

SHORT VITA

Dragoş Iliescu

In support of candidacy in EAWOP Executive Committee, May 2015

Current position:

Professor of Psychology, University of Bucharest, Romania

International activity:

Current position: President-Elect of the International Test Commission (ITC)

Membership in professional bodies

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)

Outgoing President of APIO (Romanian Association for Work/Industrial Psychology)

Published papers and books (selection from past 5 years)

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.

David, I., & Iliescu, D. (2014). Adaptarea în limba română a Intelligenz-Struktur-Test (IST) [The Romanian adaptation of the INtelligenz-Struktur-Test]. *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 [The cultural adaptation of the Needs Satisfaction at Work Scale to the Romanian context]. *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.

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.

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.

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.

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.

Iliescu, D., Ispas, D., Ilie, A., & Ion, A. (2013). The Structure of Vocational Interests in Romania. *Journal of Counseling Psychology*, 60, 294-302.

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.

Iliescu, D., & Sărbescu, 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.

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.

Tellegen, P. J., Laros, J. A., & Iliescu, D. (2012). *The Snijders-Oomen Nonverbal Intelligence Test: Technical manual for the Romanian version*. Bucharest: OS Romania.

- Ilie, 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.
- Elosua, P., & Iliescu, D. (2012). Tests in Europe: Where We Are and Where We Should Go. *International Journal of Testing*, 12, 157-175.
- Ilie, 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.
- Ilie, 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., & Livin?i, R. (2011). *Technical Manual for the Mayer-Salovey-Caruso Emotional Intelligence Test in Romania*. Cluj-Napoca: Odiseea.
- Ilie, 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.
- Ilie, D., Livinti, R., & Pitariu, H. (2010). Adaptarea Job Stress Survey (JSS) în România: Implicatii privind manifestari ale stresului ocupational în România [Adapting the Job Stress Survey in Romania: Implications for measuring manifestations of occupational stress]. *Psihologia Resurselor Umane*, 8 (1), 27-38.
- Spielberger, C., Pitariu, H., Iliescu, D., Livinti, R., & Hangan, M. (2010). *Manual tehnic si interpretativ pentru JSS [Technical and interpretative manual for the Romanian version of the Job Stress Survey]*. Cluj-Napoca: Directprint.
- Ispas, D., Iliescu, D., Ilie, A., & Johnson, R.E. (2010). Examining the Criterion Related Validity of the General Ability Measure for Adults: A two sample investigation. *International Journal of Selection and Assessment*, 18 (2), 226-229.
- 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.

Papers presented at scientific conferences (selection from past 5 years)

- Ilie, 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.
- Ilie, 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.
- 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.
- Ilie, 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.
- Ilie, 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.
- Ilie, D. (2013, May). The ITC Guidelines as references for best practices in the ITC domain of tests and testing. Paper presented at the 16th Congress of the European Association of Work and Organizational, Munster, Germany.
- Ilie, 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.
- Ilie, 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.
- 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.
- 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., 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.
- 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.
- 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), Iasi, 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., & Vercellino, D. (2010, April). Validitatea incrementală a BFQ fata de interviu, CV si abilitati cognitive, într-un sistem de selectie profesionala [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.