

CYNTHIA D. FISHER

ADDRESS

Faculty of Business
Bond University
Gold Coast
Queensland 4229
Australia
(07) 5595 2215 FAX (07) 5595 1160
e-mail Cynthia_Fisher@Bond.edu.au

EDUCATION

Ph.D. August 1978	Purdue University Major: Industrial/Organizational Psychology Related area: Administrative Sciences
M.S. December 1976	Purdue University Major: Industrial/Organizational Psychology
B.A. May 1974	Southwestern University, Georgetown, Texas Major: Psychology; Minor: History

ACADEMIC EXPERIENCE

January 1995 - Present	Professor of Management School of Business, Bond University
August 1990 - December 1994	Associate Professor of Organisational Behaviour School of Business, Bond University
August 1987 - July 1990	Associate Professor of Management Merrick School of Business University of Baltimore Tenured 1989
June 1986 - June 1987	Visiting Senior Fellow School of Management National University of Singapore
September 1983 - June 1986	Associate Professor of Management College of Business Administration Texas A&M University Tenured 1984
August 1978 - August 1983	Assistant Professor of Management College of Business Administration Texas A&M University

RESEARCH INTERESTS

Affect and Well-being at Work

Job Attitudes, Attitude-Behaviour Relationships

TEACHING EXPERIENCE

Undergraduate Subjects

Human Resource Management

Principles of Management

Organisational Behaviour

Staffing

Training and Development

Postgraduate Subjects

Organisational Behaviour

Human Resource Management

Staffing

Training and Development

Research Methods

Management Perspectives

Principles of Management

AWARDS AND HONOURS

2011 Best Paper Award, Industrial Organisational Psychology Conference, Brisbane.

2009, 2010, 2011 Top Ten Reviewer Award, *Journal of Organizational Behavior*.

2008 Elected a Fellow of the Society for Industrial and Organizational Psychology.

2008 Carrick Australian Award for University Teaching – Citation for Outstanding Contributions to Student Learning (for an innovative major project in human resource management).

2007 Carrick Australian Award for University Teaching – Citation for Outstanding Contributions to Student Learning (for an innovative major project in organizational behaviour).

Bond University Vice Chancellor's Quality Award for Teaching Excellence, 2006.

Best Competitive Paper in the Organizational Behavior Division of the Annual Meeting of the Academy of Management, 2000 (out of 260 submissions).

School of Business Excellence in Research Award, Bond University, 1993, 1996, 2000.

REVIEWING

Australian Research Council

ERA Member of the Research Evaluation Committee for Economics and Commerce 2015

College of Experts member (Social, Behavioural, and Economic Sciences) 2007-2009

External Assessor 2010-present

ERA Peer reviewer 2010, 2012

International Reader 2000 – 2006

Editorial Board Membership

Journal of Organizational Behavior 2009-present
Journal of Applied Psychology, 1988-1994 and 2002-present
Organizational Behavior and Human Decision Processes, 1988-2001
Asia Pacific Journal of Human Resources, 1993-2011
Academy of Management Review, 1982-1987

Guest Editorship

With Neal Ashkanasy, Co-editor for a special issue of the *Journal of Organizational Behavior* on Emotion at Work. Vol. 21, #2, 2000.

Ad Hoc Reviewing

Academy of Management Learning and Education
Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Applied Psychology: An International Review
Australian Journal of Management
Australian Journal of Psychology
Bond Management Review
Employee Relations
European Journal of Work and Organizational Psychology
Human Performance
Human Relations
International Journal of Management Reviews
International Journal of Manpower
International Journal of Selection and Assessment
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Business and Psychology
Journal of Management
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Journal of Occupational Behavior
Journal of Organizational Behavior
Journal of Vocational Behavior
Motivation and Emotion
National Science Foundation (US)
Organization Management Journal
Personnel Psychology
Personnel Review
Psychological Bulletin

JOURNAL PUBLICATIONS

Ranks of journals shown are from the most current 2013 draft ABDC list.

- To, M.L., Fisher, C.D., & Ashkanasy, N.M. (in press). Unleashing angst: Negative mood, learning goal orientation, psychological empowerment, and creative behavior. *Human Relations*. A*
- Fisher, C.D. (2015). Embracing the “two-body problem” — The case of partnered academics. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(1), 13–50. doi:10.1017/iop.2014.4 B
- Martin, A. & Fisher, C.D. (2014). Understanding and improving managers’ responses to employee depression. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 270-274. B
- Fisher, C.D., Minbashian, A., Beckmann, N., & Wood, R.E. (2013). Task appraisals, emotions, and performance goal orientation. *Journal of Applied Psychology*, 98, 364–373. A*
- Fisher, C.D. & To, M.L. (2012). Using experience sampling methodology in organizational behavior. *Journal of Organizational Behavior*, 33, 865-877. A*
- To, M.L., Fisher, C.D., Ashkanasy, N.M., & Rowe, P.A. (2012). Within-person relationships between mood and creativity. *Journal of Applied Psychology*, 97, 599-612. A*
- Fisher, C.D. (2010). Happiness at work. *International Journal of Management Reviews*, 12, 384–412. A
- Fisher, C.D. (2008). Why don’t they learn? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 364-366. B
- Fisher, C.D. (2008). What if we took within-person performance variability seriously? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 185-189. B
- Fisher, C. D., & Southey, G. (2005). International human resource management in the introductory HRM course. *International Journal of Human Resource Management*, 16, 599-614. A
- Fisher, C. D., & Noble, C. S. (2004). A within-person examination of correlates of performance and emotions while working. *Human Performance*, 17, 145-168. A
- Fisher, C. D. (2003). Why do lay people believe that satisfaction and performance are correlated? Possible sources of a commonsense theory. *Journal of Organizational Behavior*, 24, 753-777. A*
- Fisher, C. D. (2002). Real-time affect at work: A neglected phenomenon in organisational behaviour. *Australian Journal of Management*, 27, 1-10. A
- Fisher, C. D. (2002). Antecedents and consequences of real-time affective reactions at work. *Motivation and Emotion*, 26, 3-30. A
- Fisher, C. D. (2000). Mood and emotion while working: Missing pieces of job satisfaction? *Journal*

of Organizational Behavior, 21, 185-202. A*

Fisher, C. D. & Ashkanasy, N. (2000). The emerging role of emotions in work life: An introduction. *Journal of Organizational Behavior*, 21, 123-129. A*

Shaw, J. B., Fisher, C. D., & Southey, G. N. (1999). Evaluating organizational behavior teaching innovations: More rigorous designs, more relevant criteria, and an example. *Journal of Management Education*, 23, 509-536. B

Shaw, J. B., & Fisher, C. D. (1999). Practical Organizational Behavior Education (PROBE): Modifications and innovations. *Journal of Management Education*, 23(10), 13-30. B

Fisher, C. D. (1998). Effects of external and internal interruptions on boredom at work: Two studies. *Journal of Organizational Behavior*, 19, 503-522. A*

Fisher, C. D., & Yuan, A. (1998). What motivates employees? A comparison of U. S. and Chinese responses. *International Journal of Human Resource Management*, 9, 516-528. A

Fisher, C. D., & Boyle, G. J. (1997). Personality and employee selection: Credibility regained. *Asia Pacific Journal of Human Resources*, 35(2), 26-40. B

Dickenson, C., Fisher, C. D., Shaw, J. B., & Southey, G. (1995). Teaching HRM and managerial skills with the "Living Case." *Asia Pacific Journal of Human Resources*, 33(3), 39-52. B

Shaw, J. B., Kirkbride, P. S., Fisher, C. D., & Tang, S. F. Y. (1995). Human resource practices in Hong Kong and Singapore: The impact of political forces and imitation processes. *Asia Pacific Journal of Human Resources*, 33(1), 22-39. B

Fisher, C. D., Shaw, J. B., & Ryder, P. (1994). Problems in project groups: An anticipatory case study. *Journal of Management Education*, 18, 351-358. B

Fisher, C. D., & Shaw, J. B. (1994). Relocation attitudes and adjustment: A longitudinal study. *Journal of Organizational Behavior*, 15, 209-224. A*

Shaw, J. B., Tang, S. F. Y., Fisher, C. D., & Kirkbride, P. S. (1993). Organizational and environmental factors related to HRM practices in Hong Kong: A cross-cultural expanded replication. *International Journal of Human Resource Management*, 4, 785-814. A

Shaw, J. B., Fields, M., Thacker, J., & Fisher, C. D. (1993). The availability of personal and external coping resources: Impacts on job stress and employee attitudes during organizational restructuring. *Work & Stress*, 7, 229-246. A

Fisher, C. D. (1993). Boredom at work: A neglected concept. *Human Relations*, 46, 395-417. A*

Fisher, C. D., & Shaw, J. B. (1992). Establishment level correlates of HR practices. *Asia Pacific Journal of Human Resources*, 30, 30-46. B

Shaw, J. B., Fisher, C. D., & Randolph, W. A. (1991). From maternalism to accountability: The

changing cultures of Ma Bell and Mother Russia. *Academy of Management Executive*, 5, 7-20. A

Fisher, C. D. (1989). Current and recurrent challenges in human resource management. *Journal of Management*, 15, 157-180. A*

DeGregorio, M. B., & Fisher, C. D. (1988). Providing performance feedback: Reactions to alternate methods. *Journal of Management*, 14, 605-616. A*

Fisher, C. D. (1985). Social support and adjustment to a new job: A longitudinal study. *Journal of Management*, 11, 43-57. A*

Fisher, C. D. (1985). Source of performance variance as a moderator of the job satisfaction-job performance relationship. *International Journal of Psychology*, 20, 169-178.

Bierman, L., & Fisher, C. D. (1984). Anti-nepotism rules applied to spouses: Business and legal viewpoints. *Labor Law Journal*, 35, 634-642.

Fisher, C. D., & Gitelson, R. (1983). A meta-analysis of the correlates of role conflict and ambiguity. *Journal of Applied Psychology*, 68, 320-333. A*

Fisher, C. D., & Thomas, J. (1982) The other face of performance appraisal. *Human Resource Management*, 21, 24-26. A*

Peters, L. H., Fisher, C. D., & O'Connor, E. J. (1982). The moderating effect of situational control of performance variance on the relationship between individual differences and performance. *Personnel Psychology*, 35, 609-621. A*

Vickroy, S. C., Shaw, J. B., & Fisher, C. D. (1982). Effects of temperature, clothing and task complexity on job performance and satisfaction. *Journal of Applied Psychology*, 67, 97-102. A*

Fisher, C. D. (1980). On the dubious wisdom of expecting job satisfaction to correlate with performance. *Academy of Management Review*, 5, 607-612. Also reprinted in (1983). L. W. Porter, & R. M. Steers, (Eds.) *Motivation and work behavior* (3rd ed., pp. 345-352). New York McGraw Hill. A*

Ilgen, D. R., Fisher, C. D., & Taylor, M. S. (1979). Motivational consequences of individual feedback on behavior in organizations. *Journal of Applied Psychology*, 64, 349-371. A*

Fisher, C. D. (1979). Transmission of positive and negative feedback to subordinates: A laboratory investigation. *Journal of Applied Psychology*, 64, 533-540. A*

Fisher, C. D., Ilgen, D. R., & Hoyer, W. D. (1979). Source credibility, information favorability, and job offer acceptance. *Academy of Management Journal*, 22, 94-103. A*

Fisher, C. D. (1978). The effects of personal control, competence, and extrinsic reward systems on intrinsic motivation. *Organizational Behavior and Human Performance*, 21, 273-288. A*

BOOKS and BOOK CHAPTERS

- Fisher, C.D. (in press). Interest and boredom at work. H. M. Weiss (Ed.). *Handbook of Work Attitudes and Affect*, New York: Oxford University Press.
- Fisher, C.D. (2014). Conceptualizing and measuring well-being at work. In Peter Chen and Cary L. Cooper (Eds.), *Wellbeing: A Complete Reference Guide, Volume III, Work and Wellbeing*, pp. 9-34. New York: Wiley.
- To, M. L., Ashkanasy, N. M., & Fisher, C. D. (2012). Fostering creativity in healthcare: Healthcare workers as agents of creativity. In P. Spurgeon, C. L. Cooper, & P. Burke (Eds.), *The Innovation Imperative in Healthcare Organizations: Critical Role of Human Resource Management in the Cost, Quality and Productivity Equation*. Cheltenham, UK: Edward Elgar, pp. 79-97.
- Fisher, C.D. (2011). Personnel/human resource psychology. In P.R. Martin, F.M. Cheung, M. C. Knowles, M. Kyrios, L. Littlefield, J.B. Overmier and J. M. Prieto (Eds.), *The IAAP Handbook of Applied Psychology*. Oxford: Wiley-Blackwell, pp. 269-291.
- To, M.L., Ashkanasy, N.M., Fisher, C.D., & Rowe, P.A. (2010). Creativity as mood regulation. In W. J. Zerbe, C. E. J. Härtel, & N. M. Ashkanasy (Eds.) *Emotions and Organizational Dynamism, Research on Emotion in Organizations Volume 6*. Bingley, UK: Emerald Group Publishing (pp. 279-307).
- Fisher, C.D. and Shaw, J.B. (2009). Human resource consulting by beginners: Applying knowledge in the real world. In A.L. Kenworthy (Ed.) *Innovations in Teaching and Learning* (pp. 146-155).
- Fisher, C. D. (2008). Emotions in and around performance: The thrill of victory, the agony of defeat. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research companion to emotion in organizations* (pp. 120-135). Cheltenham, UK: Edward Elgar.
- Shaw, J.B. and Fisher, C.D. (2007). The evolution of Practical Organisational Behaviour Education (PROBE) at Bond University. In Anne Cullen (Ed.), *Innovation and excellence in teaching at Bond University* (pp. 5-15). Gold Coast, Australia: Bond University Press.
- Fisher, C. D. (2007). Experience sampling methodology in organisational psychology. In A. I. Glendon, B. M. Thompson, & B. Myors (Eds.), *Advances in organisational psychology: An Asia-Pacific perspective* (pp. 403-425). Brisbane: Australian Academic Press.
- Fisher, C. D. (2007). Boredom at work. In S. G. Rogelberg (Ed.), *The encyclopedia of industrial and organizational psychology: Vol. 4* (pp. 60-62). Thousand Oaks: Sage.

- Fisher, C. D., Schoenfeldt, L. F., & Shaw J. B. (2006). *Human resource management* (6th ed.). Boston, MA: Houghton-Mifflin.
- Fisher, C. D. (2005). Nepotism policies. In S. Cartwright (Ed.), *The Blackwell encyclopedia of management: Human resource management*. Oxford, England: Blackwell Publishers.
- Fisher, C. D. (2005). New employee orientation. In S. Cartwright (Ed.), *The Blackwell encyclopedia of management: Human resource management*. Oxford, England: Blackwell Publishers.
- Fisher, C. D. (2005). Organizational socialization. In S. Cartwright (Ed.) *The Blackwell encyclopedia of management: Human resource management*. Oxford, England: Blackwell Publishers.
- Fisher, C. D., Schoenfeldt, L. F., & Shaw, J. B. (2003). *Human resource management* (5th ed.). Boston, MA: Houghton-Mifflin.
- Basch, J. & Fisher, C. D. (2000). Affective job events – emotions matrix: A classification of job related events and emotions experienced in the workplace. In N. Ashkanasy, W. Zerbe, & C. Hartel (Eds.), *Emotions in the workplace: Research, theory, and practice* (pp. 36-48). Quorum Books.
- Fisher, C. D., Schoenfeldt, L. F., & Shaw, J. B. (1999). *Human resource management* (4th ed.). Boston, MA: Houghton-Mifflin.
- Fisher, C. D. (1997). Nepotism policies. In L. H. Peters, S. A. Youngblood, & C. R. Greer (Eds.), *The Blackwell encyclopedic dictionary of human resource management*. Oxford, England: Blackwell Publishers.
- Fisher, C. D. (1997). New employee orientation. In L. H. Peters, S. A. Youngblood, & C. R. Greer (Eds.), *The Blackwell encyclopedic dictionary of human resource management*. Oxford, England: Blackwell Publishers.
- Fisher, C. D. (1997). Organizational socialization. In L. H. Peters, S. A. Youngblood, & C. R. Greer (Eds.), *The Blackwell encyclopedic dictionary of human resource management*. Oxford, England: Blackwell Publishers.
- Fisher, C. D., Schoenfeldt, L. F., & Shaw J. B. (1996). *Human resource management* (3rd ed.). Boston, MA: Houghton-Mifflin.
- Fisher, C. D., Locke, E. A., & Henne, D. L. (1992). The new look in job satisfaction theory and research. In C. J. Cranny, P. C. Smith, & E. F. Stone (Eds.), *Job satisfaction: Advances in research and applications* (pp. 165-194). New York: The Free Press.
- Fisher, C. D., Schoenfeldt, L. F., & Shaw, J. B. (1993). *Human resource management* (2nd ed.). Boston, MA: Houghton-Mifflin.

- Fisher, C. D., Schoenfeldt, L. F., & Shaw, J. B. (1990). *Human resource management* (1st ed.). Boston, MA: Houghton-Mifflin.
- Fisher, C. D. (1986). Organizational socialization: An integrative review. In K. M. Rowland, & G. R. Ferris (Eds.), *Research in personal and human resource management* (Vol. 4, pp. 101-145). Greenwich, CT: JAI Press. Also reprinted in (1990). G.R. Ferris & K.M. Rowland (Eds.) *Career and human resources development* (pp. 163-207). Greenwich, CT: JAI Press.
- Fisher, C. D. (1984). Laboratory research. In T. S. Bateman, & G. R. Ferris (Eds.), *Method and analysis in organization research* (pp. 169-185). Reston, VA: Reston Publishing Company.
- Fisher, C. D. (1984). Personnel management and the staffing process. In R. W. Griffin (Ed.), *Management* (pp. 630-665). Boston: Houghton-Mifflin.
- Taylor, M. S., Fisher, C. D., & Ilgen, D. R. (1984). Individual's reactions to performance feedback in organizations: A control theory perspective. In K. M. Rowland, & G. R. Ferris (Eds.), *Research in personnel and human resources management* (Vol. 2, pp. 81-124). Greenwich, CT: JAI Press. Also reprinted in (1990). G.R. Ferris & K.M. Rowland (Eds.) *Performance evaluation, goal setting, and feedback* (pp.217-206). Greenwich, CT: JAI Press.

KEYNOTES AND INVITED ADDRESSES

- Fisher, C.D. (2012). *Moods and emotions at work*, in Aldag, R.J. (ed.), *Organizational Behavior: The Marketing & Management Collection*, Henry Stewart Talks Ltd, London (online at <http://hstalks.com/go>)
- Fisher, C. D. (2010 July). *Employee happiness and job performance*. New Zealand Psychological Society, Rotorua, New Zealand.
- Fisher, C.D. (2010, July). *Success stories, squabbles, surprises, and suggestions for research in industrial psychology*. International Congress of Applied Psychology, Melbourne, Australia.
- Fisher, C. D. (2007, July). *Affect at work: From attitudes to traits to experiences*. International Society for Research on Emotions Conference, Coolum, Australia.
- Fisher, C. D. (2005, November). *Within-person variation at work*. 3rd Brisbane Symposium on Emotions and Worklife.
- Fisher, C. D. (2005, June). *Understanding within-person variation while working*. 6th Australian Industrial and Organisational Psychology Conference, Gold Coast.

CONFERENCE PRESENTATIONS

- To, M.L., Ashkanasy, N. M., & Fisher, C.D. (August 2013). Group affective tone and team creativity: Effects of team reflexivity and team identification. Symposium presentation in Innovation and Creativity in Teams, Chairs Ashkanasy N.M., Erez M., & Lee, C., Academy of Management 2013 Annual Meeting, August 9 - 13, Lake Buena Vista (Orlando), FL.
- Fisher, C.D. (November 2012). *Alternative time frames and forgotten emotions in organisational research*. 7th Asia Pacific Symposium on Emotions in Worklife, Bond University.
- To, M., Fisher, C.D., & Ashkanasy, N. M. (June 2012). *The effects of negative mood and goal orientation on within-person creativity fluctuations*. In symposium Multi-level investigations of the role of affect in the workplace, chairs Wei-Chi Tsai and Nai-Wen Chi. International Association for Chinese Management Research, Hong Kong.
- To, M.L., Fisher, C.D., & Rowe, P. (August 2011). *When does negative mood boost creativity? A trait activation perspective*. Paper presented at the Annual Meeting of the Academy of Management, San Antonio.
- Fisher, C.D., Minbashian, A., Beckmann, N., & Wood, R. (August 2011). *Appraisals, goal orientations, and emotions while working*. Paper presented at the Annual Meeting of the Academy of Management, San Antonio.
- Fisher, C.D. & To, M.L. (June 2011). *Micro job design: Affective reactions to real-time task characteristics*. Paper presented at the Ninth Industrial Organisational Psychology Conference, Brisbane. Selected as a Best Paper in the Individual Research Papers Stream, and published in the Proceedings of the 9th Industrial and Organisational Psychology Conference, N.L. Jimmieson, N.M. Ashkansay, & L.M. Bradley (Eds.), pp. 1-5.
- Fisher, C.D. (February 2011). *Micro job design*. Presented at the Society for Organisational Behaviour Australia Annual Meeting, Melbourne.
- Fisher, C.D. (November 2010). *Applying for grants to fund research on emotions in the workplace*. 5th Asia Pacific Symposium on Emotions in Worklife.
- Fisher, C.D., Minbashian, A., Beckman, N., & Wood, R. (November 2010). *Appraisals and emotions at work*. 5th Asia Pacific Symposium on Emotions in Worklife.
- March, T., Ashkanasy, N., Fisher, C.D., & Rowe, P. (2010, August). *A within-person study of mood, goal orientation and creativity*. Paper presented at the Annual Meeting of the Academy of Management, Montréal, Canada.
- Wu J., Dasborough, M., Schriesheim C, & Fisher, C.D. (April, 2010). *Leader-induced emotion episodes: Impact on follower attitude-driven behavior over time*. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta.

- Newman, D.A., Spain, S.M., Joseph, D.L., Fisher, C.D., Miner, A.G., & Glomb, T. (April, 2010). *Intrinsic dynamic regulation of work satisfaction and mood*. Paper presented in symposium New Developments in Modeling Longitudinal and Dynamic Data at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta.
- Fisher, C.D. (2009, November). *Does happiness at work matter?* 4th Asia Pacific Conference on Emotions in Worklife. Brisbane.
- March, T., Ashkanasy, N., Fisher, C.D., & Rowe, P. (2009, November). *Affect and engagement in creativity: An experience sampling study*. 4th Asia Pacific Conference on Emotions in Worklife. Brisbane.
- To, M., Rowe, A. P., & Fisher, C.D. (2009, August). *Mood and creativity: A mood-regulation perspective moderated by goal orientation*. Presented at the Academy of Management Annual Meeting.
- Fisher, C.D. (2009, March). *Happiness at work: What is it, where does it come from, and why should we care?* Society for Organisational Behaviour Australia. Sydney.
- Fisher, C.D. (2008, November). *Happiness in organizations: A conversation about a construct*. Presented at the 3rd Asia-Pacific Conference on Emotions in Worklife, Newcastle.
- Dasborough, M.T., Ashkanasy, N.M., & Fisher, C.D. (2008, October). *Emotions and leadership*. Paper presented at the Southern Management Association Meeting, St. Pete Beach, Florida.
- Fisher, C.D., & Shaw, J.B., (2008). *Human resource consulting by beginners: A risk worth the return*. 35th Organizational Behavior Teaching Conference for Management Educators, Babson College, Wellesley, MA.
- Dasborough, M.T., Ashkanasy, N.M., & Fisher, C.D. (2007, July). *An experimental study of followers' cognitive and affective reactions to self-versus organization-focused leaders*. Paper presented at the International Society for Research on Emotions Conference, Coolumb, Australia.
- Fisher, C.D. (2006, November). *The thrill of victory, the agony of defeat: Emotions and job performance*. Paper presented at the Asia-Pacific Symposium on Emotions in Worklife, Monash University.
- Dasborough, M., Ashkanasy, N.M., & Fisher, C.D. (2005, August). Follower attributions for negative leader behavior and the "romance of leadership" effect. In *Attribution theory in management – A quarter of a century later*. Symposium conducted at the Annual Meeting of the Academy of Management, Hawaii.

- Fisher, C.D. (2005, April). *Experience sampling methodology and industrial/organizational psychology*. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles.
- Erickson, A.D., & Fisher, C. (2005) *Using the Eco Challenge race to teach organizational behavior*. Paper presented at the Organizational Behavior Teaching Conference, Scranton.
- Basch, J., & Fisher, C.D. (2004, August). *Development and validation of measures of hassles and uplifts at work*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans.
- Fisher, C.D., & Noble, C. S. (2003, November). *A within-person examination of correlates of performance and emotions while working*. Paper presented at the 1st Brisbane Symposium on Emotions & Worklife.
- Fisher, C.D. (2003, July). *Within-person research on emotions and behaviour while working*. Invited paper presented at the University of Queensland Industrial/Organizational Psychology Symposium.
- Fisher, C.D., & Southey, G. (2003, June). *International and cross-cultural content introductory human resource management textbooks*. Paper presented at the Seventh Conference on International Human Resource Management, Limerick, Ireland.
- Fisher, C.D., & Noble, C.S. (2002, August). Momentary effort: A neglected variable in organizational research. In Andrew G. Miner (Chair), *Modeling organizational behavior over time: Experience sampling and longitudinal research*. Annual Meeting of the Academy of Management, Denver.
- Fisher, C.D. (2002, August). *Within-person variation over time: Implications for organizational research*. Paper presented at the Annual Meeting of the Academy of Management, Denver.
- Fisher, C.D., Ashkanasy, N.M., & Hartel, C.E.J. (2002, July). *A research program inspired by affective events theory*. Paper presented at the Third International Conference on Emotions and Organizational Life, Bond University.
- Basch, J., & Fisher, C.C. (2002, July). *A partial test of affective events theory with a new good and bad citizenship behaviour scale*. Paper presented at the Third International Conference on Emotions in Organizational Life Conference, Gold Coast, Australia.
- Basch, A. J., & Fisher C. D. (2001, June). *The role of hassles and uplifts in affective events theory: Tests of a model in two samples*. Paper presented at the Fourth Australian Industrial and Organisational Psychology

Conference, Sydney.

Fisher, C.D. (2001, April). Navigating the intersecting paths of emotions and I-O research: Suggestions from people with a working compass. *Proceedings of the 16th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego.

Basch, J., & Fisher, C.D. (2001, April). *Testing affective events theory with hassles and uplifts*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego.

Basch, J., & Fisher, C.D. (2000, August). *The role of events in affective events theory*. Paper presented at the Second Conference on Emotions in Organizational Life, Toronto.

Fisher, C.D., & Noble, C.S. (2000, August). *Emotion and the "illusory correlation" between job satisfaction and job performance*. Paper presented at the Second Conference on Emotions in Organizational Life, Toronto, August 2000.

Fisher, C.D. (2000, August). *Studying emotions at work: The case for real-time measurement and some advice on doing it*. Paper presented at the Second Conference on Emotions in Organizational Life, Toronto.

Fisher, C.D. & Noble, C.S. (2000, August). Affect and performance: A within person analysis. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*, Toronto. [Winner of the award for Best Competitive Paper in the Organizational Behavior Division (out of 260 submissions)].

Basch, J., & Fisher, C.D. (1999, August). *Images of anger events from the workplace*. Paper presented at the Annual Meeting of the Academy of Management, Chicago.

Fisher, C.D., & Noble, C. (1999, June). *The trials and tribulations of experience sampling research on emotions*. Paper presented at the Third Australian Industrial and Organisational Psychology Conference, Brisbane.

Fisher, C.D. (1999, May). *Affective events theory and organizational citizenship behavior*. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta.

Fisher, C.D. (1998, August). *Mood and emotions while working: Missing pieces of job satisfaction?* Paper presented at the Annual Meeting of the Academy of Management, San Diego.

Fisher, C.D. (1998, August). *Emotion in the workplace: Australian research*. Paper presented at the Annual Meeting of the American Psychological

Association, San Francisco.

Fisher, C.D. (1998, August). *A preliminary test of Affective Events Theory*. Paper presented at the First Emotions in Organizational Life Conference, San Diego.

Basch, J., & Fisher, C.D. (1998, August). *Affective job events - emotions matrix: A classification of job related events and emotions experienced in the workplace*. Paper presented at the First Emotions in Organizational Life Conference, San Diego.

Härtel, C. E. J., Fisher, C. D., & Härtel, G. F. (1998, April). Measuring work emotions in real time. In *Emotion at work: New research directions*. Symposium conducted at the Society of Australasian Social Psychologists, Christchurch, New Zealand.

Ashkanasy, N.M., Hartel, C.E.J., Fisher, C.D., & Ashforth, B.E. (1998, April). Investigating the causes and consequences of emotional experiences at work. In *Emotion at work: New research directions*. Symposium conducted at the Society of Australasian Social Psychologists, Christchurch, New Zealand.

Fisher, C.D. (1997, June). *Emotions at work: What do people feel and how should we measure it?* Paper presented at the Second Biennial Australian Industrial and Organisational Psychology Conference, Melbourne.

Southey, G.N., Dickenson, C.A., Shaw, J.B., & Fisher, C.D. (1997, June). *Using "living cases" to teach managerial skills in university HRM subjects*. Paper presented at the Second Biennial Australian Industrial and Organisational Psychology Conference, Melbourne.

Fisher, C.D., & Yuan, A. (1996, June). *What motivates employees? A comparison of U.S. and Chinese responses*. Paper presented at the Fifth Conference on International Human Resource Management, San Diego.

Fisher, C.D., & Hadrill, C. (1995, August). *Interruptions, task type, and the experience of boredom*. Proceedings of the Association of Management Annual Meeting, Vancouver.

Fisher, C.D. (1994, December). *Effects of non-task-related thoughts on attributed boredom, job satisfaction, and task perceptions*. Paper presented at the Australia New Zealand Academy of Management Conference, Wellington, NZ.

Shaw, J.B., & Fisher, C.D. (1994, December). *Bond University MBA orientation program: A strategic planning, leadership, and teamwork exercise*. Paper presented at the International Organizational Behavior Teaching Conference, Dunedin, NZ.

- Southey, G., Fisher, C.D., Dickenson, C., & Shaw, J.B. (1994, December). *Analysis of current teaching strategies in human resource management: A rationale for a team-based learning approach*. Paper presented at the International Organizational Behavior Teaching Conference, Dunedin, NZ.
- Southey, G., Fisher, C.D., Dickenson, C., & Shaw, J.B. (1994, August). *Teaching analytical and strategic skills in HRM: The living case exercise*. Proceedings of the Association of Management 12th Annual Conference, Dallas.
- Fisher, C.D., & Shaw, J.B. (1993, August). *Dual career location and relocation*. Paper presented at the Careers Division Pre-conference Workshop, Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Fisher, C.D., & Shaw, J.B. (1992, July). Transfer attitudes and transfer adjustment: A longitudinal study. *Proceedings of the Third Conference on International Personnel and Human Resource Management*, Ashridge Management College, England.
- Shaw, J.B., Kirkbride, P.S., Tang, S.F.Y., & Fisher, C.D. (1992, July). Organizational and environmental factors related to HRM practices in Hong Kong: A cross cultural expanded replication. *Proceedings of the Third Conference on International Personnel and Human Resource Management*, Ashridge Management College, England.
- Shaw, J.B., Kirkbride, P.S., Fisher, C.D., & Tang, S.F.Y. (1992, July). *Human resource practices in Hong Kong and Singapore: A comparative analysis*. *Proceedings of the Third Conference on International Personnel and Human Resource Management*, Ashridge Management College, England.
- Fisher, C.D., Shaw, J.B., & Ryder, P. (1991, December). *A skill building orientation to group project work for new MBA students*. Paper presented at the annual meeting of the Australian New Zealand Academy of Management.
- Fisher, C.D., & Locke, E.A. (1990, August). *Bad citizenship behavior: Giving what you get*. Paper presented at the Annual Meeting of the Academy of Management, San Francisco.
- Vandaveer, V.V., Fisher, C.D., Osburn, H.G., & Holmes, C. (1990, August). *Dynamics of the feedback process: An application of the Ilgen-Fisher-Taylor model*. Paper presented at the Annual Meeting of the Academy of Management, San Francisco.
- Fisher, C.D., & Shaw, J.B. (1989). Determinants of personnel practices. *Proceedings of the Second Conference on International Personnel and Human Resource Management* (pp. 330-339). Hong Kong.

- Shaw, J.B., Fisher, C.D., Randloph, W.A., & Vandaveer, V.V. (1989). From maternalism to accountability: Ma Bell, Mother Russia, the PRC, and PG&E. *Proceedings of the Second Conference on International Personnel and Human Resource Management* (pp. 600-608). Hong Kong.
- Shaw, J.B., & Fisher, C.D. (1989, May). *Employee selection practices in Singapore: A comparative analysis*. Paper presented at the Eastern Academy of Management, Portland, Maine.
- Shaw, J.B., & Fisher, C.D. (1988, May). Subordinate agreement with performance feedback: A field study. *Proceedings of the Eastern Academy of Management* (pp. 226-228).
- Fisher, C.D., & Shaw, J.B. (1987, December). Does business strategy affect personnel management practices? *Proceedings of the International Conference on Human Resource Management*, Singapore.
- Shaw, J.B., Ismail, A.J., & Fisher, C.D. (1987, December). A cognitive categorization approach to performance appraisal: Analysis of the Singapore manager. *Proceedings of the International Conference on Human Resource Management*, Singapore.
- Chachere, J.G., & Fisher, C.D. (1987, November). *Factors affecting the accuracy of self-assessments in performance appraisal*. Paper presented at the Southern Management Association Annual Meeting.
- Fisher, C.D., & Locke, E.A. (1987, October). *Job satisfaction and dissatisfaction: Enhancing the prediction of consequences*. Invited paper presented at the Conference on Job Satisfaction, Bowling Green State University, Ohio.
- DeGregorio, M.B., & Fisher, C.D. (1987, April). Providing performance feedback: Reactions to alternate methods. *Proceedings of the 30th Annual Meeting of the Midwest Academy of Management* (pp. 60-64). Bloomington, Indiana.
- Shaw, J.B., Fisher, C.D., & Chew, I. (1987). *Report on a survey of personnel practices in Singapore*. Paper presented at the Annual Meeting of the Singapore Institute of Personnel Management.
- Shaw, J.B., Fisher, C.D., & Woodman, R.W. (1985, August). Predictors of transfer adjustment: A longitudinal study. *Proceedings of the 45th Annual Meeting of the Academy of Management* (pp. 274-278). San Diego.
- Shaw, J.B., Woodman, R.W., & Fisher C.D. (1984, November). A predictive model of transfer adjustment. *Proceedings of the Annual Meeting of the Southern Management Association* (pp. 323-325). New Orleans.

- Fisher, C.D., & Bierman, L. (1984, August). *Anti-nepotism rules applied to spouses: Business and legal viewpoints*. Paper presented at the 44th Annual Meeting of the Academy of Management, Boston.
- Jones, G., & Fisher, C.D. (1984, August). *The relationship between satisfaction and performance: A utility analysis*. Paper presented at the 44th Annual Meeting of the Academy of Management, Boston.
- Shaw, J.B., Fisher, C.D., & Woodman, R.W. (1984, April). Attitudes toward making a transfer: A predictive study. *Proceedings of the Ninth Symposium on Psychology in the Department of Defense* (pp. 260-264). Colorado Springs.
- Fisher, C.D. (1983, November). *A control theory explanation of responses to feedback*. Paper presented at the Texas Psychological Association Annual Meeting.
- Fisher, C.D. (1983) *Dysfunctional affective and behavioral reactions to negative feedback: A control theory explanation and implications for structuring organizational feedback environments*. Paper presented at the 43rd Annual Meeting of the Academy of Management, Dallas.
- Fisher, C.D. (1983). *The role of social support in organizational socialization*. Paper presented at the 43rd Annual Meeting of the Academy of Management, Dallas.
- Fisher, C.D., & Gitelson, R. (1983, March). *A meta-analysis of the correlates of role conflict and role ambiguity*. Paper presented at the Southwest Division of the Academy of Management Annual Meeting.
- Fisher, C.D., & Goddard, P. (1982, November). Outcomes of socialization. *Proceedings of the Annual Meeting of the American Institute for Decision Sciences* (pp. 496-498). San Francisco.
- Shaw, J.B., & Fisher, C.D. (1982). *A model of job stress in minority and female occupations*. Paper presented at the Southwest Academy of Management Annual Meeting, Dallas.
- Fisher, C.D. (1982, March). Communication and managerial performance. *Proceedings of the Southwest Academy of Management Annual Meeting* (pp.123-127). Dallas.
- Thomas, J., & Fisher, C.D. (1981). The effect of performance appraisal upon the appraiser: A neglected topic. *Proceedings of the Southern Management Association Annual Meeting* (pp. 19-21). Atlanta.
- Fisher, C.D. (1981, November). Communication and role stress. *Proceedings of the Southern Management Association Annual Meeting* (pp. 262-263). Atlanta.

Fisher, C.D., & Clark, B.E. (1981, August). *The relationships between communication apprehension and managerial attitudes, behavior, and performance*. Paper presented at the 41st Annual Meeting of the Academy of Management, San Diego.

Fisher, C.D., Peters, L.H., & O'Connor, E.J. (1980, August). *The moderating effect of situational control of performance variance on individual differences to performance associations*. Paper presented at the 40th Annual Meeting of the Academy of Management, Detroit.

Fisher, C.D. (1979, June). *The reluctance to communicate feedback to subordinates: Another problem in performance appraisal*. Paper presented at the XXIV International Meeting of the Institute of Management Sciences, Honolulu.

Fisher, C.D. (1977, November). *On the willingness to give feedback at work*. Paper presented at the Center for Creative Leadership Conference on Feedback, Washington, D.C.

Fisher, C.D., Pritchard, R.D., & Ilgen, D.R. (1977, August). *Extrinsic rewards, personal causality, feelings of competence, and intrinsic motivation*. Paper presented at the 85th Annual Convention of the American Psychological Association, San Francisco.

GRANTS RECEIVED

HK\$561,999 (about \$80,000AUD) 2013-2015 from the Research Grants Council of Hong Kong. "Capitalizing on affect to foster team creativity: The moderating roles of team reflexivity and team identification." Principal Investigator March L. To of Hong Kong Baptist University, Co-Investigators Neal M. Ashkanasy (University of Queensland) and Cynthia D. Fisher (Bond University)

\$172,000 Three year grant from the Australian Research Council, "Affective Events in the Workplace: Extensions, Empirical Tests, and an Intervention" 2001-2003. With N. Ashkanasy and C. Hartel.

\$184,000 Three year grant from the Australian Research Council, "An Investigation of the causes and consequences of emotional experience at work." 1998-2000. With N. Ashkanasy and C. Hartel.

\$2,000 Small grant from the Australian Research Council, "The micro-ecology of job satisfaction: Causes and consequences of feelings at work, Year Two." 1997.

\$6,164 Small grant from the Australian Research Council, "The micro-ecology of job satisfaction: Causes and consequences of feelings at work." 1996.

\$6,090 Small grant from the Australian Research Council, "Effects of current concerns on attention and emotional reactions to work tasks." 1993.

\$119,000 U.S. from the Office of Naval Research Manpower R&D Program, year two of a research program on performance appraisal and feedback systems. With J.B. Shaw and R.J. Foti. 1986-87.

\$47,900 U.S. from the Office of Naval Research, first six months of above project. 1985.

\$7,000 U.S. Summer Faculty Research Fellowship, College of Business Administration, Business and Technology Research Division. 1984.

\$90,017 U.S. from the Office of Naval Research, Manpower R&D Program, year three of a project on transition socialization effectiveness. With W.H. Mobley, J.B. Shaw and R.W. Woodman, 1983-84.

\$79,505 U.S. from the Office of Naval Research, year two of above project. 1981-82.

\$79,986 U.S. from the Office of Naval Research, year one of above project. 1980-81.

\$6,000 U.S. from the College of Business Administration Research Committee, for studies in organizational communication. November, 1979.

RECENT UNIVERSITY AND PROFESSIONAL SERVICE

ARC ERA Member of the Research Evaluation Committee for Economics and Business
2015

Associate Dean – Faculty, Faculty of Business 2014, 2015.

Faculty Executive Committee, 2014-2015

Head, Department of Management 1997-1999 and 2005-present.

University Promotion Committee, 2014, 2015.

University Disciplinary Committee, 2014, 2015

Member, Faculty of Business Research Committee, 2011-2012, 2014.

SHRM Foundation Dissertation Grants Review Panel 2014, 2015

Co-Chair, Core Curriculum Review Working Group, 2012-2013.

Chair, Faculty Performance Appraisal Revision Task Force, 2012.

Member, Continuous Improvement Team and Convener for AACSB Standard 1, 2011-2012.

Host, Annual Meeting of the Society for Organisational Behaviour Australia, February 2012.

Member, Vice Chancellor's Strategic Advisory Group, 2012.

Host and Symposium Chair, 7th Asia-Pacific Symposium on Emotions in Worklife, November 30, 2012.

Member, *Journal of Organizational Behavior* committee to select the best publication in 2011.

Co-convenor, Bond University Convocation of Professors, 2011.

Vice Chancellor's Quality Teaching Award Selection Committee, 2011.

Chair, Faculty of Business Mission Task Force, 2010-2011.

Australian Research Council College of Experts 2007-2009.

Host and Symposium Chair, 2nd Asia-Pacific Symposium on Emotions in Worklife. November 23, 2007.

External Reviewer of six doctoral dissertations at other Australian universities.

Academy of Management, Best Published Paper in OB Award Committee, 2006 (for 2005 year).

Society for Industrial and Organizational Psychology Early Career Contribution Award Committee Member 2003.

Member, Queensland Fulbright Scholarship Selection Committee, 2001-2005.

BOND UNIVERSITY

INFORMATION SERVICES



Citation Count Summary

Prof Cynthia Fisher B.A., M.S., Ph.D.

Prepared by Library Services November 2013

Database	Citations	H index ¹
Web of Science	2478	22
Scopus	2128	23
Google Scholar	6171	27

Top Three Cited Publications

1. Ilgen, D.R., Fisher, C.D., & Taylor, M.S. (1979). Consequences of individual feedback on behavior in organizations. *Journal of Applied Psychology*, 64(4): 349-371.

Total citations Google Scholar: 1186

Total citations Web of Science: 504

Total citations Scopus: 373

2. Fisher, C. D. (1986). Organizational socialization: An integrative review. In K. M. Rowland, & G. R. Ferris (Eds.), *Research in personal and human resource management* (Vol. 4, pp. 101-145). Greenwich, CT: JAI Press.

Total citations Google Scholar: 600

Total citations Web of Science: 176

Total citations Scopus: 159

3. Fisher, C.D., & Gitelson, R. (1983). A meta-analysis of the correlates of role-conflict and ambiguity. *Journal of Applied Psychology*, 68(2): 320-333.

Total citations Google Scholar: 575

Total citations Web of Science: 278

Total citations Scopus: 156

¹ Hirsch, J. E. (2005). An index to quantify an individual's scientific research output. *Proceedings of the National Academy of Sciences of the United States of America*, 102(46), 16569-16572. doi:[10.1073/pnas.0507655102](https://doi.org/10.1073/pnas.0507655102)