

Curriculum vitae Europass



Personal data

Name	ILIESCU, Dragoș		
Address	29A, Icoanei St., 020456, Bucharest, Romania		
Phone	+40 212 428 963	Mobile:	+40 723 627 077
Fax	+40 212 428 960		
E-mail	dragos.iliescu@fpse.unibuc.ro		
Nationality	Romanian		
Date of birth	05 Nov. 1974		
Gender	Male		
ORCID	https://orcid.org/0000-0002-5958-3920		

Professional experience

Academic Institutions

Timespan	September 2014-present
Function	Professor
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/ Function July 2016-July 2018 / President of the International Test Commission (ITC)
Timespan/ Function July 2014-July 2016 / President-Elect of the International Test Commission (ITC)
Timespan/ Function 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 Licensed 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 15 years, mainly centered on organizational (HR) topics. Expertise in applied psychology, mainly in psychological assessment, consumer psychology and marketing research.

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 the African Journal of Psychological Assessment: 2018-.

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 organizatoriale [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 organizatorică în analiza 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 școlarilor – 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.

Published papers and books

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
- 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 to 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., Widianti, A., & Aldhafri, S. (2017). A Cross-Cultural Analysis of Personality Structure through the Lens of the HEXACO Model. *Journal of Personality*

- 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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- 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.
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- 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., & Gavrila, B. (Eds.), *Romania Noului Val* (pp. 302-309). Bucuresti: Foreign Policy.

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- Iliescu, D., Popa, M., & Dimache, R. (2015). Adaptarea românească a Setului Internațional 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 școlarilor din România. O investigație bazată pe două studii de validare. In Stanciu, S. (Ed.). *Stilul de învățare și temperamentul școlarilor - 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:

Liepmann, D., Beauducel, A., Brocke, B., Amthauer, R., Iliescu, D., & Miron, A. (2012). Intelligence Structure Test 2000 R: Manual for the Romanian version. Bucharest: OS Romania.

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Iliescu, D., & Ispas, D. (2012). Assessment based on personality tests. In Kaur, G., Awasthy, S., & Mandal, M. K. (Eds.). *Psychometric Testing in Armed Forces: Issues and Challenges*. New Delhi: Pentagon Press, 118-144.

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Iliescu, D., Ilie, A., Ispas, D., & Ion, A. (2012). Emotional Intelligence in Personnel Selection: Applicant Reactions, Criterion and Incremental Validity. *International Journal of Selection and Assessment*, 20(3), 347-358.

Evers, A., Muñiz, J., Bartram, D., Iliescu, D., (and 14 others) (2012). Testing Practices in the 21st Century: Developments and European Psychologists' Opinions. *European Psychologist*, 17(4), 300-319.

Ilie, A., Penney, L., Ispas, D., & Iliescu, D. (2012). The Role of Trait Anger in the Relationship between Stressors and Counterproductive Work Behaviors: Convergent Findings from Multiple Studies and Methodologies. *Applied Psychology: An International Review*, 61(3), 415-436.

Iliescu, D. & Ilie, A. (2011). The relationship of occupational stress and emotional intelligence. *Psihologia Resurselor Umane*, 9 (1), 15-29.

Mayer, J. D., Salovey, P., Caruso, D. R., Iliescu, D., & Liviñi, R. (2011). Technical Manual for the Mayer-Salovey-Caruso Emotional Intelligence Test in Romania. Cluj-Napoca: Odiseea.

Iliescu, D., Ilie, A., & Ispas, D. (2011). Examining the Criterion-Related Validity of the Employee Screening Questionnaire: A Three-Sample Investigation. *International Journal of Selection and Assessment*, 19(2), 222-228.

Westhoff, K., (2011). Interviu orientat spre decizie [The decision-oriented interview]. Cluj-Napoca: Odiseea. (translated into Romanian by Dragoș Iliescu, Adrian Brate).

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- Grigoras, M., Butucescu, A., Opariuc-Dan, C., & Iliescu, D. (2019, May). The Measurement Invariance of the Short Dark Triad in Low and High Stakes Contexts. Presented at the 19th Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.
- Oprea, B., Barzin, L., Virga, D., Iliescu, D., & Rusu, A. (2019, May). Effectiveness of Job Crafting

Papers presented at scientific conferences

Interventions: A Meta-Analysis and Utility Analysis. Presented at the 19th Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Ispas, S., & Iliescu, D. (2019, May). Is Gender a Moderator between Job Authority and Depression? Presented at the 19th Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Zanfirescu, A. S., Butucescu, A., & Iliescu, D. (2019, May). The Whys and Wherefores of Going the Extra-mile as Health Workers. Presented at the 19th Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Iliescu, D. (2019, May). Current Research and Practice on Fairness and Discrimination in Personnel Selection. State of the Art address given at the 19th Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Iliescu, D. (2019, May). Psychological Testing: Current State and Future Opportunities. Invited keynote address given at the Lithuanian Congress of Psychology, Vilnius, Lithuania.

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.

Iliescu, D. (2018, July). Personality assessment in high-stake settings. Presented at the 11th Conference of the International Test Commission, Montreal, Canada.

Iliescu, D. (2018, July). On the equivalence of measurement instruments across languages and cultures: Between ignorance and half-hearted acceptance. Invited keynote address given at the 29th International Congress of Applied Psychology, Montreal, Canada.

Iliescu, D. (2018, July). The applicability of the International Project on Competence in Psychology in Eastern Europe. Presented at the 29th International Congress of Applied Psychology, Montreal, Canada.

Iliescu, D. (2018, May). About utility and impact in policies. Invited keynote address presented at the 18th Conference of the Romanian Association for Industrial and Organizational Psychology, Constanta, May 2018.

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.

Iliescu, D., Ispas, D., Ilie, A., & Petrus, A. (2017, May). The Increment of the Dark Triad over Big Five Traits in the Prediction of Job Performance. Paper presented at the 18th Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.

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.

Dill, K., Ilie, A., Ispas, D., & Iliescu, D. (2017, April). The Influence of Individual Characteristics on Work-Family Balance and Facilitation. Paper presented at the Illinois State University Graduate Research Symposium.

- Iliescu, D. (2016, July). The International Project on Competence in Psychology (IPCP). Paper presented at the 31st International Congress of Psychology, Yokohama, Japan.
- 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.
- Sulea, C., Fischmann, G., Iliescu, D. (2016, April). Timisoara Interpersonal Mistreatment at Work Inventory (TIMWI): The development and validation of a new instrument. Paper presented at the 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.
- 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.
- Iliescu, D. (2015, July). The Impact of the ITC Guidelines on Psychological Assessment. Symposium convened at the 14th European Congress of Psychology, Milano, Italy.
- Iliescu, D. (2015, June). International standards for psychological assessment. Keynote address given at the 4th Conference on Psychological Diagnosis of the Polish Psychological Association, Warsaw, Poland.
- Iliescu, D. (2015, June). Competencies and Test User Qualifications for Psychologists. Paper presented at the 4th Conference on Psychological Diagnosis of the Polish Psychological Association, Warsaw, Poland.
- 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.
- Iliescu, D., Macsinga, I., Sulea, C., Fischmann, G., Vander Elst, T., & De Witte, H. (2015, May). The Five Factors as moderators between job insecurity and health: A vulnerability-stress perspective. Paper presented at the 17th European Congress of Work and Organizational Psychology, Oslo,

Norway.

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.

Iliescu, D. (2014, July). Adaptation of a measure of adaptive behavior in Romania. Paper presented at the 9th Conference of the International Test Commission, San Sebastian, Spain.

Iliescu, D. (2014, July). A quantitative segmentation of stakeholders' opinions about legal test usage. Paper presented at the 9th Conference of the International Test Commission, San Sebastian, Spain.

Iliescu, D. (2014, July). The ITC Guidelines as references for best practices in the domain of tests and testing. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.

Fischmann, G., De Witte, H., Sulea, C., & Iliescu, D. (2014, April). Qualitative job insecurity and performance: A spiral effect. Paper presented at the 11th Conference of the European Academy of Occupational Health Psychology (EAOHP), London, UK.

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.

Sulea, C., Vander Elst, T., Van Den Broeck, A., Fischmann, G., Iliescu, D., & De Witte, H. (2013, May). Qualitative job insecurity and counterproductive work behaviors: the mediating role of need frustration at work. Paper presented at the 16th Congress of the European Association of Work and Organizational, Munster, Germany.

Iliescu, D. (2013, May). The ITC Guidelines as references for best practices in the domain of tests and testing. Paper presented at the 16th Congress of the European Association of Work and Organizational, Munster, Germany.

Iliescu, D., Ilie, A., Ispas, D., & Salmonson, A. (2013, April). The emic-etic approach to personality measurement in personnel selection. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

Iliescu, D., Ispas, D., Sulea, C., & Ilie, A. (2013, April). Vocational Interests and Counterproductive Work Behaviors. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

Salmonson, A., Ispas, D., Ilie, A., & Iliescu, D. (2013, April). Examining the criterion-related validity of the achievement motivation inventory: a three sample study. Paper presented at the Illinois State University Graduate Research Symposium.

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.

Mihalcea, A., Iliescu, D., & Dinca, M. (2012, September). The Influence of Educational Level on Couple Relationships. Presented at the 2012 Psiworld Conference, Bucharest. *Procedia - Social and Behavioral Sciences*, 78, 41–45.

- 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 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.
- Elosua, P., & Iliescu, D. (2011, July). Validity in Psychological Testing. Where We Are and Where We Should Go. Paper presented at the 12th European Congress of Psychology, Istanbul, July 2011.
- Iliescu, D., Ilie, A., & Ispas, D. (2011, July). The CPAI-2 as a measure of emotional intelligence and psychological wellbeing in Romania. Paper presented at the 12th European Congress of Psychology, Istanbul, July 2011.
- Iliescu, D., Ilie, A., Ispas, D., & Ion, A. (2011, July). Attitudes towards tests and testing in Romania. Paper presented at the 12th European Congress of Psychology, Istanbul, July 2011.
- 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., & Stănescu, 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.

Iliescu, D., & Ion, A. (2010, July). The CPAI-2 as a predictor of leadership behaviors and outcomes in Romania. Presented at the 7th Conference of the International Test Commission, Hong Kong, July 2010.

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.
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