

Curriculum vitae Europass



Personal data

Name **ILIESCU, Dragoș**
Address 22, Turbinei St., Bucharest, Romania
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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, 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 June 2015-present
Function CEO and Chief Scientist of BRIO Educational Testing
Activities Educational Testing Assessment
Employer BRIO Teste Educationale

Type of activity | Management, educational assessment, research & development

Timespan | February 2012-January 2015

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 | August 2020-currently / President of Division 2 (Psychological Assessment and Evaluation) of the International Association of Applied Psychology (IAAP)

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.

<p>Computer skills</p> <p>Membership in professional bodies</p>	<p>Fluent as a programmer in a number of programming languages (C++, php etc.)</p> <p>Member (Past-President and Fellow) of the ITC (International Test Commission)</p> <p>Member of SIOP (Society for Industrial-Organizational Psychology)</p> <p>Member of APA (American Psychological Association)</p> <p>Member of EAWOP (European Association for Work and Organizational Psychology)</p> <p>Member of IAAP (International Association of Applied Psychology)</p> <p>Member of ENOP (European Network for Organizational Psychology)</p> <p>Member (Past-President) of APIO (Romanian Association for Work/Industrial Psychology)</p>
<p>Editorial activity</p>	<p>Editor-in-Chief for Intelligence (INTELL): 2025-present.</p> <p>Editor-in-Chief for the European Journal of Psychological Assessment (EJPA): 2021-2024.</p> <p>Associate Editor for the European Journal of Psychological Assessment (EJPA): 2018-2021.</p> <p>Member of the editorial board of African Journal of Psychological Assessment (AJOPA): 2018-present.</p> <p>Member of the editorial board of Australian Journal of Career Development (AJCD): 2021-present.</p> <p>Member of the editorial board of Human Resources Psychology (PRU): 2003-present.</p> <p>Member of the editorial board of Operant Subjectivity (OS): 2003-2014.</p> <p>Member of the editorial board of Bollettino di Psicologia Applicata (Italian Journal of Applied Psychology): 2012-2014.</p>
<p>Academic research and development projects</p>	<p>Project Director (Nationally funded project): Rolul reprezentarii metaforice ca vehicul de transmitere a semnificatiilor in fenomenele organizationale [The role of metaphoric representations as a vehicle in organizational phenomena]. Funded by Ministry of Research/CNCSIS, 2006-2007. Project code 118.</p> <p>Project Director (Nationally funded project): Comunicarea organizationala in analiza si controlul fenomenelor de stres ocupational [Organizational communication in the analysis and control of occupational stress]. Funded by Ministry of Research/CNCSIS, 2009-2010. Project code 446.</p> <p>Project Director (Nationally funded project): Stilul de invatare si temperamentul scolarilor – instrumente pentru o educatie creativa [Student learning style and temperament - instruments for a creative education]. Funded by European Commission POSDRU/87/1.3/S/61341, 2010-2013.</p> <p>Project Director (Nationally funded project): E.H.R. - Antreprenoriat pentru resurse umane [Entrepreneurship for Human Resources]. Funded by European Commission POSDRU/92/3.1/S/53763, 2010-2013.</p> <p>Project Director (Nationally funded project): TIMSS 2019 [Trends in International Mathematics and Science Study]. Funded by Ministry of Education /World Bank ROSE Project, 2018-2021.</p> <p>Project Director (Nationally funded project): TIMSS 2023 [Trends in International Mathematics and Science Study]. Funded by Ministry of Education /World Bank ROSE Project, 2023-2024.</p> <p>Project Director (Nationally funded project): PIRLS 2026 [Progress in International Reading Literacy Study]. Funded by the Ministry of Education, 2023.</p>
<p>Published papers and books</p>	<p>Iliescu, D., Butucescu, A., Corbeanu, & Spînu, R. (2025). The cross-cultural equivalence of predictor, moderator and outcome variables related to job insecurity in academic settings: A maximum likelihood alignment approach. In L. C. Roll, H. De Witte, & S. Rothmann (Eds.), <i>Global Perspectives on Job Insecurity in Higher Education: Precarity in the Ivory Tower</i> (pp. 67-94). Springer.</p>

De Witte, H., Gunnesch-Luca, G., & Iliescu, D. (2025). Job insecurity, temporary contracts and their interaction: Associations with a variety of performance indicators in academia. In L. C. Roll, H. De Witte, & S. Rothmann (Eds.), *Global Perspectives on Job Insecurity in Higher Education: Precarity in the Ivory Tower* (pp. 215-244). Springer.

Duțu, R. G., & Iliescu, D. (2025). On being open to change the world: Boundary conditions of the relationship between openness and performance. *Personality and Individual Differences*, 245, 113283. <https://doi.org/10.1016/j.paid.2025.113283>

Cranney, J., Nolan, S. A., Job, R., Goedeke, S., Machin, M. A., Gullifer, J., Narciss, S., de Souza, L. K., Jia, F., Foster, L., Hulme, J. A., Iliescu, D., Ju, X., Kojima, H., Kumar, A., Tchombe, T. M. S., Waitoki, W., Reyes, M. E. S., Boeta Madera, V. (in press). Collaborative processes in the development of the International Competences for Undergraduate Psychology (ICUP) Model. *International Journal of Psychology*. <https://doi.org/10.1002/ijop.70061>

Mustață, M. A., Iliescu, D., Mavriș, E., Jude, C. R., Bojor, L., Tudorache, P., Cîrdei, I. A., Hrab, D. E., Aluculesei, A. C., Răpan, I., Dan-Șuteu, S. A., Roman, D., & Urseiu, C. T. (2025). ChatGPT-Assisted Decision-Making: An In-Depth Exploration of the Human–AI Interaction. *International Journal of Human–Computer Interaction*, 1–16. <https://doi.org/10.1080/10447318.2025.2499165>

Iliescu, D., Greiff, S., & Ion, A. (2025). Evidence based approaches for enhancing vocational education worldwide. *Nature npj Science of Learning*, 10, 20. <https://doi.org/10.1038/s41539-025-00317-2>

Iliescu, D. & Greiff, S. (2025). Rigorous science, reported with social responsibility: Not a contradiction, but a synthesis. *Intelligence*, 109(1), 101910. <https://doi.org/10.1016/j.intell.2025.101910>

Iliescu, D., Wetzel, E., Greiff, S., Stadler, M., & Sailer, M. (2025). Fast-Tracking Manuscripts in EJPA. *European Journal of Psychological Assessment*, 41(2) (online). <https://doi.org/10.1027/1015-5759/a000894>

Zanfirescu, S. A., Petrescu, M., & Iliescu, D. (2025). Maladaptive Personality Traits and Sleep Quality: The role of an active avoidance coping strategy among university students. *American Journal of Psychology* (accepted).

Iliescu, D., Treska, V., Mavrodiev, S., & Ion, A. (2025). The History of Psychology in Albania, Bulgaria and Romania. In M. Bullock, M. Stevens, D. Wedding, & A. Clinton (Eds.), *The Handbook of International Psychology*. <https://doi.org/10.4324/9781315682945-70>

Wetzel, E., & Iliescu, D. (2025). Turning the Page at EJPA: Reflections and New Beginnings. *European Journal of Psychological Assessment*, 41(1), 1–3. <https://doi.org/10.1027/1015-5759/a000886>

Toma, A., Petre, D., Iliescu, D., & Ion, A. (2024). From Hassles to Well-Being: Unravelling the Mediating Role of Daily Affect. *Stress & Health* (accepted). <http://doi.org/10.1002/smi.3518>

Butucescu, A., Corbeanu, A., & Iliescu, D. (2024). Twenty questions about employment testing fairness and bias in Romania. In W. Arthur Jr., D. Doverspike, & B. D. Schulte (Eds.), *Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing*, Cambridge University Press.

Cranney, J., Nolan, S. A., Hulme, J. A., de Souza, L. K., Waitoki, W., Jia, F., Goedeke, S., Job, R., Machin, M. A., Kumar, A., Narciss, S., Kojima, H., Tchombe, T., Iliescu, D., Gullifer, J., Ju, X. (2024). Considering cultural responsiveness in the creation of the international competences for undergraduate psychology (ICUP) model: What can psychology learn? *Scholarship of Teaching and Learning in Psychology*. (accepted).

Teuber, Z., Datu, J. A. D., Botes, E., Dicke, T., Jordan, G., Lan, X., Iliescu, D., Guo, J., & Greiff, S. (2024). Gritty Parenting: The Development and Validation of the Parental Grit Scale, Assessment (online first). <https://doi.org/10.1177/10731911241289242>

Opariu, C., Iliescu, D., Gunnesch-Luca, G., Rupp, D., & Hoover, A. (2024). A Shiny R application to compute adverse impact. <https://doi.org/10.17605/OSF.IO/2CXSK> [Downloaded from

<https://psihosoft.shinyapps.io/Shiny-AIS/>

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Bratu, M., Ciolan, L., Nedelcu, A., Stan, S., Bologa, R., Mironov, C., Iucu, R., Iliescu, D., Serban, M., & Avarvare, D. (2024). The Influence of Technology-Based Pedagogy in Vocational Education on the Motivation and Emotional State of Students with Hearing Impairments, *Informatica Economica*, 28(3), 20-31.

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Ionel, M. S., Ion, A., Visu-Petra, L., & Iliescu, D. (2024). Climbing Anxiety Scale (CAS-20): Preliminary Development and Validation. *Psychology of Sport & Exercise* (accepted).

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Iliescu, D., Bartram, D., Zeinoun, P., Ziegler, M., Elosua, P., Sireci, S., Geisinger, K. F., Odendaal, A., Oliveri, M. E., Twing, J., Camara, W. (2023). The Test Adaptation Reporting Standards (TARES): Reporting Test Adaptations. *International Journal of Testing*, 24(1), 80-102. <https://doi.org/10.1080/15305058.2023.2294266>

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Fischmann, G., Corbeanu, A., Spinu, R., Sulea, C., & Iliescu, D. (2023). Job insecurity, job security, job future ambiguity? Oh my... A new step towards conceptual clarity. In N. De Cuyper, E. Selenko, M. Euwema, & W. Schaufeli (Eds.), *Job Insecurity, Precarious Employment and Burnout: Facts and Fables in Work Psychology Research* (pp. 12-29). Edward Elgar Publishing.

Ziegler, M., & Iliescu, D. (2023). Measurement Does Not Take Place in a Legal Vacuum: Ideas Regarding Regulation (EU) 2017/745 of the European Parliament and of the Council on Medical Devices. *European Journal of Psychological Assessment*, 39(2), 79–84. <https://doi.org/10.1027/1015-5759/a000764>

Truica, A.-M., & Iliescu, D. (2023). Nicolae Mărgineanu (1905-1980). *Contemporary Psychology/Suvremena psihologija*, 26(1), 71-76.

Ispas, S. A., Iliescu, D., Ren, L., So, S., & Toy, M. (2023). Psychometric Tests for Hepatitis B – A Systematic Review. *Evaluation & the Health Professions* (online first). <https://doi.org/10.1177/01632787231188458>

Allen, M. S., Iliescu, D., & Greiff, S. (2023). Direct Replication in Psychological Assessment Research. *European Journal of Psychological Assessment*, 39(1), 1–4. <https://doi.org/10.1027/1015-5759/a000755>.

Cotiga, A. C., Zanfirescu, S. A., Iliescu, D., Ciumăgeanu, M., Gotca, I., & Popa, C. O. (2023). Psychometric characteristics of the Romanian Adaptation of the GAD-7. *Psychopathology and Behavioral Assessment* (online first). <https://doi.org/10.1007/s10862-023-10062-8>

Iliescu, D., Ion, A., Ilie, A., Ispas, D., & Butucescu, A. (2023). The incremental validity of personality in predicting job performance, voluntary turnover and career success in high-stakes contexts - a longitudinal study. *Personality and Individual Differences*, 213, 112288. <https://doi.org/10.1016/j.paid.2023.112288>

Nicolau, R., Corbeanu, A., & Iliescu, D. (2023). Conscientiousness and Cognitive Abilities: A Meta-Analysis. *Psihologia Resurselor Umane*, 21(1), 11–28. <http://dx.doi.org/10.24837/pru.v21i1.53111>

Ion, A., Georgescu, A., Nye, C., Miu, A., & Iliescu, D. (2023). Events-Affect-Personality: A Daily Diary Investigation of the Mediating Effects of Affect on the Events-Personality Relationship. *Psychological Reports*, 128(3), 1861-1886. <https://doi.org/10.1177/00332941231175363>.

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Corbeanu, A., Iliescu, D., Ion, A., Spînu, R. (2023). The Link Between Burnout and Job Performance: A Meta-Analysis. *European Journal for Work and Organizational Psychology*, 32(4), 599-616. <http://dx.doi.org/10.1080/1359432X.2023.2209320>

Ion, A., Gunnesch-Luca, G., Petre, D., & Iliescu, D. (2022). Secular changes in personality: An age-period-cohort analysis. *Journal of Research in Personality*, 104280. <https://doi.org/10.1016/j.jrp.2022.104280>

- Vincze, A., Iliescu, D., & Jurchis, R. (2022). Quiet Eye supports Winner Shots in a Simulated Table Tennis Competition. *Scandinavian Journal of Medicine and Science in Sports* (online first). <http://dx.doi.org/10.1111/sms.14289>
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- Gallardo-Pujol, D., Ziegler, M. & Iliescu, D. (2022). Can Psychological Assessment Contribute to a Better World? *European Journal of Psychological Assessment*, 38(5), 347-355. <https://doi.org/10.1027/1015-5759/a000739>
- Iliescu, D., Condrea, S., & Dutu, R. (2022). Calități psihometrice ale scadelor de evaluare. In L. R. Diaconu-Gherasim, C. Mairean, & M. Curelaru (Eds.). *Metode candidative de cercetare* (pp. 345-364). Iasi: Polirom.
- Corbeanu, A., & Iliescu, D. (2022). The Link Between Work Engagement and Job Performance: A Meta-Analysis. *Journal of Personnel Psychology*, 22(3), 111-122. <https://doi.org/10.1027/1866-5888/a000316>
- Cucu-Ciuhan, G., & Iliescu, D. (2022). Cultural Adaptation of the Preschool Anxiety Scale in Romania. *Sage Open*, 12(4). <https://doi.org/10.1177/2158244022113128>
- Patrasc-Lungu, A., & Iliescu, D. (2022). When More is More: Do Employees' Non-Restricted Goals Benefit Employers and the Environment Too? *The Spanish Journal of Psychology*, 25, e29. <https://www.doi.org/10.1017/SJP.2022.25>
- Burtaverde, V., Miulescu, A., & Iliescu, D. (2022). Living fast and driving fast. Life history strategies, personality, and aggressive driving. *Personality and Individual Differences*, 200, 111892, <https://doi.org/10.1016/j.paid.2022.111892>
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- Vincze, A., Jurchis, R., & Iliescu, D. (2022). Quiet Eye Facilitates Processing Complex Information in Elite Table Tennis Players. *Visual Cognition*, 30(7), 506-516, <https://www.doi.org/10.1080/13506285.2022.2119319>
- Iliescu, D., & Greiff, S. (2022). Some Thoughts and Considerations on Accommodations in Testing. *European Journal of Psychological Assessment* (2022), 38(4), 239-242. <https://doi.org/10.1027/1015-5759/a000732>
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Ilie, A., Huber, A., Bat-Iredui, M., Jacobsen, S., Ispas, D., & Iliescu, D. (2025, April). Engagement and CWB: Approach/Avoidance Work Motives as Moderator. Poster accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ispas, D., Ilie, A., Iliescu, D. (2024). Exploring Equity in Personnel Selection: Differential Prediction of Personality in High-Stakes Contexts. Invited Presentation for the Dean's Research Challenges Symposium, Illinois State University, Normal, IL, USA.

Iliescu, D. & Elosua, P. (2024, July). The Measurement of Well-being and Connected Concepts. Presented at the 33rd International Congress of Psychology, Prague, Czech Republic.

Iliescu, D. (2024, July). Competence in Psychology - The IPCP: Overview and the road behind. Presented at the 33rd International Congress of Psychology, Prague, Czech Republic.

Iliescu, D. (2024, July). Competence in Psychology - The future of the IPCP: The road ahead". Presented at the 33rd International Congress of Psychology, Prague, Czech Republic.

Iliescu, D. (2024, July). Competence in Psychology - The impact of the IPCP on the regulation of psychology internationally. Presented at the 33rd International Congress of Psychology, Prague, Czech Republic.

Iliescu, D. (2024, July). Competence in Psychology The impact of the IPCP around the world. Presented at the 33rd International Congress of Psychology, Prague, Czech Republic.

Iliescu, D. (2024, July). Ethical issues in assessment arising from the use of AI Topic: Artificial Intelligence in testing, psychological assessment and survey research. Presented at the Conference of the International Test Commission, Granada, Spain.

Ilie, A., Ispas, D., Flinn, T.*, Schneider, K. T., & Iliescu, D. (2024, April). Cognitive Reflection Tests and Academic Performance. Poster accepted for presentation at the MPA Annual Meeting.

Ilie, A., Ispas, D., Jacobsen, S.*, Flinn, T.*, & Iliescu, D. (2024, April). Personality and Job Performance Across Different Contexts. Poster accepted for presentation at the MPA Annual Meeting.

Ilie, A., Ispas, D., Flinn, T., Iliescu, D., & Schneider, K. T. (2023, April). Individual Differences as Predictors of High-Stakes Academic Performance. Poster accepted for presentation at the Midwestern Psychological Association Annual Meeting, Chicago, Illinois.

Iliescu, D. (2021, November). Psychology and technology – towards an inevitable integration. Keynote address given at the 14th Conference of the Romanian Psychological Association (APR), Bucharest, Romania.

Iliescu, D. (2021, July). Current research and practice on fairness and discrimination in personnel

assessment. Keynote address given at the Colloquium of the International Test Commission, London.

Iliescu, D. (2021, July). Some thoughts on the cross-cultural adaptation of mental health measures in Romania. Paper presented at the XIV Edition of the Romanian National Psychiatry Conference, Bucharest, Romania.

Iliescu, D. (2021, April). Resilience factors in mental health, in contexts of chronic adversity. Paper presented at the 5th European Conference of Psychiatry and Mental Health, Galati, Romania.

Iliescu, D. (2021, April). Theory and Methodology in (Psychological) Science. Paper presented at the 17th Edition of the Strategy XXI Conference, Bucharest, Romania.

Iliescu, D., (2020, November). How to build collaborative teams while dealing with change. Paper presented at the 20th Conference of the Romanian Association for Industrial and Organizational Psychology, Brasov, Romania.

Iliescu, D. (2019, November). The Open Science Framework and the credibility of contemporary scientific research. Presented at the 13th Conference of the Romanian Psychological Association (APR), Cluj-Napoca, Romania.

Iliescu, D. (2019, November). Some thoughts on the cross-cultural adaptation of mental health measures. Presented at the 13th Conference of the Romanian Psychological Association (APR), Cluj-Napoca, Romania.

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 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. (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., Macinga, 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 Psychology, 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 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., Rohlfs, 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., & 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.

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.

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 organizationale: 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.