



## Curriculum vitae Europass



### Personal data

Name **Butucescu, Andreea**  
Address 22, Moldovei St., Constanta, Romania  
Mobile +40 737 458 611  
Fax NA  
E-mail [andreea.butucescu@apio.ro](mailto:andreea.butucescu@apio.ro)  
Nationality Romanian  
Date of birth 28 Oct. 1984  
Gender Female  
ORCID <https://orcid.org/0000-0003-0825-9650>

### Professional experience

#### Academic Institutions & Research Institutions

Timespan September 2015-present  
Function Teaching Assistant  
Activities Teaching & Research  
Employer University of Bucharest, Department of Psychology  
Type of activity Academic education

Timespan September 2009-September 2012  
Function Psychologist  
Activities Counseling & Research  
Employer Ovidius University, Constanta  
Type of activity Academic education

Timespan October 2012-October 2013  
Function Associate Researcher (external collaborator)  
Activities Research  
Employer CQ Institute, Bucharest  
Type of activity Research Institution

#### Business Organizations

Timespan January 2019-present  
Function Chief of B2B Division & Solution Strategist of BRIO Romania (external collaborator)  
Activities Assessment in education, R&D, Business development, Project Management

Employer	BRIO Romania
Type of activity	Educational testing
Timespan	February 2012-present
Function	Senior Consultant of "42" Romania, the approved SHL Distributor for Romania (external collaborator)
Activities	Conducting assessment projects for middle and top management for various industries
Employer	42 Romania, the approved SHL Distributor
Type of activity	Assessment and consulting
Timespan	June 2007-February 2012
Function	Organizational Psychologist, 2X1 Holding Cape Midia Shipyard
Activities	Maritime company
Employer	2X1 Holding Cape Midia Shipyard
Type of activity	Assessment, Personnel Selection & Development
<b>Private practice</b>	
Timespan/ Role	2007-currently / Assessment- Organizational Psychology

### Formal Education

Timespan	2019-currently
Qualification	Postdoc Researcher
Study domain	Organizational Psychology
Name of institution	Interdisciplinary School of Doctoral Studies, University of Bucharest, Bucharest
Level in national or international classification	Postdoc Researcher
Timespan	2015-2019
Qualification	PhD in Psychology
Study domain	Organizational Psychology
Name of institution	Faculty of Psychology, University of Bucharest, Bucharest
Level in national or international classification	PhD
Timespan	2008-2010
Qualification	Master in Psychodiagnosis of Personality
Study domain	Psychology
Name of institution	Faculty of Psychology and Educational Sciences, Ovidius University, Constanta
Level in national or international classification	MSc
Timespan	2003-2007
Qualification	BSc in Psychology and Educational Science
Study domain	Psychology and Educational Science
Name of institution	Faculty of Psychology, and Educational Sciences, Ovidius University, Constanta
Level in national or international classification	BA
Timespan	2008-2012
Qualification	Integrative Psychotherapist
Study domain	Psychotherapy
Name of institution	Romanian Institute for Integrative Psychotherapy
Level in national or international classification	Integrative Psychotherapist

Timespan 2008-2012  
 Qualification Ericksonian Psychotherapist  
 Study domain Psychotherapy  
 Name of institution Romanian Association of Clinical Hypnosis, Relaxation and Ericksonian Therapy  
 Level in national or international classification Ericksonian Psychotherapist

**Other professional accreditations**

Certificated in Neuro-Linguistic Programming (Start + Intensive) (Master Mind – 2006-2007)  
 Certificate of Occupational Testing - Training - International SHL Training Academy (2012)  
 Certificate of Personality & Ability Assessment- International SHL Training Academy (2012)  
 Certificate in Training & Assessment Centre Design- International SHL Training Academy (2012)  
 Accredited practitioner in Work and Organizational Psychology- CPR (2007)

**Professional abilities / experience / relevant clients**

Intensive consultancy activities in hundreds of projects over the past 12 years, mainly centered on assessment in organizational and educational contexts.

Mother tongue **Romanian**

Languages spoken

Self-assessment

European Level(\*)

**Romanian**

**English**

**French**

Understanding		Speaking		Writing
Listening	Reading	Conversation	Oral speech	Written expression
C2	C2	C2	C2	C2
C2	C2	B2	B2	B2
B1	B1	A2	A2	A2

(\*) Level in the Common European Reference.

**Membership in professional bodies**

Member (Executive Board since 2013) of APIO (Romanian Association for Work/Industrial Psychology)  
 Member of EAWOP (European Association for Work and Organizational Psychology)  
 Member of APR (Romanian Association of Psychologists)

**Editorial activity**

Editor-in-chief for the *Studia Doctoralia Psychology and Education*, official publication of The Doctoral School of Psychology and Education Sciences, University of Bucharest: 2018-present.  
 Member on the editorial board of Human Resources Psychology, official publication of the Romanian Association for Work/Industrial Psychology (APIO): 2013- present.  
 Member on the editorial board of The Black Sea Journal of Psychology: 2010-2012.  
 Reviewer for the Journal of Occupational and Organizational Psychology (ISI Journal)  
 Reviewer for the International Journal of Selection and Assessment (ISI Journal)  
 Reviewer for the Social Justice Research Journal (ISI Journal)  
 Reviewer for the Cognition, Brain, Behavior. An interdisciplinary journal (BDI Journal)  
 Reviewer for the Journal of Psychoeducational Assessment (ISI Journal)

## Grants, Awards & Scholarships based on competition

Postdoctoral Research scholarship (50000 euro)- UEFISCDI postdoc.

Postdoctoral Research scholarship (≈ 6135.12 Euro + 2500 Euro- conferences/mobility)- Interdisciplinary School of Doctoral Studies, University of Bucharest, Bucharest- ATRIUM project- POCU/380/6/13/123343 (national competition).

Young scholars grant for scientific projects (≈1200 Euro)- International Testing Commission (ITC) (international competition).

Young scholars grant for scientific projects (≈ 500 Euro)- The European Association of Personality Psychology (EAPP) (international competition).

Award for the scientific research findings published in ISI Journals- National Research Council (UEFICDI, ex. CNCS), Minister of Education and Science (in collaboration≈ 250 Euro/per author) [http://www.cnscuefiscdi.ro/wpcontent/uploads/2011/07/lista\\_20august\\_rezultate.pdf](http://www.cnscuefiscdi.ro/wpcontent/uploads/2011/07/lista_20august_rezultate.pdf) (national competition).

Honorific Certificate of Merit for the professional activity of new graduates. Awarded by the Faculty of Psychology and Educational Sciences, Ovidius University

## Academic research and development projects

Key Expert Researcher (Nationally funded project): TIMSS 2019 [Trends in International Mathematics and Science Study]. Coordinator: Bucharest University. Funded by MEN/ROSE. (2018-2021).

Key Expert Researcher (Nationally funded project): Age and health challenges for working students: a longitudinal investigation of self-regulatory processes. PN-III-P3-3.1-PM-RO-BE-2016-0027, Mobility project Romania- Belgium. Coordinator: University of West, Timisoara & Université Catholique de LOUVAIN, Institutional Partner: Bucharest University (2016-2018). Funded by UEFISCDI. (2018- currently)

Key Expert Researcher (International funded project): New European industrial relations (NEIRE): mediation system effectiveness for collective organizational conflicts: a comparative study in Europe. Funded by European Commission. Beneficiaries: KU Leuven – Katholieke Universiteit LEUVEN, Partner: Bucharest University (2016-2018).

Tutor for Psychology Students Practice (Nationally funded project): Practice and career guidance for future psychologists. Coordinator: Bucharest University, Institutional Partner: SHL Romania. Funded by FSE- POSDRU/161/2.1/G/141536 (2007-2013)

Academic Institutional Expert: Romanian Tracer Study. University Graduates and Labor Market. Coordinator: National Higher Education Funding Council (CNFIS) & The Executive Agency for Higher Education, Research, Development and Innovation Funding (UEFISCDI). Partner: Ovidius University. (2011-2012).

Academic Institutional Assistant: Romanian Tracer Study. University Graduates and Labor Market. Coordinator: National Higher Education Funding Council (CNFIS) & The Executive Agency for Higher Education, Research, Development and Innovation Funding (UEFISCDI). Partner: Ovidius University. (2010-2012).

Academic Internal Assessor: Quality assurance in the Romanian higher education in European context. Development of academic quality management at system and institutional level, project Coordinator ARACIS- The Romanian Agency for Quality Assurance in Higher Education. Partner: Ovidius University. (2009-2010).

## WoS (ISI) Articles

Butucescu, A., & Iliescu, D. (2020). Fairness perceptions in educational assessment: The role of positive and negative affect. Educational Studies. (online first). DOI: 10.1080/03055698.2020.1753176

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

Grigoraș, M., Butucescu, A., Miulescu, A., Opariuc.-Dan., C., & Iliescu, D. (2020, in press). The Measurement Invariance of the Short Dark Triad. *Journal of Individual Differences* (equal contribution as first author)

Butucescu, A., Iliescu, D., & Opariuc, C. (2019). The Generalizability of Reactions to Assessment: An Application of the Selection Procedural Justice Scale (SPJS) in Academic Settings. *International Journal of Selection and Assessment* (online first). DOI: 10.1111/ijsa.12262

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

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

Stevens, M. J., Constantinescu, P.-M., & Butucescu, A. (2011). Aspirations and well-being in Romanian and U.S. undergraduates. *International Journal of Psychology*, 46, 436-445. doi:10.1080/00207594.2011.565344.

### WOS (ISI) Proceedings

Brazdau, O., Constantinescu, P.-M, Constantinescu, I., Butucescu, A., & Sbircea R. (2013) Consciousness Quotient Inventory Improvement: Qualitative Study Using Cognitive Interviewing Approach. *Elsevier Procedia - Social and Behavioral Sciences*, 78, 425 – 430, DOI: 10.1016/j.sbspro.2013.04.324

### Double blind peer reviewed articles in Indexed Journals (BDI)

Duțu, R., & Butucescu, A. (2019). On the Link between Transformational Leadership and Employees' Work Engagement: The Role of Psychological Empowerment. *Human Resources Psychology*, 17(2), 42 - 73. <https://doi.org/10.24837/pru.v17i2.291>

Butucescu, A., Zanfirescu, A. S., & Iliescu, D. (2017). Construct validity of the IWP Multi-Affect Indicator scale in Romanian work environment. *Human Resources Psychology*, 15, 42-55.

Zanfirescu, A. S., Butucescu, A. & Iliescu, D. (2017). Empirical exploration of the circumplex model and subjective well-being on employees. *Human Resources Psychology*, 15, 126-139.

Opariuc, C.D, Grigoras. M., Butucescu, A., Sirbu, A, & Dumbrava, A. (2017). Methods of differential item functioning. *Human Resources Psychology*, 15(2), 139-149.

Butucescu, A., Uscatescu, C. (2013) A first step towards assessing workaholism in the Romanian work environment with Dutch Work Addiction Scale (DUWAS): PRELIMINARY RESULTS. *Human Resources Psychology* 11, 17-33

Stevens, M. J., Constantinescu, P.-M., Lavinia, U., Ion, C. B., Butucescu, A. & Sandu C.G. (2013) The Romanian CES-D scale: preliminary validation of an instrument for clinical and non-clinical use. *International Journal of Education and Psychology in the Community* 3, 7-21.

Stevens, M. J., Constantinescu, P.-M., Lambriu, I., Butucescu, A., Sandu, C. G., & Uscatescu, L. (2012). Romanian adaptation of the Satisfaction with Life Scale. *Journal of Psychological and Educational Research*, 20, 17-33.

Constantinescu P.-M., Butucescu, A. & Opariuc, C. (2012) Modern research in psychotherapy; main directions and new trends - *Psychology Journal. Special needs Pedagogy. Social work*, 26(1), 1-9.

### Book Chapters

Iliescu D., Butucescu A. (equal contribution) (2019) Mediation and Conciliation in Collective Labor Conflicts in Romania. In: Euwema M., Medina F., García A., Pender E. (eds) *Mediation in Collective Labor Conflicts*. Industrial Relations & Conflict Management. Springer, Cham.

Butucescu, A. & Iliescu, D. (2018). Un model dinamic al perceptiei corectitudinii procesului de evaluare. In V.P. Glaveanu & A. Chiracu (coord.) *Studii de psihologia educatiei. Volumul unei generatii* (pp. 107-119). Bucuresti: Editura Universitara.

Butac, L., Butucescu A. (2018). Mobbing-ul în organizații: Cauze și efecte, metode și tehnici de evaluare. In C. Roșca & D. Ionescu (Eds.), *Psihologie organizațională aplicată [Applied Organizational*

**Papers presented at scientific conferences**

Psychology] (pp. 76-94). București: Editura Universitară.

Butucescu, A., Iliescu D., & Ilie, A. (2016). Theory of Cognitive Appraisal Coping Mechanisms. In Sulea C. & Iliescu D. (Ed.), Theories and Models in Occupational Health Psychology, (pp. 103-143). Timi Diacritic Publishing.

Butucescu, A. (2015). Indigenous Personality Questionnaires (ABCD- M, Big Five Plus, DECAS). In Iliescu D. & Sulea C. Handbook of Psychological Assessment of Personality. (pp. 270-288). Bucharest: Polirom Publishing.

Butucescu, A., Vercellino, D. (2015). Big Five Adjectives, BFA. In Iliescu D. & Sulea C. Handbook of Psychological Assessment of Personality. (pp. 353-389). Bucharest: Polirom Publishing.

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 19<sup>th</sup> 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 19<sup>th</sup> Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Butucescu, A., Grigoras, M., & Iliescu, D. (2019, May). Understanding Dark Triad at Work: Perceived Job Characteristics and Work Attitudes. Presented at the 19<sup>th</sup> Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Butucescu, A. & Iliescu, D. (2019, May). Patterns of change in fairness perceptions during the hiring process: A conceptual replication in a controlled context. Presented at the 19<sup>th</sup> Congress of the European Association for Work and Organizational Psychology (EAWOP), Turin, Italy.

Butucescu, A. & Iliescu, D. (2019, May). Behavioral interview as a method of evaluation. Workshop moderator at International Conference Psychology, Education and Human Development of Air Force Staff, Brașov, Romania.

Butucescu, A. & Iliescu, D. (2019, July). Behavioral interview as a method of evaluation. Workshop moderator at the National Symposium of Psychology of the Romanian Police - PSIMPOL Safety and trust valued in the psychologist-beneficiary relationship within the General Inspectorate of the Romanian Police, Bucharest, Romania.

Butucescu, A. & Iliescu, D. (2018, May). The role of positive and negative affect on fairness perceptions in assessment situation. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Constanta, Romania.

Butucescu, A. & Iliescu, D. (2017, May). The moderating role of their personality traits in the relationship between the perceived fairness of an assessment context and intention to appeal. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Bucharest, Romania.

Butucescu, A., & Iliescu, D. (2017, May). Fairness Perceptions during the Assessment Process: A dynamic model. Paper presented at the 18<sup>th</sup> Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.

Butucescu, A., & Iliescu, D. (2017, May). The moderating role of Agreeableness and Neuroticism between Fairness Perceptions in Assessment and Intention to Appeal. Paper presented at the 18<sup>th</sup> Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.

Zanfirescu, S.A., Butucescu, A. & Iliescu D. (2017, May). Circumplex model of emotions in work context. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Bucharest, Romania.

Butucescu, A. & Iliescu D. (2016, May). General and contextual perception in the formation of the perception of fairness. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Cluj- Napoca, Romania.

Zanfirescu, S.A., & Butucescu, A. (2016, July). Big Five personality traits and employees' job crafting behavior: Staying engaged and performing well. Paper presented at the 18th European Conference on Personality, Timisoara, Romania.

Grigoraș, M., Butucescu, A. & Iliescu, D. (2016, July). Differential item functioning of Dark Triad in High and Low contexts. Paper presented at the 18th European Conference on Personality, Timisoara, Romania.

Butucescu, A. (2016, July). Variation in forecasting accuracy for emotional intensity: the role of personality traits (preliminary results) Paper presented at the 18th European Conference on Personality, Timisoara, Romania.

Livinți, R. & Butucescu, A. (2015, May). Individual differences and Assessment Center performance. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Sibiu, Romania.

Butucescu, A. (2014, May). Task-Analysis-Tools (TAToo) - Stages of a complete and rigorous job and job analysis design. Workshop at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Iași, Romania.

Butucescu, A. (2012, May). Task-Analysis-Tools (TAToo) - Stages of a complete and rigorous job and job analysis design. Workshop at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Timișoara, Romania.

Butucescu, A. (2012, July) Romanian Translation and Cultural Adaptation of the Dutch Work Addiction Scale. Presented at the 8th Conference of the International Test Commission, Amsterdam.

Uscatescu, L.-C., Cocia, R.I., Butucescu, A., Rusu, A. & Giosan, C. (2012, July) The Romanian validation of the High-K Strategy Scale: preliminary results. Presented at the 8th Conference of the International Test Commission, Amsterdam.

Butucescu, A. & Sintion, F. (2011, May). Study of the psychological profile of the civil servant. Presented at the National Conference of I/O Psychology, organized by the Romanian Association of Industrial and Organizational Psychology, Timișoara, Romania.

Stevens, M. J., Constantinescu, P.-M., Ion, C. B., Uscatescu L., & Butucescu, A. (May, 2011) The Romanian Satisfaction With Life Scale: preliminary adaptation of an instrument for clinical and non-clinical use. Paper presented at Conference on modern research in psychology: Directions and perspectives, Sibiu, Romania.

Stevens, M. J., Constantinescu, P.-M., Lavinia, U., Ion, C. B. & Butucescu, A. (2011, Iulie) The Romanian CES-D scale: a promising instrument for clinical and non-clinical use. Paper presented at European Congress of Psychology, Istanbul, Turcia.

Stevens, M. J., Constantinescu P.-M., Butucescu, A. & Sandu, C. G. (2011, October) The Romanian Satisfaction With Life Scale: adaptation of an instrument for clinical and non-clinical use. Paper presented at NCNP Seminar in Neuropsychopharmacology, Moldova.

Dragu, A., Butucescu, A. (2010, October). The profile of the psychology student. Presented at the National Conference of the Psychology, Iasi, Romania.

Butucescu, A., Dedu, E., Martin, N., & Sintion, F. (2010, October). Contributions to the psychological profile of the council officer. Presented at the National Conference of the Psychology, Iasi, Romania.

Martin, N., Butucescu, A. (2010, June). Towards a task-based virtual experimental paradigm used in the study of psychological compensation. Paper presented at the International Conference on Psychology, Venus, Romania.

Martin, N., & Butucescu, A. (2010, June). Study of the psychometric characteristics of the NEO PI-R in a local sample. Paper presented at the International Conference on Psychology,

Venus, Romania.

Butucescu, A., & Martin, N. (2008, October) Workaholism - a new dysfunction of the Romanian working force. Presented at the National Conference of the Psychology, Timisoara, Romania.

Martin, N., & Butucescu, A. (2008, October). Barnum effect or subjective validity. Presented at the National Conference of the Psychology, Timisoara, Romania.