

28 January 2011

Professor Richard Edward HICKS

MA, D.Litt. et Phil., ThC, PGCE (Educ), FAPS, FBPS, FAIM
Professor of Psychology, Bond University, Australia

2010 BRIEF CV- with selected publications (since 1998)

For earlier publications, and for conference presentations, see extended CV

Dr Hicks has published more than 200 articles, books, chapters, psychological tests, surveys, and classroom simulations and exercises. He has also presented numerous conference papers. He supervises students in a range of organisational, clinical, counselling, health and personality related areas. Dr Hicks is a member of the Clinical, Counselling, and Organisational Colleges of the Australian Psychological Society.

His research interests have included:

Studies related to clinical, counselling and organisational implications of the correlates of (a) perfectionism, (b) of stress including PTSD outcomes, and (c) of personality preferences and other attributes

Examination of questionnaires such as: the *Occupational Stress Inventory-Revised* (e.g., confirmatory factor analyses), and the *Apollo Profile* involving the ongoing validation of this on-line inventory assessing personal workplace preferences

Development as lead author of the *Decision Preference Analysis - Career Preference Inventory* which was based on his doctoral studies, and development of the *Asthma Navigator* as research project team leader (aimed at better health outcomes for asthmatics working in partnership with their GPs).

Appointments/Positions

2004- current *Professor of Psychology*, Bond University
1990- current *Principal*, Pacific Testing and Career Services (Consultancy)
2002- 2004 *Head of Psychology*, Bond University 2002- 2004
1999- 2001 *Professor of Applied Psychology*, Bond University
1998- 1999 *Professor of Organisational Behaviour (Visiting)*, Bond University
1993-1995 *Head of the School of Social Science*, Queensland University of Technology
1974-1993 *Senior Lecturer*, Dept of Management and of School of Social Science, QUT
1972-1974 *Chief Psychologist/ Senior Inspector*; Public Service Board, New Guinea
1968-1972 *Senior Research Psychologist*, Public Service Board, New Guinea
Prior to this: *A/Head*, Psychological Services, Zambia Ministry of Education; *Secondary Teacher*, Lusaka, Zambia; and *Vocational Guidance Officer*, Department of Labour & Industry, NSW

Educational & Professional Qualifications

Professor Hicks holds an MA and a doctorate, the *D Litt et Phil*- the latter in 1977, from the University of South Africa (obtained while working and studying in both Africa and New Guinea), a Post Graduate Teaching Certificate from the University of London, and a BA degree from the University of New England, NSW. Dr Hicks is a Fellow of three societies- the British Psychological Society, the Australian Psychological Society, and the Australian Institute of Management; he is also a Member of the (US) Society for Industrial & Organisational Psychology and an overseas member of the California Psychology Association. He is a Chartered Psychologist (UK) and a registered psychologist in the State of Queensland. He is a full member of each of the Colleges of Clinical Psychology, Counselling Psychology, and Organisational Psychology, of the Australian Psychological Society.

R E HICKS -- Print publications (1998- 2011) and accepted/in press

Journal/ book/ chapter publications from 1998 are listed below, in reverse year order (and alphabetically by first author within that year). See full CV for list of publications from 1964.

2010-2011 (in progress—book chapters, Proceedings, journals, other)

In progress 2011 (BOOK CHAPTERS):

One paper on Lorenzini's work on sociotropy for GOW-3; one on the Apollo Profile psychometrics, for ACPID10 book due 2011- under consideration 28Jan11

In progress 2011 (draft versions developed towards journals/proceedings/books):

- Grainger, A., & Hicks, R.E. (in progress, draft 2- 23 Nov10) Coping styles as mediators between the Collins and Read attachment styles, and life satisfaction, in university students (target journal to be determined)
- Hicks, R.E. (in progress, after presentation Jan 2011, in Fort Lauderdale, for *The Qualitative Report*). Paper on 'When things go wrong in qualitative research ...'.
- Hicks, R.E. & Subanci, A. (in progress). A study of teacher stress in Australia and Turkey: using the Occupational Stress Inventory-Revised (aimed at the *Journal of Cross-Cultural Psychology*) – following 2010 IACCP conference
- Hicks, R.E., Gabana, D.D., Gumede, R. Z., Mbakile, L.B., Molongwane, M., Mosame, R.M., Tshane, O.D., & Webb, A. (in progress). Seven studies on psychology in Botswana: on health attitudes, career choice, and performance and satisfaction (aimed at the *Journal of Cross-Cultural Psychology*) – following 2010 IACCP conference
- Kim, S., & Hicks, R.E. (in progress, draft 1- 23Nov10). Sexual orientation and its effect on perceived discrimination in non-discriminatory situations: Cross national comparison between Australia and South Korea. (Aimed at social journals)
- Klockner, K., & Hicks, R.E. (in progress- draft 2- for IOP June2011). Individual Mindfulness, Cognitive Failures and the Big Five in a Workplace Sample (aimed at publication in the 2011 refereed *Proceedings*)
- Mathew, T., Hicks, R.E., & Bahr, M. (in progress towards IOP June 2011) (aimed at publication in the 2011 refereed *Proceedings*)
- Ramasawmy, S. & Hicks, R.E. (in progress). Assessing depression, anxiety and stress in Mauritius: The psychometric properties of the DASS-21 (aimed at the *Journal of Cross-Cultural Psychology*) – following 2010 IACCP conference

Submitted: towards 2011 book or journal article publications

- Alexander, V., Hicks, R.E., & Bartrum, D. (*under review, submitted to J Career Development*). Peer attachment variables and anxiety, in relation to career certainty and career indecision.
- Ebenreuter, J.L. & Hicks, R.E. (*under review, submitted, invited chapter*). Maladaptive eating practices as pre-cursors to eating disorders: A method of assessment. In M. Caltabiano & L. Ricciardelli (Eds). *Handbook of Health and Well-being*

Submitted 2010, in press - towards proposed 2011 book publications

- Alexander, V., Hicks, R.E., & Bartrum, D. (in press). Resilience and resourcefulness in dealing with uncertainty in life commitment: Career choice as a case example. In M.J. Celinski & K.M. Gow (Eds.). *Continuity versus creative response to challenge: The primacy of resilience and resourcefulness in life and therapy*. New York: Nova Science

- Hicks, R.E. (in press). Reflections on the factor structure of the Occupational Stress Inventory-Revised. In S. Boag & N. Tiliopoulos (Eds.). *Personality and Individual Differences: Theory, Assessment, and Application*. New York: Nova
- Hicks, R.E. & Saver, A. (in press). Sense of Humour, personality, and happiness. M.J. Celinski & K.M. Gow (Eds.). *Continuity versus creative response to challenge: The primacy of resilience and resourcefulness in life and therapy*. New York: Nova
- Crowther, M. & Hicks, R.E. (in press). Stress and stress resilience, emotional intelligence, and perfectionism in an Australian workplace sample. In K.M. Gow & M.J. Celinski (Eds.). *Wayfinding through life's challenges: Coping and survival*. New York: Nova
- Hicks, R.E., & Stoker-Biersteker, V. (in press). Coping strategies and health among call centre operators. In K.M. Gow & M.J. Celinski (Eds.). *Wayfinding through life's challenges: Coping and survival*. New York: Nova
- Mathew, T. & Hicks, R.E. (in press). Work motivation, personality and culture: Comparing Australia and India. *Proceedings of the Melbourne 2010 Conference of the International Association of Cross-Cultural Psychology*
- McCann, A. & Hicks, R.E. (in press). Resilience in university students: academic success, recollected parental style, and coping strategies. In K.M. Gow & M.J. Celinski (Eds.). *Wayfinding through life's challenges: Coping and survival*. New York: Nova

PUBLISHED

2010

- Hicks, R.E. (2010). Physical and mental health: Walking makes a difference. *Geriatric Medicine in General Practice*
- Hicks, R.E. (Ed.) (2010). *Personality and Individual Differences: Current Directions*. ISBN: 978192151 3671 (pbk); 978-1-9215-1366-4 (ebook). Brisbane: Australian Academic Press
- Hicks, R.E. (2010). Context and background to Australian research in personality and individual differences. Introduction (pp. 1-8), in R. E. Hicks *Personality and Individual Differences: Current Directions*. ISBN: 978-1-9215-1 367-1 (pbk); 978-1-9215-1366-4 (ebook). Brisbane: Australian Academic Press
- Hicks, R.E., Bahr, M., & Fujiwara, D. (2010). The Occupational Stress Inventory-Revised: Confirmatory factor analysis of the original inter-correlation data set and model. *Personality and Individual Differences*, 48, pp. 351-353; DOI: 10.1016/j.paid.2009.10.024
- Mathew, T., & Hicks, R.E. (2010). Personality and Task Performance: A Laboratory Experiment. Chapter 16 (pp. 165-173), in R. E. Hicks *Personality and Individual Differences: Current Directions*. ISBN: 978-1-9215-1 367-1 (pbk); 978-1-9215-1366-4 (ebook). Brisbane: Australian Academic Press
- Mead, M.R., & Hicks, R.E. (2010). Psychopathology and perfectionism among Australian university students. Chapter 23 (pp. 248-257), in R. E. Hicks *Personality and Individual Differences: Current Directions*. ISBN: 978-1-9215-1 367-1 (pbk); 978-1-9215-1366-4 (ebook). Brisbane: Australian Academic Press
- Paspaliaris, T., & Hicks, R.E. (2010). Coping Strategies Employed by University Students in Handling their 'Occupational Role Stress'. Chapter 21 (pp. 224-236), in R. E. Hicks *Personality and Individual Differences: Current Directions*. ISBN: 978-1-9215-1 367-1 (pbk); 978-1-9215-1366-4 (ebook). Brisbane: Australian Academic Press

2009

See conference presentations. Book and journal papers in progress during this period.

2008

- Christopoulos, M., & Hicks, R. (2008). Occupational stress, perfectionism and depression among university students. Chapter 18, pp.201-210, in Simon Boag, *Personality Down Under: Perspectives from Australia*, ISBN 978-1-60456-794-6. New York: Nova Science Publishers

- Ebenreuter, J., & Hicks, R.E. (2008). The Big Five in Predicting Leadership Styles of University Students. Chapter 14, pp.155-164, in Simon Boag, *Personality Down Under: Perspectives from Australia*, ISBN 978-1-60456-794-6. New York: Nova Science Publishers
- Hicks, R.E. (2008). Item formats and social desirability in personality assessment - a review of the place of forced-choice items. Chapter 4, pp.39-50, in Simon Boag, *Personality Down Under: Perspectives from Australia*, ISBN 978-1-60456-794-6. New York: Nova Science Publishers
- Hicks, R.E. & Broadby, M. (2008). *Selected historical personages in psychology. A professional art work- photographic images of leading contributors to psychology over 100 years.* Canvass poster 1.4 x 1.2 metres, produced Robina, Queensland by Varsity Printing: Bond University.
- Jackson, M. & Hicks, R.E. (2008). Low emotional intelligence and maladaptive perfectionism. Chapter 17, pp.189-200, in Simon Boag, *Personality Down Under: Perspectives from Australia*, ISBN 978-1-60456-794-6. New York: Nova Science Publishers
- Klockner, K.D., & Hicks, R.E. (2008). My next client: Understanding the Big Five and positive personality dispositions of those seeking psychosocial support interventions. *International Coaching Psychology Review*, 3, 2, 148-163. ISSN: 1750-2764
- Stephan, J., & Hicks, R. (2008). Family history of breast cancer, health beliefs and knowledge in the practice of breast self-examination, published in Voudouris, N. & Mrowinski, V. (Editors) *Proceedings of the 43rd APS Annual Conference: Psychology leading change-* held 23-27 September 2008 in Hobart. Published Melbourne (on disk): Australian Psychological Society. ISBN: 978-0-909881-36-8

2007

- Colling, G.V.S., & Hicks, R.E. (2007). Can work preferences (personality based) differentiate between employees scoring high or low in general mental health? In the *Proceedings of the 42nd APS Annual Conference (Australian Psychological Society), Psychology Making an Impact*, pp.93-97. Edited by Dr Kate Moore. Conference held 25-29 September in Brisbane, Queensland, Australia. ISBN: 978-0-909881-33-7.
- Hicks, R.E. (2007). Developing social desirability scales for an online personality questionnaire: the Apollo Profile. *The Organisational Psychologist, December*, pp.
- Hicks, R.E., & Klockner, K. (2007). Personal growth initiative, hope and help-seeking behaviours among employees. In the *Proceedings of the Industrial-Organisational Psychology Conference of the Australian Psychological Society*, pp.134-138. Conference held June 29-July 1, in Adelaide, Australia..
- Nguyen, T., Gow, K. & Hicks, R.E. (2007). Employment status, attributional style and psychological well-being: A study of Vietnamese employed and unemployed in Queensland. *AeJAMH- Australian e-Journal for the Advancement of Mental Health, 2007, Volume 6, Issue 3.* (9 pages; no page references). November
- Thorpe, S., & Hicks, R.E. (2007). Do smoking cues make you want to smoke? And is it your parents' fault? In the *Proceedings of the 42nd APS Annual Conference (Australian Psychological Society), Psychology Making an Impact*, pp.392-396. Edited by Dr Kate Moore. Conference held 25-29 September in Brisbane, Queensland, Australia. ISBN: 978-0-909881-33-7

2006

- Fujiwara, D., & Hicks, R. (2006). Stress among secondary school teachers: teacher-perceptions and questionnaire assessments of occupational stress. *The Organisational Psychologist, December, 2006*, pp.10-13.
- Hicks, R., Fujiwara, D., & Bahr, M. (2006). *Confirmatory factor analysis of the Occupational Stress Inventory-Revised, among Australian teachers.* Paper presented at the Social Science Methodology Conference, ACSPRI- Australian Consortium for

Social & Political Research Inc. Peer-reviewed, published online-
<http://www.acspri.org.au/conference2006/proceedings>

Seib, B., & Hicks, R.E. (2006) *Adaptive and maladaptive perfectionism in a sample of 34 unemployed people: potential implications for further study, and for policy and equity*
Paper presented at and published in the Proceedings (pp.234-246) of The Constraints to Full Employment and Conference 2006. Annual Conference of the Centre of Full Employment and Equity, University of Newcastle, held Newcastle, Australia.

2003-2005: see Conference presentations for research studies developing through this period.

1998-2002

Cronan, K.R., Dick, R.N., & Hicks, R.E. (2002). *A Process to Develop a Whole of Organisation Change Manual for a large Local Government Organisation in Southeast Queensland, Australia*. Annual American Psychological Association Convention, held Chicago, August. Published in Proceedings of the Conference.

Hicks, R.E. (2002). *Spatial and memory attributes in air traffic control trainee selection*. Occupational Psychology Conference British Psychological Society- Blackpool, UK, January. Paper presentation; paper published in Proceedings of the Conference.

Hicks, R.E., & Harris, G. (2001). Identifying patients with asthma whose beliefs and attitudes may place them at risk: the development and initial validation of the Asthma Navigator. *Journal of Applied Health Behaviour*, 3, 2, 1-7.

Hicks, R.E., & Keech, B. (2000). Selecting and training air traffic controllers ab-initio: Validation of a 1990s selection-testing program. In Lowe, A.R. & Hayward, B.J. *Aviation Resource Management, Volume 2*, Chapter 7, pp.61-77. Aldershot, UK: Ashgate Publishing:

Creed, P. A., Machin, M. A., & Hicks, R. (1999). Improving mental health status and coping abilities for long-term unemployed youth using cognitive-behaviour therapy based training interventions. *Journal of Organisational Behaviour*. 20, 963-978

Creed, P., Hicks, R., & Machin, M. (1998). Behavioural plasticity and mental health outcomes for long term unemployed attending occupational training programmes. *Journal of Occupational and Organisational Psychology*, 71, 171-191.

For print publications before 1998 or for list of conference presentations, see the Bond University website or contact Dr Richard Hicks at rhicks@staff.bond.edu.au.