R.E., & Askew, K. (2010, April). Criterion-related validity of the General Mental Ability Measure for Adults. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Atlanta, GA.

Ispas, D., Ilie, A., Johnson, R.E., Iliescu, D., & Borman, W.C. (2010, April). Participation in the Development of Performance Appraisal Systems: A Quasi-experiment. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Atlanta, GA. Featured as a Top-Poster.

Ilie, A., Ispas, D., Penney, L.M., & Iliescu, D. (2010, April). Anger, Workplace Stressors and Counterproductive Work Behaviors: A Longitudinal Investigation. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Atlanta, GA.

Pitariu, H., Iliescu, D. & Ion, A. (2009, November). Predictive validity of the CPI-260 as a measure of transformational leadership. Oral presentation presented at the South-East European Regional Conference of Psychology, Sofia.

Iliescu, D., & Pitariu, H. (2009, November). Psychometric performance of the Job Stress Survey in the Romanian context. Oral presentation presented at the South-East European Regional Conference of Psychology, Sofia.

Minulescu, M., & Iliescu, D. (2009, September). Emotional and cognitive intelligence as predictors of managerial efficiency. Paper presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.

Minulescu, M., & Iliescu, D. (2009, September). Construct validation of projective drawing tests: tree, person, family. Poster presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.

Ion, A., Iliescu, D., Nedelcea, C., & Ciorbea, I. (2009, September). Cultural Differences in Anxiety - A Comparison between Romanian and American Samples. Poster presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.

Ciorbea, I., Nedelcea, C., Iliescu, D., & Ion, A. (2009, September). Cultural Adaptation of MAB-II in Romania. Re-examination of Psychometric Properties. Poster presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.

- Ion, A., & Iliescu, D. (2009, September). Exploring the factor structure of three big-five instruments in Romania. Poster presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.
- Nedelcea, C., Ciorbea, I., Iliescu, D., & Ion, A. (2009, September). Cultural differences in big-five instruments. Poster presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.
- Iliescu, D., Nedelcea, C., Ciorbea, I., & Ion, A. (2009, September). Validity of the Achievement Motivation Inventory in the Romanian context. Poster presented at the 10th Conference of the European Association of Psychological Assessment, Ghent.
- Iliescu, D., & Ion, A. (2009, July). Psychometric Performance of the CPAI-2 as a Big Five Measure in the Romanian Context. Paper presented at the European Congress of Psychology, Oslo.
- Rossi, M.E., Ispas, D., Iliescu, D., & Ilie, A. (2009, April). Investigating Gender DIF in the Romanian version of the CPI. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology.
- Ispas, D., Ilie, A., & Iliescu, D. (2009, April). Fairness reactions to selection methods: A Romanian study. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology.
- Dincă, M., & Iliescu, D. (2008). Temperament and social axioms in a Romanian sample. Presented at the Congress of Crosscultural Psychology, Bremen, July 2008.
- Iliescu, D. (2008). Romanian psychologists' view on ethic test usage. Presented at the 29th International Congress of Psychology (ICP), Berlin, July 2008.
- Iliescu, D. (2008). Skill vs. performance deficits in the ICF Framework, as captured by the BASC-2 in Romania. Presented at the 6th Conference of the International Test Commission, Liverpool, July 2008.
- Minulescu, M., & Iliescu, D. (2008). Emotional and Cognitive Intelligences as Predictors of Managerial Performance. Presented at the APR Conference, May 2008.
- Iliescu, D. (2008). Cultural Adaptation for Romania of the Achievement Motivation Inventory. Presented at the APR Conference, May 2008.
- Ilie, A., Penney, L. M., & Iliescu, D. (2008). A Test of the Stressor-Emotion Model of Counterproductive Work Behaviors in Romania. Presented at the SIOP Conference, LA, April 2008.
- Iliescu, D., & Dincă, M. (2007). Validation studies in the adaptation of the LSI to the Romanian population. Presented at the National Conference of School and Educational Psychology, Oradea, October 2007.
- Tureanu, V., & Iliescu, D. (2006). Correlates of Anger as personality trait with drivers' aggressive behavior leading to accidents. Presented at the International Conference of Psychology at the University of Bucharest, Bucharest, October 2006.
- Iliescu, D., & Tureanu, V. (2006). Personality indicators of the Type A Behavior Pattern. Presented at the International Conference of Psychology at the University of Bucharest, Bucharest, October 2006.
- Iliescu, D. (2006). Metaphorical representations of the HR consultant: A Q-methodological approach. Presented at the Annual Conference of the International Society for the Scientific Study of Subjectivity, Trondheim, September 2006.
- Dincă, M. & Iliescu, D. (2006). The Romanian adaptation and norming of the Social Axioms Survey. Presented at the Annual Conference of the International Association for Cross-Cultural Psychology, Spetses, July 2006.
- Dincă, M. & Iliescu, D. (2006). Validation of the Romanian version of the Student Style Questionnaire. Presented at the Annual Conference of the International Association of Applied Psychology (IAAP), Athens, July 2006.

Iliescu, D., Dincă, M., & Dempsey, A. (2006). Challenges in the Romanian indigenization and norming of the Student Style Questionnaire. Presented at the Annual Conference of the International Test Commission (ITC), Bruxelles, July 2006.

Țănculescu, L., & Iliescu, D. (2006). Traducerea, adaptarea, etalonarea și validarea SWS în România [Experimentation of the SWS in Romania]. Presented at the National Conference of Psychology, organized by the Romanian Psychological Association, Cluj-Napoca, May 2006.

Nedelcea, C., Iliescu, D., & Minulescu, M. (2006). Măsurarea personalității prin chestionare nonverbale. Experimentarea NPQ și FF NPQ în România [Experimentation of the NPQ in Romania]. Presented at the National Conference of Psychology, organized by the Romanian Psychological Association, Cluj-Napoca, May 2006.

Iliescu, D. (2006). Traducerea, adaptarea, etalonarea și validarea FPI-R în România [Indigenization and norming of the FPI in Romania]. Presented at the National Conference of Psychology, organized by the Romanian Psychological Association, Cluj-Napoca, May 2006.

Mihalcea, A., Dinca, M., & Iliescu, D. (2006). Axiomele sociale: studiu pe un eșantion național [Social axioms: study on a national sample]. Presented at the National Conference of Psychology, organized by the Romanian Psychological Association, Cluj-Napoca, May 2006.

Iliescu, D. (2004). Probleme de fidelitate a măsurării. Detectarea erorilor introduse de alterarea voită a răspunsurilor din partea subiecților [Problems of measurement reliability. Detection of voluntary altering of responses]. Presented at the National Conference of Psychology, organized by the Romanian Psychological Association, Călimănești, May 2004.

Iliescu, D. (2003). Tratatul statistic al variabilelor în studiile organizatorice: între clasicism și malpraxis statistic [Statistical treatment of variables in organizational studies: between classicism and statistical malpraxis]. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Cluj-Napoca, May 2003.

Iliescu, D. (2001). Q-Sort și revoluția metodologică în psihologia organizațională [Q-Sort as a methodological revolution in organizational studies]. Presented at the National Conference of Psychology, organized by the Romanian Psychological Association, Neptun, May 2001.

Iliescu, D. (2000). Schimbarea organizațională în organizațiile puternic structurate [Organizational change in strongly structured organizations]. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Cluj-Napoca, May 2000.