

## ANDREI ION

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University of Bucharest  
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### EDUCATION

PhD, Psychology, University of Bucharest	September, 2012
MA, Clinical Psychology, Titu Maiorescu University	July, 2009
BA, Psychology, University of Bucharest	July, 2007

### POSITION

Lecturer, University of Bucharest	2015 - present
Assistant Professor, University of Bucharest	2013 – 2015
Teaching associate – National School of Political and Administrative Studies	2008 - 2011

### COURSES TAUGHT

Academic Skills (Abilități Academice)	Undergraduate
Personality Assessment (Evaluarea Psihometrică a Personalității)	Undergraduate
Multivariate Statistics (Statistici Multivariate)	Graduate (SOPRU)
Research Methods	Graduate (SOPRU)

### PUBLICATIONS

#### Journal Articles (ISI/SCI with consolidated impact factor)

**Ion, A.**, Mindu, A. & Gorbanescu, A. (2017). Grit in the workplace: hype or ripe? *Journal of Personality and Individual Differences*, 111, 163-168.

**Ion, A.** & Iliescu, D. (2017). Measurement Equivalence of Personality Measures in Low-and High-Stake testing contexts. *Journal of Personality and Individual Differences*, 110, 1-6.

- Ion, A.**, Iliescu D., Ispas, D., Ilie, A. (2016). The emic approach to personality measurement in personnel selection. *Personality and Individual Differences, 97*, 55-60.
- Ion, A.**, Iliescu D., Aldafari, S., Rana, N., Ratanadilok, K., Windyati, A., & Nedelcea, C. (2016). A Cross-Cultural Analysis of Personality Structure Through the Lens of the HEXACO Model. *Journal of Personality Assessment, 99*, 25-34.
- 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., 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*, 347-358.

#### **Journal Articles (other non-indexed scientific journals)**

- Ion, A.**, Zugec, L., Sulea, C., Ilie, A, Ispas, D., & Iliescu, D. (2016). Industrial and Organizational Psychology in Romania. *The Industrial Organizational Psychologist, 51*, 1.
- Nedelcea, C. Ciorbea, I., & **Ion, A.** (2012). Using metaphorical items for describing personality constructs. *Procedia-Social and Behavioral Sciences, 33*, 178-182.
- Mitrofan, N. & **Ion, A.** (2013). Predictors of academic performance. The relation between the Big Five factors and academic performance. *Procedia-Social and Behavioral Sciences, 78*, 125-129.
- Ion, A.** (2011). The Scientific Utility Perspective in Assessment Centers. *Psihologia Resurselor Umane, 9*, 111-119.
- Ion, A.**, & Vercellino, D. (2012). Personalitate, Gen si Nivel Managerial. *Psihologia Resurselor Umane, 10*, 94-98.

## **Books/Chapters**

- Ion, A.** & Chirazof, C. (2016). Potrivirea persoană-organizație. In Sulea, C. & Iliescu, D. *Teorii și Modele în Psihologia Sănătății Ocupaționale*. Editura Diacritic: Timișoara.
- Iliescu, D., Nedelcea, C. & **Ion, A.** (2015). Evaluarea psihologică în context de selecție. In Ciorbea, I., *Evaluarea psihologică aplicată*. Editura Trei: București.
- Ion, A.** (2015). Inventarul NEO-FF-I. In Iliescu, D. & Sulea, C. (coord). *Tratat de psihodiagnostic al personalitatii*. Polirom: Iasi.
- Ion, A.** & Sulea, C. (2015). Personality Research Form. In Iliescu, D. & Sulea, C. (coord). *Tratat de psihodiagnostic al personalitatii*. Polirom: Iasi.
- Nedelcea C. & **Ion, A.** (2014). Evaluarea Psihometrică: *Introducere și Evaluarea Personalității*. Sitech: Craiova.
- Ion, A.** (2014). *Modele ale Performanței Umane*. Editura Universitara, Bucuresti.

## **RESEARCH GRANTS**

2013 - 2016, University of Bucharest: Post-Doctoral Researcher – “Adoptia si impactul tehnologiilor video in serviciile publice de educatie si administratie locala”, Parteneriate, PN-II-PT-PCCA-2013-4-1802.

2009 – 2011, University of Bucharest: Researcher - "Exploration of the personality using metaphorical items. Construction of a personality inventory with metaphorical items", financed within NPPI Ideas – Exploratory Research Projects, CNCSIS ID 1968.

## **HONORS & AWARDS**

UEFISCDI 2013-2014 AWARD - Premiera rezultatelor cercetarii.

UEFISCDI 2014 AWARD - Premiera rezultatelor cercetarii.

## PROFESSIONAL AFFILIATIONS

<b>Society for Industrial Organizational Psychology (SIOP)</b>	International Affairs Committee - Member
<b>European Association for Work and Organizational Psychology (EAWOP)</b>	Member
<b>American Psychological Association (APA)</b>	Member
<b>International Test Commission (ITC)</b>	Member
<b>Asociația de Psihologie Industrial Organizațională (APIO)</b>	Executive Committee – Member

## EDITORIAL WORK

Editorial Board

*Human Resource Psychology – Psihologia Resurselor Umane*

Ad-hoc Reviewer:

*European Journal of Psychological Assessment*

*Sage Open Journal*

## PRESENTATIONS (SCIENTIFIC CONFERENCES)

Ion A. & Iliescu D. (2014). An investigation of the six-factor personality structure across five cultural groups: through the lens of ESEM. The 9th ITC Conference, San Sebastian.

Ion A. & Iliescu D. (2014). Psychometric properties of a measure of personality as a function of language literacy and test-taking motivation in an ethnically diverse sample. The 9th ITC Conference, San Sebastian.

Ion A. & Iliescu D. (2013). Funcționarea Instrumentelor Big Five în contexte de selecție. The 14th APIO Horia Pitariu Conference, Brasov.

Ion, A. (2012). Emotional Intelligence, a Generalizable Predictor? Presented at the 6th Conference of the Romanian Psychological Association (APR), Brasov.

- Ion, A. & Iliescu, D. (2012). Cultural Differences in Anxiety Measurement. Paper presented in the Symposium : Cross-Cultural Assessment of Psychopathology. The 8th ITC Conference, Amsterdam, July, 2012.
- Iliescu, D., Ispas, D., Ilie, A. & Ion, A. (2012). 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., Ilie, A., Ispas, D., & Ion, A. (2011). Attitudes towards tests and testing in Romania. Paper presented at the 12th European Congress of Psychology, Istanbul, July 2011.
- Ion, A. & Iliescu, D. (2011). Measurement Invariance of 4 Big Five Measures in Romania. Paper presented at the 12th European Congress of Psychology, Istanbul, July 2011.
- Iliescu, D., Vercellino, D. & Ion, A. (2010). 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.
- Iliescu, D., & Ion, A. (2010). 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., & Ion, A. (2010). Modelarea nonliniară a diagramei criteriu-predictor într-o situație de selecție profesională [Nonlinear modelling of the criterion-predictor diagram în a professional selection situation]. Presented at the National Conference of the Romanian Association of Industrial and Organizational Psychology, Bucharest, April 2010.
- Pitariu, H., Iliescu, D. & Ion, A. (2009). 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. Ion, A. G., Ciorbea, I. & Nedelcea, C. (2009). Validity of the Achievement Motivation Inventory in the Romanian context. Presented at the European Conference of Psychological Assessment, Ghent.

- Ion, A. G., Iliescu, D., Ciorbea, I. & Nedelcea, C. (2009). Cultural Differences in Anxiety – A Comparison between Romanian and American Samples. Presented at the European Conference of Psychological Assessment, Ghent.
- Ciorbea, I., Nedelcea, C., Iliescu, D., & Ion, A. (2009). 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.
- Nedelcea, C., Ciorbea, I., Iliescu, D., & Ion, A. (2009). Cultural differences in big-five instruments. 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.
- Iliescu, D., & Ion, A. (2009). Psychometric Performance of the CPAI-2 as a Big Five Measure in the Romanian Context. Presented at the European Congress of Psychology, Oslo.
- Ion, A. G., & Iliescu, D. (2009). Relația Personalitate – Nivel Managerial. Presented at the APIO Horia Pitariu Conference, Cluj Napoca.
- Iliescu, D., Nedelcea, C., Ciorbea, I., & Ion, A. (2009). 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., Vercellino, D. & Ion, A. G. (2009) – Adaptarea TOM în România. Performanța Psihometrică. P Presented at the Conferința Națională de Psihologie Industrială și Organizațională, Cluj Napoca.
- Mitrofan, N., & Ion, A. G. (2008). Adaptarea BASC-2 în România (Diferențe Inter-Culturale și Caracteristici Psihometrice). Presented at the Conferința Națională de Psihologie “Dialog pentru diversitate”, Timisoara.
- Ion, A. G., (2007). Nonverbal Assessment in Clinical Settings, Presented at the European Conference of Psychological Assessment, Thessaloniki.
- Nedelcea, C., & Ion, A. G., (2007). Using metaphorical language in anxiety assessment. Presented at the European Conference of Psychological Assessment, Thessaloniki.