

# CURRICULUM VITAE

## *CV SECTION 1: Employment History/Awards*

**NAME** Gwenith Gwyn Fisher, Ph.D.

**ADDRESS** 228 Behavioral Sciences Building  
1876 Campus Delivery  
Fort Collins, CO 80523-1876

**PHONE** 970-491-2837

### **EDUCATION**

- 2001 Doctor of Philosophy, Psychology, Bowling Green State University  
Field of Specialization: Industrial/Organizational Psychology  
Comprehensive Exam Specialty: Occupational Stress & Health  
Minor in Quantitative Methods
- 1999 Master of Arts, Psychology, Bowling Green State University  
Field of Specialization: Industrial/Organizational Psychology
- 1995 Bachelor of Arts, Psychology, with distinction, The Pennsylvania State University  
Minor in Spanish

### **ACADEMIC POSITIONS**

- (3 years) 2013 – Present Assistant Professor, Department of Psychology, Colorado State University
- (1 year) 2015 – Present Adjunct Assistant Research Professor, Institute for Social Research, University of Michigan
- (2 years) 2013 – 2015 Faculty Associate, Institute for Social Research, University of Michigan
- (1 year) 2012 – 2013 Associate Research Scientist, Survey Research Center, University of Michigan
- (6 years) 2006 – 2012 Assistant Research Scientist, Survey Research Center, University of Michigan
- (9 years) 2003 – 2012 Adjunct Professor, Department of Psychology, University of Detroit Mercy

### **OTHER POSITIONS**

- 2003 – 2006 Senior Research Associate, Institute for Social Research, University of Michigan
- 2001 – 2003 Research Associate II, Survey Research Center, University of Michigan
- 1999 – 2001 Graduate Student Instructor, Bowling Green State University
- 1998 – 1999 Assistant Director, Institute for Psychological Research and Application, Bowling Green State University
- 1997 – 1999 Research Consultant, IBM Corporation, Armonk, NY
- 1995 – 1997 Research Assistant, Department of Psychology, Bowling Green State University

### **CURRENT JOB DESCRIPTION**

40 % Teaching   50 % Research/Creative Activity   10 % Service/Outreach   0 % Admin

### **HONORS AND AWARDS**

2015, *Best Paper in the Journal of Occupational Health Psychology in 2013-2014*, awarded by the *Journal of Occupational Health Psychology* at the APA/NIOSH/SOHP Work, Stress, and Health conference, May, 2015.

2015, *Finalist for Best Convention Paper* in the HR Division of the Academy of Management presented at the 2015 Academy of Management Conference.

2015, *Best Paper* in the HR Division of the Academy of Management presented at the 2015 Academy of Management Conference.

2003, A. Regula Herzog Young Investigators Award, Institute for Social Research, University of Michigan

2001, Cecil M. Freeburne Award for Outstanding Graduate Student Teacher in Psychology

2001, Finalist for University Dissertation Award, Bowling Green State University

1996 & 1997, I/O Academic Challenge Summer Fellowship, Bowling Green State University

1994 – 1995, Hinman Scholarship for Undergraduate Excellence in I/O Psychology, Penn State University

1994, Phi Beta Kappa

1994, Phi Sigma Iota - International Foreign Language Honorary

1993, Psi Chi - Psychology National Honorary

1993, Golden Key National Honor Society

## ***CV SECTION 2: Publications/Scholarly Record***

### **PUBLISHED WORKS**

\*denotes student author/co-author.

### **Refereed Journal Articles:**

40. **Fisher, G. G.**, Truxillo, D., Finkelstein, L. & Wallace, L. E.\* (in press). Age discrimination: Potential for adverse impact and differential prediction related to age. *Human Resources Management Review*. doi: 10.1016/j.hrmr.2016.06.001
39. Fragoso, Z. L.\*, Holcombe, K. J.\*, McCluney, C. L.\*, **Fisher, G. G.**, & McGonagle, A. K., & Friebe, S. J. (in press). Burnout and engagement: Relative importance of predictors and outcomes in two healthcare worker samples. *Workplace Health & Safety*. doi: 10.1177/2165079916653414
38. Wu, C.\*, Odden, M. C., **Fisher, G. G.**, & Stawski, R. S. (in press). The association of retirement age with mortality: A population-based longitudinal study among older adults in the United States. *Journal of Epidemiology and Community Health*.
37. Moses, X. J. E., Walters, K. M.\*, & **Fisher, G. G.** (2016). What factors are associated with occupational health office staffing, job stress, and job satisfaction? *Journal of Occupational and Environmental Medicine*, 58 (6), 567-574. **\*selected for the Continuing Medical Education (CME) Exam – June, 2016.** doi: 10.1097/JOM.0000000000000741
36. **Fisher, G. G.** (2016). Additional financial status measures to consider: Commentary on Sinclair and Cheung (2016). *Stress and Health*. Invited commentary. Advanced online publication. doi:10.1002/smi.2681
35. **Fisher, G. G.**, Ryan, L. H., Sonnega, A., & Naudé, M. N.\* (2016). Job lock, retirement and psychological well-being in the U.S. *Work, Aging, and Retirement*. Advanced online publication. <http://dx.doi.org/10.1093/workar/waw004>
34. **Fisher, G. G.**, Chaffee, D. S.\*, & Sonnega, A. (2016). Retirement timing: A review and recommendations for future research. *Work, Aging and Retirement*, 2, 230-261. <http://dx.doi.org/10.1093/workar/waw001>

33. Spitzmueller, C., Wang, Z.\*, Zhang, J.\*, Perks, C.\*, **Fisher, G. G.**, Matthews, R. A., & Strathearn, L. (2015). Got milk? Workplace factors related to breastfeeding among working mothers. *Journal of Organizational Behavior*. Advanced online publication. doi:10.1002/job.2061
32. **Fisher, G. G.**, Matthews, R. A., & Gibbons, A. M. (2016). Developing and investigating the use of single-item measures in organizational research. *Journal of Occupational Health Psychology*, 21(1), 3-23. <http://dx.doi.org/10.1037/a0039139> PMID: 25894198
31. **Fisher, G. G.** & Sandell, K.\* (2015). Sampling in industrial-organizational psychology research: Now what? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 232-237. doi:10.1017/iop.2015.31
30. Solove, E.\*, **Fisher, G. G.**, & Kraiger, K. (2015). Coping with job loss and reemployment: A two-wave study. *Journal of Business and Psychology*, 30(3), 529-541. doi:10.1007/s10869-014-9380-7 PMID: PMC4532718  
**Recognized with a “2015 Editor Commendation,” December, 2015.** (One of 9 papers out of 500 submissions to receive this honor.)
29. Andel, R., Infurna, F., Hahn, E., Crowe, M., Marchiondo, L., & **Fisher, G. G.** (2015). Job strain and trajectories of change in episodic memory before and after retirement: Results from the Health and Retirement Study. *Journal of Epidemiology and Community Health*. Advanced online publication. doi:10.1136/jech-2014-204754 PMID: 25605865
28. Kotagal, V., Langa, K. M., Plassman, B. L., **Fisher, G. G.**, Giordani, B. J., Wallace, R. B., Burke, J. R., Steffens, D. C., Kabeto, M., Albin, R. L., & Foster, N. L. (2015). Factors associated with cognitive evaluations in the United States. *Neurology*, 84(1), 64-71. doi:10.1212/wnl.0000000000001096
27. McGonagle, A. K., **Fisher, G. G.**, Barnes-Farrell, J. L., & Grosch, J. W. (2015). Individual and work factors related to perceived work ability and labor force outcomes. *Journal of Applied Psychology*, 100(2), 376-398. doi:10.1037/a0037974 PMID: 25314364
26. **Fisher, G. G.**, Stachowski, A., Infurna, F. J., Faul, J. D., Grosch, J., & Tetrick, L. E. (2014). Mental work demands, retirement, and longitudinal trajectories of cognitive functioning. *Journal of Occupational Health Psychology*, 19(2), 231-242. doi:10.1037/a0035724 PMID: 24635733  
**(Award recipient: Best Paper in the Journal of Occupational Health Psychology in 2013-2014, awarded by the Journal of Occupational Health Psychology at the APA/NIOSH/SOHP Work, Stress, and Health conference, May, 2015.)**
25. Moses, X. J. E.\*, Walters, K. M.\*, & **Fisher, G. G.** (2014). The AOHP 2014 staffing survey: Building on previous work. *Journal of the Association of Occupational Health Professionals in Healthcare*, 34(3), 12-19.
24. González, H. M., Tarraf, W., Bowen, M. E., Johnson-Jennings, M. D., & **Fisher, G. G.** (2013). What do parents have to do with my cognitive reserve? Life course perspectives on twelve-year cognitive decline. *Neuroepidemiology*, 41, 101-109. doi:10.1159/000350723
23. Brainerd, C. J., Reyna, V. F., Petersen, R. C., Smith, G. E., Kenney, A. E., Gross, C. J., Taub, E. S., Plassman, B. L., & **Fisher, G. G.**, (2013). The apolipoprotein e genotype predicts longitudinal transitions to mild cognitive impairment but not to Alzheimer’s dementia: Findings from a nationally representative study. *Neuropsychology*, 27(1), 86-94. doi:10.1037/a0030855

22. Gure, T. R., Langa, K. M., **Fisher, G. G.**, Piette, J. D., & Plassman, B. L. (2013). Functional limitations in older adults who have cognitive impairment without dementia. *Journal of Geriatric Psychiatry and Neurology*, 26(2), 78-85. doi:10.1177/0891988713481264
21. Ratnasingam, P., Spitzmueller, C., King, W. R., Rubino, C., Luksyte, A., Matthews, R. A., & **Fisher, G.** (2012). Can on-site childcare have detrimental work outcomes? Examining the moderating roles of family supportive organizational perceptions and childcare satisfaction. *Journal of Occupational Health Psychology*, 17(4), 435-444. doi:10.1037/a0029538 PMID: 22888861
20. Dodge, H. H., Buracchio, T. J., **Fisher, G. G.**, Kiyohara, Y., Meguro, K., Tanizaki, Y., & Kaye, J. A. (2012). Trends in the prevalence of dementia in Japan. *International Journal of Alzheimer's Disease*, 1-11. doi:10.1155/2012/956354
19. Rogers, M. A. M., Levine, D. A., Blumberg, N., **Fisher, G. G.**, Kabeto, M., & Langa, K. M. (2012). Antigenic challenge in the etiology of autoimmune disease in women. *Journal of Autoimmunity*, 38, J97-J102. doi:10.1016/j.jaut.2011.08.001
18. **Fisher, G. G.**, Franks, M. M., Plassman, B. L., Brown, S. L., Potter, G. G., Llewellyn, D. J., Rogers, M. A. M., & Langa, K. M. (2011.) Caring for individuals with dementia and cognitive impairment, not dementia: Findings from the Aging, Demographics, and Memory Study (ADAMS). *Journal of the American Geriatrics Society*, 59(3), 488-494. doi:10.1111/j.1532-5415.2010.03304.x PMID: PMC3646395
17. Plassman, B. L., Langa, K. M., McCammon, R. J., **Fisher, G. G.**, Potter, G. G., Burke, J. R., Steffens, D. C., Foster, N. L., Giordani, B., Unverzagt, F. W., Welsh-Bohmer, K. A., Heeringa, S. H., Weir, D. R., & Wallace, R. B. (2011). Incidence of dementia and cognitive impairment, not dementia in the United States. *Annals of Neurology*, 70(3), 418-426. doi:10.1002/ana.22362 PMID: PMC3139807
16. Llewellyn, D. J., Lang, I. A., Matthews, F. E., Plassman, B. L., Rogers, M. A. M., Morgenstern, L. B., **Fisher, G.G.**, Kabeto, M. U., & Langa, K. M., (2010). Vascular health, diabetes, APOE and dementia: The Aging, Demographics, and Memory Study. *Alzheimer's Research and Therapy*, 2(3), 19-26. doi: 10.1186/alzrt43
15. Shultz, K. S., Wang, M., Crimmins, E. M., & **Fisher, G. G.** (2010). Age differences in the demand control model of work stress: An examination of data from 15 European countries. *Journal of Applied Gerontology*, 29, 21-47. doi:10.1177/0733464809334286
14. **Fisher, G. G.**, Bulger, C. A., & Smith, C. S. (2009). Beyond work and family: A measure of work/non-work interference and enhancement. *Journal of Occupational Health Psychology*, 14(4), 441-456. doi:10.1037/a0016737 PMID: 19839663
13. Steffens, D. C., **Fisher, G. G.**, Langa, K. M., Potter, G. G., & Plassman, B. L. (2009). Prevalence of depression among older Americans: The Aging, Demographics, and Memory Study. *International Psychogeriatrics*, 21(5), 879-888. doi:10.1017/s1041610209990044
12. Rogers, M. A. M., Plassman, B. L., Kabeto, M., **Fisher, G. G.**, McArdle, J. J., Llewellyn, D. J., Potter, G. G., & Langa, K. M. (2009). Parental education and late-life dementia in the United States. *Journal of Geriatric Psychiatry and Neurology*, 22(1), 71-80. doi:10.1177/0891988708328220
11. Plassman, B. L., Langa, K. M., **Fisher, G. G.**, Heeringa, S. G., Weir, D. R., Ofstedal, M. B., Burke, J. R., Hurd, M. D., Potter, G. G., Rodgers, W. L., Steffens, D. C., McArdle, J. J., Willis, R. J., & Wallace, R. B.

- (2008). Prevalence of cognitive impairment without dementia in the United States. *Annals of Internal Medicine*, 148(6), 427-434. doi:10.7326/0003-4819-148-6-200803180-00005 PMID 18347351
10. González, H. M., Bowen, M. E., & **Fisher, G. G.** (2008). Memory decline and depressive symptoms in a nationally representative sample of older adults: The Health and Retirement Study (1998 – 2004). *Dementia and Geriatric Cognitive Disorders*, 25, 266-271. doi: 10.1159/000115976
  9. McArdle, J. J., **Fisher, G. G.**, & Kadlec, K. M. (2007). Latent variable analyses of age trends of cognition in the Health and Retirement Study, 1992 – 2004. *Psychology and Aging*, 22(3), 525-545. doi:10.1037/0882-7974.22.3.525 PMID: 17874952
  8. Plassman, B. L., Langa, K. M., **Fisher, G. G.**, Heeringa, S. G., Weir, D. R., Ofstedal, M. B., Burke, J. R., Hurd, M. D., Potter, G. G., Rodgers, W. L., Steffens, D. C., Willis, R. J., & Wallace, R. B. (2007). Prevalence of dementia in the United States: The Aging, Demographics, and Memory Study. *Neuroepidemiology*, 29, 125-132. doi:10.1016/j.jalz.2009.04.1076 PMID: PMC2705925
  7. Langa, K. M., Plassman, B. L., Wallace, R. B., Herzog, A. R., Heeringa, S. G., Ofstedal, M. B., Burke, J. R., **Fisher, G. G.**, Fultz, N. H., Hurd, M. D., Potter, G. G., Rodgers, W. L., Steffens, D. C., Weir, D. R., & Willis, R. J. (2005). The Aging, Demographics and Memory Study: Study design and methods. *Neuroepidemiology*, 25, 181-191. doi:10.1159/000087448
  6. Fultz, N. H., **Fisher, G. G.**, & Jenkins, K. R. (2004). Does urinary incontinence affect older women's time use and activity patterns? *Obstetrics and Gynecology*, 104(6), 1327-1334. doi: 10.1097/01.aog.0000143829.21758.3c
  5. Fuller, J. A., Stanton, J. M., **Fisher, G. G.**, Spitzmueller, C., Russell, S. S., & Smith, P. C. (2003). A lengthy look at the daily grind: Time series analysis of events, mood, stress, and satisfaction. *Journal of Applied Psychology*, 88(6), 1019-1033. doi: 10.1037/0021-9010.88.6.1019
  4. Stanton, J. M., Sinar, E. F., Balzer, W. K., Julian, A. L., Thoresen, P., Aziz, S., **Fisher, G. G.**, & Smith, P. C. (2002). Development of a compact measure of job satisfaction: The abridged job descriptive index. *Educational and Psychological Measurement*, 62, 173-191. doi: 10.1177/001316
  3. Rogelberg, S. G., **Fisher, G. G.**, Maynard, D. C., Hakel, M. D., & Horvath, M. D. (2001). Attitudes toward surveys: Development of a measure and its relationship to respondent behavior. *Organizational Research Methods*, 4, 3-25. doi: 10.1177/109442810141001
  2. Highhouse, S., Stierwalt, S. L., Bachiochi, P., Elder, A. E., & **Fisher, G. G.** (1999). Effects of advertised human resource management practices on attraction of African American applicants. *Personnel Psychology*, 52, 425-442. doi: 10.1111/j.1744-6570.1999.tb00167.x
  1. McClough, A. C., Rogelberg, S. G., **Fisher, G. G.**, & Bachiochi, P. D. (1998). Cynicism and the quality of an individual's contribution to an organizational diagnostic survey. *Organization Development Journal*, 16(2), 31-42.

## Refereed Chapters in Books:

\*denotes student author/co-author

14. Stawski, R. S., Fenn, M. L.\*, Wu, C.\*, & **Fisher, G. G.** (in press). Military service and longitudinal changes in memory performance during adulthood and old age. In R. Spiro (Ed.). *Long-term outcomes of military service: Perspectives on health and well-being*. Washington, D.C.: American Psychological Association.
13. **Fisher, G. G.** (in press). Archival data/ secondary data techniques. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology (2<sup>nd</sup> edition)*. Thousand Oaks, CA: Sage Publications.
12. Cleveland, J. N., **Fisher, G. G.**, & Walters, K. M.\* (in press). The intersection of positive organizations and maturing workers. In M. Steger, L. Oades, A. Delle Fave, & J. Passmore (Eds.) *The Wiley Blackwell handbook of positive psychology at work*.
11. Shultz, K. S. & **Fisher, G. G.** (in press). Aging and retirement behavior. In L. M. Riby (Ed.), *Handbook of gerontology research methods: Understanding successful aging*.
10. **Fisher, G. G.**, Sonnega, A., & Chaffee, D. S.\* (2015). Early and unplanned retirement. In N. Pachana (Ed.). *Encyclopedia of geropsychology*. Springer Singapore.
9. **Fisher, G. G.**, Valley, M. A.\*, & Toppinen-Tanner, S., & Mattingly, V. P.\* (in press). Parental leave and return to work. In C. Spitzmueller & R. A. Matthews (Eds.) *Research perspectives on work and the transition to motherhood*. New York: Springer.
8. **Fisher, G. G.**, Ryan, L. H., & Sonnega, A. (2015). Prolonged working years: Consequences and directions for interventions. In J. Vuori, R. Blonk, & R. H. Price (Eds.) *Sustainable working lives: Managing work transitions and health throughout the life course* (pp.269-288). Netherlands: Springer.
7. Cleveland, J. N., **Fisher, G. G.**, & Sawyer, K. (2015). Work-family equality: Importance of a level playing field at home. In M. J. Mills (Ed.) *Gender and the work/family experience: An intersection of two domains*. (pp. 179-201). New York, NY: Springer.
6. **Fisher, G. G.** & Barnes-Farrell, J. L. (2013). Use of archival data in OHP research. In M. Wang, R. R. Sinclair, & L. E. Tetrick (Eds). *Research methods in occupational health psychology: State of the art in measurement, design, and data analysis* (pp. 290-322). New York, NY: Routledge.
5. **Fisher, G. G.** & Willis, R. J. (2013). Research methods in retirement research. In M. Wang (Ed.), *The Oxford Handbook of Retirement* (pp. 177-201). New York: Oxford University Press.
4. Matthews, R. A. & **Fisher, G. G.** (2013). The role of work and family in the retirement process: A review and new directions. In M. Wang (Ed.), *The Oxford handbook of retirement* (pp. 354-370). New York: Oxford University Press.
3. Bulger, C. A. & **Fisher, G. G.** (2012). Ethical imperatives of work/life balance. In N. P. Reilly, M. J. Sirgy & C. A. Gorman (Eds.), *Work and quality of life: Ethical practices in organizations* (pp. 181-200). New York: Springer.
2. Wallace, R. B., & **Fisher, G. G.** (2009). Health promotion and wellness programs for older workers. In S. J. Czaja & J. Sharit (Eds.), *Aging and work: Issues and implications in a changing landscape*. Baltimore, MD:

Johns Hopkins University Press.

1. **Fisher, G. G.**, Plassman, B. L., Heeringa, S. G., & Langa, K. M. (2008). Assessing the relationship of cognitive aging and processes of dementia. In S. M. Hofer & D. F. Alwin (Eds.), *The handbook of cognitive aging: Interdisciplinary perspectives* (pp. 340-350). Thousand Oaks, CA: Sage Publications.

#### **Conference Proceedings:**

Henle, C. A., **Fisher, G.**, & Mattingly, V.\* (2015). Beyond the motherhood penalty: Does degree of caregiving responsibility affect job discrimination? *Academy of Management Proceedings*, 2015(1) 18538, doi:0.5465/AMBPP.2015.259.

(Award recipient: *Best Paper and Finalist for Best Convention Paper, HR Division, Academy of Management, August, 2015.*)

#### **Other (e.g. lab texts, book reviews, technical reports, in-house reports):**

**Fisher, G. G.**, Cotter, L.\*, Hassan, H., & McCammon, R. (2015). The Study of Cognition and Aging in the USA: Study Design and Methods Waves 4-7.

**Fisher, G. G.**, McArdle, J. J., McCammon, R. J., Sonnega, A., & Weir, D. R. (2013). New Measures of Fluid Intelligence in the HRS. HRS Documentation Report DR-027. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan.

**Fisher, G. G.**, Hassan, H., Rodgers, W. L., & Weir, D. R. (2013). Health and Retirement Study Imputation of Cognitive Functioning Measures: 1992 – 2010 (Final Release Version). HRS/AHEAD Documentation Report. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [<http://hrsonline.isr.umich.edu/modules/meta/xyear/cogimp/desc/COGIMPdd.pdf>]

Smith, J., **Fisher, G.**, Ryan, L., Clarke, P., House, J., & Weir, D. R. (2013). Documentation of psychosocial measures in the HRS: 2006-2010. HRS/AHEAD Documentation Report. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [<http://hrsonline.isr.umich.edu/sitedocs/userg/HRS2006-2010SAQdoc.pdf>]

Harris, T. C, Tracy, A. J., & **Fisher, G. G.** (2010). *2010 Predictive Index Technical Overview*. Wellesley Hills, MA: PI Worldwide.

**Fisher, G. G.**, Servais, M. A., & Plassman, B. L. (2010). Health and Retirement Study: Aging, Demographics, and Memory Study (ADAMS) Supplement Data Description and Usage for Tracker, Wave A, Wave B, Wave C, Wave D. Early Data Release (v. 7.0, December, 2010). Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [<http://hrsonline.isr.umich.edu/modules/meta/adams/desc/adams1dd.pdf>]

**Fisher, G. G.**, Hassan, H., Rodgers, W. L., & Weir, D. R. (2009). Health and Retirement Study Imputation of Cognitive Functioning Measures: 1992 – 2006. HRS/AHEAD Documentation Report. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan.

Clarke, P. **Fisher, G. G.**, House, J., Smith, J. & Weir, D. R. (2007). Guide to Content of the HRS Psychosocial Leave- Behind Participant Lifestyle Questionnaires: 2004 – 2006. HRS/AHEAD Documentation Report. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [<http://hrsonline.isr.umich.edu/sitedocs/userg/HRS2006LBQscale.pdf>]

- Heeringa, S. G., **Fisher, G. G.**, Hurd, M., Langa, K. M., Ofstedal, M. B., Plassman, B. L., Rodgers, W. L., & Weir, D. R. (2007, 2009). Sample Design, Weighting, and Analysis for ADAMS. HRS/AHEAD Documentation Report. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [[http://hrsonline.isr.umich.edu/sitedocs/userg/ADAMSSampleWeights\\_Jun2009.pdf](http://hrsonline.isr.umich.edu/sitedocs/userg/ADAMSSampleWeights_Jun2009.pdf)]
- Fisher, G. G.**, Faul, J., Weir, D. R., & Wallace, R. B. (2005). Documentation of chronic health conditions measures in HRS and AHEAD. HRS/AHEAD Documentation Report DR-009. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [<http://hrsonline.isr.umich.edu/sitedocs/userg/dr-009.pdf>]
- Ofstedal, M. B., **Fisher, G. G.**, & Herzog, A. R. (2001). Documentation of cognitive functioning measures in the health and retirement study. HRS/AHEAD Documentation Report DR-006. Ann Arbor, MI: Survey Research Center, Institute for Social Research, University of Michigan. [<http://hrsonline.isr.umich.edu/sitedocs/userg/dr-006.pdf>]
- Fisher, G. G.**, Fuller, J., & Stanton, J. (2001). Summary Report: Longitudinal Study of Organizational Stressors Among BGSU Classified and Administrative Staff. Job Descriptive Index Administrative Office, Bowling Green State University, Bowling Green, Ohio.
- Fisher, G.**, Mohr, D., & Rogelberg, S. G. (2000). The Andersons Climate Assessment. Available through the Institute for Psychological Research and Application, Bowling Green State University, Bowling Green, Ohio.
- Hoffman, J. R., Elder, A., Stierwalt, S., **Fisher, G.**, Basi, R. , Crewe, B., & Hakel, M. D. (1997). Development of a 360- degree Feedback System for Texas School Principals. Available through the Institute for Psychological Research and Application, Bowling Green State University, Bowling Green, Ohio.
- Fisher, G.**, Hoffman, J., & Rogelberg, S. (1997). *Mid-Am Information Services customer satisfaction survey*. Available through the Institute for Psychological Research and Application, Bowling Green State University, Bowling Green, Ohio.
- Bachiochi, P. & **Fisher, G.** (1997). Students rate corporate America: The NSBE 50 Employer Preference Survey. *National Society of Black Engineers*, November/December, p. 34-42.
- Castiglione, T., Cowley, A., **Fisher, G.**, O'Connor, G., Robie, C., Shepherd, W., Ury, K., Yonker, R., Rogelberg, S., & Bachiochi, P. (1996). *Recommendations for organizational development at the Sandusky County Department of Human Services*. Available through the Institute for Psychological Research and Application, Bowling Green State University, Bowling Green, Ohio.
- Fisher, G.**, Maach, B., & Rogelberg, S. (1996). *Mid-Am Information Services customer satisfaction survey*. Available through the Institute for Psychological Research and Application, Bowling Green State University, Bowling Green, Ohio.

### **Externally-Funded Projects as PI**

*2015-2020 Mountain and Plains Education and Research Center*

Amount: ~\$970,000 over 5 years

Role: OHP Training Program Director

Principal Investigator in Psychology. Newman (PI), Agency: National Institute for Occupational Safety and Health (NIOSH). The purpose of the funding is to provide formal training in occupational health



psychology for doctoral psychology students. Occupational health psychologists apply psychological theories and research methods to protect and promote worker safety, health and well-being. Occupational Health Psychology takes a comprehensive view of the work environment, including the way work is organized (e.g., shift work) as well as the culture of the organization. The Mountain & Plains Education and Research Center (ERC) is one of only two NIOSH ERCs to support a graduate training program in Occupational Health Psychology (OHP). The MAP ERC is an interdisciplinary collaboration between psychology, environmental health and radiological sciences (industrial hygiene, ergonomics, and health physics), occupational medicine, and public health. My role is to oversee the training of students in OHP.

*2015 Perceived Work Ability, Individual Characteristics, and Labor Force Outcomes*

Amount: \$83,733

Role: Principal Investigator. Agency: Alfred P. Sloan Foundation.

This project will analyze existing data linked from two sources, the Health and Retirement Study and the Occupational Information Network (O\*NET) database, to study two novel research questions regarding workers' perceptions of their work ability (i.e., job-related functional capacity). Work ability is a known leading indicator of workforce departure. Objectives are twofold: first, we will examine cognition and depression as antecedents to and outcomes of workers' perceptions of work ability and retirement expectations, and second, we will examine psychological consequences of continued work despite low levels of perceived work ability, along with exogenous predictors of such continued work and workplace buffers (moderators) of this relationship.

*2013-2015 Mountain and Plains Education and Research Center*

Amount: \$294,000 over 2 years

Role: OHP Training Program Director

Principal Investigator in Psychology. Newman (PI), Agency: National Institute for Occupational Safety and Health (NIOSH). The purpose of the funding is to provide formal training in occupational health psychology for doctoral psychology students. Occupational health psychologists apply psychological theories and research methods to protect and promote worker safety, health and well-being. Occupational Health Psychology takes a comprehensive view of the work environment, including the way work is organized (e.g., shift work) as well as the culture of the organization. The Mountain & Plains Education and Research Center (ERC) is one of only two NIOSH ERCs to support a graduate training program in Occupational Health Psychology (OHP). The MAP ERC is an interdisciplinary collaboration between psychology, environmental health and radiological sciences (industrial hygiene, ergonomics, and health physics), occupational medicine, and public health. My role is to oversee the training of students in OHP.

*2011-2016, R37 AG007137, Assessing and Improving Cognitive Measurements in the HRS*

Amount: \$3,582,981 (U of Michigan Subcontract), \$356,628 (CSU Subcontract)

Role: U of Michigan Subcontract Co-PI/CSU Subcontract PI, Willis/McFall (U of Michigan Subcontract Co-PI), McArdle (PI), Agency: NIH-NIA;

This grant funds analysis of existing Health and Retirement Study (HRS) cognitive measures and longitudinal data collection to study cognitive functioning among a national sample of older Americans. Data will be used to develop new cognitive measures that assess a broader content domain of cognition in the HRS. My role is to oversee the data collection and development of datasets for public release.

*2013-2015, CDC-NIOSH- 200-2013-M-56839, Health Promotion among Older Workers*

Amount: \$10,000

Role: Principal Investigator, Agency, National Institute for Occupational Safety and Health (NIOSH).

This project involves building a dataset for analysis using data from the Health and Retirement Study 2012 module about health promotion programs, linking data to the longitudinal core HRS, conducting data analyses and writing manuscripts for publication that summarize the prevalence of various types of health promotion programs and examine individual and work-related factors that predict participation in health promotion programs. My role is to lead the work on this project and work with NIOSH colleague, Jim Grosch, and others in psychology, public health, and medicine to interpret results and write manuscripts for publication.

*2010-2013, CDC-NIOSH-254-2010-M-37002, HRS/O\*NET Linkage*

Amount: \$60,000

Role: Principal Investigator, Agency: National Institute for Occupational Safety and Health (NIOSH). This project involves 1) linking data from the HRS to the Occupational Information Network (or O\*NET), a database developed by the U.S. Department of Labor which contains information for a wide range of worker attributes and job characteristics, and workplace factors from the O\*NET that predict health outcomes in the HRS and 2) analyzing data on work environment characteristics in the Health and Retirement Study psychosocial questionnaire. My role is to oversee the data management and data linkage, conduct data analyses, and interpret results using the linked dataset.

*2010-2011, P30 AG12846, MiCDA Pilot Grant: Work Ability among Older Workers in the HRS*

Amount: \$13,905

Role: MiCDA Pilot Project PI. Lam (PI, Michigan Center for the Demography of Aging (MiCDA)), Agency: NIH-NIA. This project examines work ability using data from the 2008 wave of the Health and Retirement Study. Specifically, this project aims to 1) describe the sociodemographic characteristics of U.S. workers in relation to various levels of work ability, 2) identify antecedents of work ability for different demographic and occupational sectors of the older workforce, and 3) compare U.S. work ability results to prior research conducted in Europe. My role is to lead this project.

*2009-2010, CDC – 200-2009-M-30331, CDC Cognition Analysis*

Amount: \$12,000

Role: Principal Investigator, Agency: Centers for Disease Control and Prevention (CDC). This project uses data from the Health and Retirement Study to examine the relationship between cognitive functioning, chronic disease conditions and functional disability in the Health and Retirement Study. My role is to assemble a dataset for analysis, conduct data analyses, interpret results, and summarize results in a manuscript with input from colleagues in public health at the CDC.

### **Externally-Funded Projects as CoPI**

*2014-2015, T42 OH009229-08, Is the Grass Greener? Occupational Health and Wellness in the Marijuana Industry*

Amount: \$13,803

Role: Co-Principal Investigator; \*K. Walters (PI), Agency: NIOSH- Mountain and Plains Education and Research Center. This is a Research-to-Practice (R2P) project designed to reduce illness and injury by increasing knowledge, interventions, and technologies. This project involves conducting a broad survey among workers in licensed Colorado growing and retail cannabis organizations to investigate occupational and environmental safety and health (OESH) issues. The specific aims are to: 1) understand reasons why individuals have chosen to work in the marijuana industry; 2) identify potential health, safety, and psychosocial work stress hazards in the workplace; 3) assess employees' level of awareness of occupational safety and health issues; 4) identify sources of workplace support in place to protect the health and well-being of workers in this industry; and 5) disseminate the results of our investigation and provide training recommendations to industry and business leaders. My role is to

mentor the PI and work closely with him in conducting this project.

*2014-2015, T42 OH009229-08, A Randomized, Waitlist Control Trial: Feasibility of a Mindfulness-Based Stress Reduction Intervention on Healthcare Worker Safety*

Amount: \$12,798

Role: Co-Principal Investigator, \*M. Valley (PI), Agency: NIOSH – Mountain and Plains Education and Research Center. The aim of this project is to design and conduct a randomized waitlist control trial of a workplace mindfulness intervention and evaluate the extent to which the intervention reduces stress and increases safety among nurses. This project is being conducted for the PI's doctoral dissertation.

*2012 Preventable Hospitalizations in Persons with Diagnosed Alzheimer's Disease and other Dementias—Baseline Data for HP2020*

Amount: \$38,000

Role: Co-Principal Investigator, Faul (PI), Agency: National Association of Chronic Disease Directors, To conduct this project, we used data from the Health and Retirement Study (HRS) linked to Medicare data to evaluate the second objective stated above. Specifically, we examined the proportion and correlates of preventable hospitalization in persons with diagnosed dementia or AD. Using the HRS-Medicare linked data, we constructed a dataset of persons diagnosed with dementia or AD. Longitudinal HRS survey data was matched to administrative Medicare records for respondents who previously consented to have their Medicare data released. This is a collaborative effort between psychology, epidemiology, and medicine. My role is to assist the PI with data management, analysis, and interpretation.

### **Externally-Funded Projects as Investigator or role other than PI or CoPI**

*2013-2015, R01 AG043656, A 55-Year Follow-Up of Project Talent Twins, Siblings, and Classmates*

Amount: \$850,000

Role: Consultant, Prescott (PI), Agency: NIH-NIA. The purpose of this project is to conduct a follow-up primary data collection among twins, siblings, and classmates of the original Project Talent research study, originally conducted in the 1960s. My role is to provide the PI and study team with recommendations for survey design regarding measures of occupation and employment and to help with interpretation of results and writing results for publication.

*2013-2015, R03 AG045391, Public Costs of Hard Work: Lifetime Job Characteristics and Medicare Utilization*

Amount: \$50,000

Role: Co-Investigator, Nicholas (PI), Agency: NIH-NIA. The purpose of this study is to link data from HRS and linked HRS CMS (Medicare) data files with data from the Occupational Information Network (O\*NET) that describes the characteristics of jobs, and to examine how job characteristics are related to healthcare costs among older adults. This is a collaborative project with colleagues in health economics, medicine and public health. My role is to provide recommendations regarding use of the O\*NET data, and assist with interpretation of results and writing manuscripts for publication.

*2012-2014, R03 AG042919, Life Events, Depression, and Cognition in Older Age: An Intraindividual Approach*

Amount: \$50,000

Role: Co-Investigator, Stawski (PI), Agency: NIH-NIA, This project uses data from the Health and Retirement Study (HRS) to document population trends in life events, and understand at the within-person level how life events affect cognitive function and depressive symptoms at older ages. My role in this project is to assist with data management, provide input and expertise regarding the content and methodology regarding the HRS, and assist with interpreting results and writing manuscripts for

publication.

*2011-2013 A Census-Enhanced Health and Retirement Study: Create and Analyze*

Amount: \$4,398,616

Role: Co-Investigator, Levenstein (PI), Agency: Alfred P. Sloan Foundation. This project will create and analyze datasets that combine the Health and Retirement Study (HRS) with data from the Census Bureau from the firms where HRS respondents have worked. With the permission of HRS respondents, the project will use information from their Social Security records to match to Census Bureau data on their employers. These data will be used to study a number of issues, especially related to work and retirement of older Americans. In conjunction with creating this linked dataset and with carrying out this research, the project will develop variables about the businesses that employ HRS respondents that can be made available to the research community.

*2012-2017 U01 AG009740, Health and Retirement Study*

Amount: \$86,846,000

Role: Research Scientist, Weir (PI), Agency: NIH-NIA, The Health and Retirement Study is the nation's pre-eminent resource for publicly-available data on the economic well-being and physical and mental health of its older population. Its longitudinal design allows rigorous examination of causal pathways among social, psychological, economic, and health variables and the impact of policy changes on these relationships. The overall goal is to collect three more waves of data through 2016. This project is a large interdisciplinary effort with economists, sociologists, medical doctors, epidemiologists, and psychologists. My role is to assist with survey design, developing programming specifications, examine data quality, and write technical documentation for data users.

*2009-2011, RC2 AG036554, National Trends in Brain Health: A Follow-Up Study of CIND and Dementia in the US*

Amount: \$1,100,000

Role: Research Scientist, Weir (PI), Agency: NIH-NIA. This ARRA project collects data that will lead to a better understanding of trends in the prevalence, causes, and outcomes of dementia in the US and will, therefore, have major public health and public policy implications as we now enter the period of the most rapid growth of the elderly population in our history. My role is to assist with survey design and data analysis, examine data quality, and interpret results.

*2009-2011, R21 AG032456-01A1, Harmonization of Longitudinal Cross-National Surveys of Aging,*

Amount: \$350,000

Role: Research Scientist, Smith (PI), Agency: NIH-NIA. This project builds on the experiences gained from previous comparisons of the associations between social status and health using data from the Health and Retirement Study (HRS) and the English Longitudinal Study of Ageing (ELSA). Specifically, our aim is to develop a platform that will enable researchers in HRS to join with those in ELSA and also the Survey of Health, Aging and Retirement in Europe (SHARE) to optimize comparative investigations of the dynamics, correlates, and outcomes of subjective well-being (SWB) in the second half of life. My role is to meet with investigators, provide input regarding concordance of survey questions across surveys, and discuss methods of harmonization.

*2006-2010, R01 AG027101, Patterns and Predictors of Cognitive Decline*

Amount: \$924,000

Role: Co-Investigator, Langa (PI), Agency: NIH-NIA. This grant funds data analysis of the Aging, Demographics, and Memory Study, a supplement to the HRS to examine dementia and cognitive decline among a nationally representative sample of older Americans. This project is a collaborative effort among researchers in medicine, public health, neuropsychology, neurology, sociology, and economics.

My role is to develop datasets for analysis, analyze data, and assist with writing manuscripts for publication.

*2005-2009, P01 AG026571, Behavior on Surveys and in the Economy Using HRS*

Amount: \$1,070,773

Role: Research Scientist, Willis (PI), Agency: NIH-NIA. This grant examines the role of cognitive and affective functioning to increase our understanding of probabilistic thinking and well-being in relation to utility and economic behavior. This project is a collaboration among researchers in economics and sociology. My role is to assist with survey design and programming, documentation, data analysis, and advise on use of cognitive measures in econometric analysis.

*2005-2011, U01 AG009740, Health and Retirement Study*

Amount: \$78,000,000

Role: Research Scientist, Weir (PI), Agency: NIH-NIA. This grant funds multiple waves of data collection on a panel study designed to follow a nationally representative sample of persons aged 51 years and over in order to provide data on employment and health transitions, and the ways in which resources, public and private, financial and familial, are organized in response to such changes. This project is a large interdisciplinary effort with economists, sociologists, medical doctors, epidemiologists, and psychologists. My role is to assist with survey design, developing programming specifications, examine data quality, and write technical documentation for data users.

*2000-2005 U01 AG009740, Health and Retirement Study*

Amount: \$53,800,000

Role: Research Associate, Willis (PI), Agency: NIH-NIA. This grant funds multiple waves of data collection on a panel study designed to follow a nationally representative sample of persons aged 51 years and over in order to provide data on employment and health transitions, and the ways in which resources, public and private, financial and familial, are organized in response to such changes. This project is a large interdisciplinary effort with economists, sociologists, medical doctors, epidemiologists, and psychologists. My role is to test computerized (CAPI and CATI) survey applications, examine data quality, and write technical documentation for data users.

*2000-2005 U01 AG009740, Aging, Demographics, and Memory Study (ADAMS), supplement to HRS*

Amount: \$6,866,283

Role: Research Scientist, Willis (PI), Agency: NIH-NIA. This grant funds the collection of neuropsychological assessment data for the evaluation and diagnosis of dementia in a national subsample of respondents in the Health and Retirement Study. This project is a collaborative interdisciplinary effort among researchers at Duke University, University of Michigan, University of Iowa, and RAND in neuropsychology, social psychology, sociology, economics, medicine, epidemiology, and biostatistics. My role is to serve as the University of Michigan project manager and primary liaison with HRS, assist with sampling, development of sample weights, data analysis, development of public release datasets, and writing of manuscripts for publication.

### **Internally-Funded Awards**

*2013-2014, Recruiting Students for Training in Occupational Health Psychology*

Amount: \$1,000

Role: Principal Investigator, Colorado State University Graduate School. The purpose of this grant was to fund travel expenses for prospective doctoral students being recruited for the Industrial/Organizational Psychology program who have research interests in occupational health psychology.

**PAPERS, PRESENTED/SYMPOSIA/INVITED LECTURES/PROFESSIONAL  
MEETINGS/WORKSHOPS**

**Peer-Reviewed National and International Conference Presentations:**

- Fisher, G. G.**, Wallace, L. E., Ryan, L. H., McCammon, R. J., & McArdle, J. J. (2016, November). Internet usage among older adults: Findings from the Health and Retirement Study 2002-2014. Paper submitted for presentation at the Annual Meeting of the Gerontological Society of America. November, 2016. New Orleans, LA.
- Fisher, G. G.**, Newman, L., Menger, L. M., & Tenney, L. (2016, August). Challenges, opportunities, and best practices in promoting health for individuals, families, and organizations. Invited session to be conducted at the Annual Convention of the American Psychological Association. August 6, 2016. Denver, CO.
- Fisher, G. G.** Current status and future directions of retirement research. In M. Beier (Chair), Aging at Work and Retirement. Symposium to be conducted at the 28th Annual Convention of the Association for Psychological Science. May 26-29, 2016. Chicago, IL.
- Fisher, G. G.**, McGonagle, A. M., & Chaffee, D. S.\* Depressive symptoms, cognitive functioning, work ability, and retirement expectations. In G. G. Fisher & D. M. Truxillo (Co-chairs), Working Longer: Factors Related to Continued Work for Older Workers. Symposium conducted at the 2016 Annual Conference of the Society for Industrial/Organizational Psychology. April 14-16, 2016. Anaheim, CA.
- Fisher, G. G.**, Mattingly, V. P.\*, Elatova, A.\*, Thompson, A.\* & Spitzmueller, C. (2016, April). In I. Co & K. N. Miner (Co-chairs), Diversity and Differences in the University: Findings from the Trenches. Symposium conducted at the 2016 Annual Conference of the Society for Industrial/Organizational Psychology. April 14-16, 2016. Anaheim, CA.
- Fisher, G. G.** & Sandell, K. (2016, April). The case for better sampling. In R. Landers & T. Behrend (Co-chairs) IGNITE debate: Should we trust or avoid online convenience samples? IGNITE session conducted at the 2016 Annual Conference of the Society for Industrial/Organizational Psychology. April 14-16, 2016. Anaheim, CA.
- Barnes-Farrell, J. L. & **Fisher, G. G.** (2016, April). Generational shifts in the workplace and the impending retirement tsunami. Community of Interest session conducted at the 2016 Annual Conference of the Society for Industrial/Organizational Psychology. April 14-16, 2016. Anaheim, CA.
- Wu, C.\*, Stawski, R. S., Odden, M., & **Fisher, G. G.** (2015, November). The association of retirement age with mortality: A population-based longitudinal study among older adults in the United States. Annual Meeting of the Gerontological Society of America. November 19, 2015. Orlando, FL.
- Fisher, G. G.**, Ryan, L. H., Sonnega, A., & Naude, M. N.\* (2015, November). Job lock, work/retirement status, and well-being. Sloan Aging and Work Network Meeting. November 18, 2015. Orlando, FL.
- Fisher, G. G.**, Chaffee, D. S.\*, & Sonnega, A. (2015). Retirement timing: A model and recommendations for future research. Paper presented at the Small Group Meeting on Age in the Workplace. November 5-7, 2015. Limerick, Ireland.
- Henle, C. A., **Fisher, G. G.**, & Mattingly, V. P.\* (2015). Beyond the motherhood penalty: Does degree of caregiving responsibility affect job discrimination. Paper presented at the 2015 Academy of Management

Meeting. August 7-11, 2015, Vancouver, CA.

**(Award recipient: *Best Paper* and *Finalist for Best Convention Paper* in the HR Division of the Academy of Management presented at the 2015 Academy of Management Conference.)**

Sonnega, A., McCluney, C.\*, Ryan, L. H., & **Fisher, G. G.** (2015). Who works longer? Results from the Health and Retirement Study. In J. Vuori (Chair), Working or retiring – how to enhance employees’ motivation and work ability for longer careers. Symposium presented at the 11th International APA/NIOSH/SOHP Work, Stress & Health Conference, May 6-9, 2015. Atlanta, GA.

Naude, M. N.\*, & **Fisher, G. G.** (2015). Development of a measure of work-related underload. Poster presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, & Health. May 6-9, Atlanta, GA.

McGonagle, A. K. & **Fisher, G. G.** (2015) Working longer with poor work ability and relation to worker well-being. In J. Vuori (Chair), Working or retiring – how to enhance employees’ motivation and work ability for longer careers. Symposium presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, & Health. May 6-9, Atlanta, GA.

**Fisher, G. G.**, Martin, A.\*, Grosch, J. W., Starr, L.T., Newman, L. & Wallace, R. B. (2015) Individual and Work Factors Related to Older Workers’ Health Promotion Program Participation. Paper presented at the 11th International APA/NIOSH/SOHP Work, Stress & Health Conference. May 6-9, 2015. Atlanta, GA.

Menger, L. M.\*, **Fisher, G. G.**, Kaufman, M. R., & Stallones, L. (2015). Challenges and strategies in conducting occupational health research with female commercial sex workers in Kathmandu, Nepal. In G. G. Fisher (Chair), Sex, drugs, and alcohol: Methodological challenges and solutions in occupational health research. Symposium accepted for presentation at the 11th International APA/NIOSH/SOHP Work, Stress & Health Conference. May 6-9, 2015. Atlanta, GA.

Walters, K. M.\*, **Fisher, G. G.**, & Starr, L.T. (2015). Methodological challenges in conducting research among workers in the Colorado marijuana industry. In Fisher, G. G. (Chair). Sex, drugs, and alcohol: Methodological challenges and solutions in occupational health research. Symposium presented at the 11th International APA/NIOSH/SOHP Work, Stress & Health Conference, May 6-9, 2015. Atlanta, GA.

**Fisher, G. G.** (Chair; 2015). Sex, drugs, and alcohol: Methodological challenges and solutions in occupational health research. Symposium presented at the 11th International APA/NIOSH/SOHP Work, Stress & Health Conference, May 6-9, 2015. Atlanta, GA.

Naude, M. N.\*, **Fisher, G. G.**, Ford, M. T., Matthews, R. A., Manning, S.G.\*, & Cleveland, J. N. (2015). Age and work-family conflict and enhancement: A meta-analysis. In E. Cho (chair), Work-family issues in the aging workforce: Trends and consequences. Symposium presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology. April 23-25, 2015. Philadelphia, PA.

**Fisher, G.** (2015). Panelist in Academia, consulting, corporate roles: Differences and similarities among IO Careers. (Z. Byrne, Chair), Panel discussion presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology. April 23-25, 2015. Philadelphia, PA.

**Fisher, G. G.** & Truxillo, D. M. (2015; Co-Chairs). Aging and work issues: Research, best practices, and the future. Panel discussion presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology. April 23-25, 2015. Philadelphia, PA.

- Fragoso, Z.\* , Dvorak, K.\* , McCluney, C.\* , McGonagle, A., & **Fisher, G.** (2015). Burnout and engagement: Construct distinction in two healthcare worker samples. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology. April 23-25, 2015. Philadelphia, PA.
- Stawski, R., **Fisher, G. G.**, Geldhof, G. J., & Wu, C.\* (2014). The impact of life events and education on longitudinal changes in depressive symptomatology in adulthood and old age. Paper presented at the Gerontological Society of America Conference, Washington, DC. November 5-9, 2014.
- Stawski, R., **Fisher, G. G.**, & Wu, C.\* (2014). Prevalence and tenure of military service among older adults: Findings from the Health and Retirement Study (HRS). Paper presented at the Gerontological Society of America Conference, Washington, DC. November 5-9, 2014.
- Grosch, J., **Fisher, G. G.**, Wallace, R. B., & Martin, A\* (2014). Total Worker Health Programs for an Aging Workforce: Results from the Health and Retirement Study, Paper presented at the 1<sup>st</sup> International Symposium to Advance Total Worker Health, Bethesda, MD. October 6-8, 2014.
- Moses, X. J. E.\* , Walters, K. M.\* , & **Fisher, G. G.** (2014). The AOHP 2014 staffing survey: Building on previous work; Creating a benchmark for tomorrow. Presentation given at the Association of Occupational Health Professionals in Healthcare 2014 National Conference. September 10-13, New Orleans, LA.
- Cleveland, J. N., Fisher, G. G., Sawyer, K., & McCarthy, A. (2014). Work-life characteristics among older employed women and men: Implications for effectiveness and well-being. Paper presented at the 17<sup>th</sup> Annual Conference of the Irish Academy of Management. September 3-5, 2014.
- Fisher, G. G.**, Manning, S. G.\* , Weston, J.\* , & McCluney, C.\* (2014). Perceived organizational support for work/life balance: Relation to work and non-work outcomes. In M. J. Mills (chair), Beware the intruder? When work encroaches on recovery time. Symposium presented at the Academy of Management conference. August 1-5, Philadelphia, PA.
- Marchiondo, L. M., **Fisher, G. G.**, Matthews, R. A., & Cortina, L. M. (2014). Bringing it home: implications of incivility for the work/family interface. In C. Spitzmueller & C. L. Thomas (co-chairs), What about the family? Work experiences and family well-being. Symposium presented at the Academy of Management conference. August 1-5, Philadelphia, PA.
- Liu, M.\* , McGonagle, A. K., & **Fisher, G. G.** (2014). Sense of control, job stress, and well-being: A longitudinal examination of older U.S. workers. Paper to be presented at the Academy of Management conference. August 1-5, Philadelphia, PA.
- Sonnega, A., McCluney, C.\* , & Ryan, L. H., & **Fisher, G. G.** (2014). Who works longer? Findings from the Health and Retirement Study. Poster presented at the 26<sup>th</sup> annual convention of the American Psychological Society (APS). May 22-25, 2014. San Francisco, CA.
- Fisher, G. G.**, Wood, N. L.\* , Matthews, R. A., Naude, M.\* & Barnes-Farrell, J. L. (2014). Work/nonwork interference, enhancement, and retirement behavior: Results from the Health and Retirement Study. Poster presented at the Work and Family Researchers Network conference. June 19-21, 2014. New York, NY.
- Fisher, G. G.** (chair) (2014). Working longer: The changing nature of the retirement landscape. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. May 15-17, 2014. Honolulu, Hawaii.



- Fisher, G. G.** & Voyles, E.\* (co-chairs) (2014). Uncovering ageism climate: Implicit and explicit discrimination. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. May 15-17, 2014. Honolulu, Hawaii.
- Fisher, G. G.**, Barber, L. K., & Walsh, B. (co-hosts) (2014). Jump starting your academic career: Tips for success. Roundtable/Conversation Hour conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology. May 15-17, 2014. Honolulu, Hawaii.
- Fisher, G. G.**, Ryan, L. H., & Sonnega, A. (2013) Working longer and psychological well-being. Paper presented at the Small Group Meeting on Age in the Workplace. November 21-23, 2013. Rovereto, Italy.
- McGonagle, A. & **Fisher, G.G.** (2013). Work ability, self-efficacy, employability, and disability: Initial evidence of discriminant validity. Paper presented at the APA-NIOSH Work, Stress, and Health Conference. May 16-18, 2013. Los Angeles, CA.
- Spitzmueller, C., Wang, Z., Matthews, R. A., **Fisher, G. G.**, Perks, C., Zhang, J., & Strathearn, L. (2013). Got milk? Workplace factors related to breastfeeding among nursing mothers. In K. P. Jones & E. B. King (Co-chairs). Transitions to motherhood: Workplace experiences during pregnancy and postpartum. Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology. April 11-13, 2013. Houston, TX.

- Marchiondo, L. A., Cortina, L., & **Fisher, G. G.** (2012). Incivility and work/family spillover. In S. Hershcovis (Chair), *Workplace Incivility: Mechanisms, Context, and Third-Party Effects*, Symposium conducted at the European Association of Occupational Health Psychology. April 11-13, 2012. Zurich, Switzerland.
- Matthews, R. A., **Fisher, G. G.**, & Wayne, J. H. (2012). Work-family balance and burnout: A generative process model. In A. H. Huffman & S. S. Culbertson (Co-chairs), *The Role of Social Networks on Positive Work- Family Interactions*. Symposium conducted at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. April 26-28, 2012. San Diego, CA.
- Fisher, G. G.**, & Matthews, R. A. (2011). Age and work/family enhancement in the U.S. Paper presented at the European Academy of Work and Organizational Psychology (EAWOP) Small Group Meeting: Age Cohorts at Work: Understanding and Building Strength through Differences. November 11-13, 2011. University of Trento, Italy.
- Fisher, G. G.**, McGonagle, A., Grosch, J., & Barnes-Farrell, J. (2011). Getting the picture: Work ability and sociodemographic characteristics among older workers in the U.S. In A. McGonagle & **G. G. Fisher** (Co-chairs), *Work Ability and Implications for Occupational Health Psychology*. Symposium conducted at the APA-NIOSH Work, Stress, and Health Conference. May 22, 2011. Orlando, FL.
- Fisher, G. G.** (2010). To stay or not to stay: The changing landscape of retirement for today's workforce. In R. Pollak (Chair), *Theme Track Symposium: Shift Happens—The changed workforce and employment relationship*. Symposium conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Matthews, R. A. & **Fisher, G. G.** (2010). Facilitating work–family research: The utility of single-item measures. In A.X. Estrada & K. J. Olson (Chairs), *Measurement of Work–Family Integration: U.S., Spain, and Sweden*. Symposium conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Wang, M., Barnes-Farrell, J., & **Fisher, G. G.** (2009). Using archival data to understand occupational health psychology issues: Methodological challenges and opportunities. In L. Kath (Chair), *Research Methodology: Issues in Occupational Health Psychology Research*. Symposium Paper presented at the APA-NIOSH Work Stress, and Health conference. November 5-8, 2009. San Juan, PR.
- Bulger, C. A. & **Fisher, G. G.** (2009). Relationships between satisfaction with work-life benefits and work/personal life interference and enhancement. Paper presented at the Work Stress, and Health conference, November 5-8, 2009. San Juan, PR.
- Kapinos, K. & **Fisher, G. G.** (2009). Salary negotiation propensity and social comparisons. Paper presented at the annual conference of the Academy of Management, Chicago, IL.
- Fisher, G. G.**, Matthews, R. A., & Grosch, J. (2008). Trends in demographic and job characteristics among older workers in the U.S. In **Fisher, G.G.** (Chair), *The Graying of the American Workforce: Implications for Occupational Health Psychology*. Symposium conducted at the European Association of Occupational Health Psychology. November 12-14, 2008. Valencia, Spain.
- Fisher, G. G.** (Chair) (2008). *The Graying of the American Workforce: Implications for Occupational Health Psychology*. Symposium conducted at the European Association of Occupational Health Psychology. November 12-14, 2008. Valencia, Spain.

- Willis, R. J., Helppie, B., & **Fisher, G. G.** (2008). Managing risk after retirement. Paper presented at the Conference on New Evidence for Understanding Economic Decision-making, Jackson Hole, WY.
- Hsu, J., **Fisher, G. G.**, & Willis, R. J. (2008). Internet access and cognitive ability: Analysis of selectivity of internet interviews in the Cognitive Economics Survey. Paper presented at the Conference on Measurement and Experimentation with Internet Panels: Innovative features of Internet Interviewing, Zeist, Netherlands.
- Jones, A. M, Foo, S. C., Sawyer, K. Cleveland, J. N., & **Fisher, G. G.** (2008). The effects of social support and job demands on satisfaction and health among older workers. In J. N. Cleveland & A. M. Jones (Co-Chairs), Diversity, Work-Family, and Life Outcomes. Symposium conducted at the annual conference of the Academy of Management, Anaheim, CA.
- Fisher, G. G.**, Plassman, B. L., Faul, J. D., Potter, G. G., McArdle, J. J., Weir, D. R., Rogers, M. A. M., & Langa, K. L. (2008). Caregiving and the relationship to care recipient's cognitive decline. Paper presented at the International Conference of Alzheimer's Disease, Chicago, IL.
- Bulger, C. A., Matthews, R. A., & **Fisher, G. G.** (2008). Cross-over effects of job control on well-being in older working couples. Poster presented at the 23rd Annual Conference of the Society for I/O Psychology. April 10-12, 2008, San Francisco, CA.
- Fisher, G. G.**, Barnes-Farrell, J. Cleveland, J. N., & Bulger, C. A. (2007). Work stressors, psychological well-being, and health. In J. Smith (Chair), Psychosocial Correlates of Healthy Aging: Innovations to the Health and Retirement Study (HRS). Symposium conducted at the annual meeting of the Gerontological Society of America, San Francisco, CA.
- Wallace, R. B., & **Fisher, G. G.** (2007). Wellness programs for older workers. Paper presented at the Workplace Wellness Conference. University of Miami, Miami, FL, April 14, 2007.
- Stachowski, A., **Fisher, G. G.**, Grosch, J., Hesson, J., & Tetrick, L. (2007). Job complexity: Prevention of cognitive functioning decline? In **G. G. Fisher** (Chair), Work and the Retirement Process: International Perspectives on Older Workers. Symposium conducted at the 22nd annual conference of the Society for Industrial and Organizational Psychology. April 27-29, 2007. New York, NY.
- Fisher, G. G.** (2006). Positive and negative work/life spillover among older workers in the United States. In C. A. Bulger (Chair), Furthering Our Understanding of Aging and Health: Results from the U.S. Regarding Quality of Work and Non-work Life. Symposium conducted at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland.
- Fisher, G. G.**, Brown, S. L., Plassman, B. L., Weir, D. R., Langa, K. L. (2006). Caregiving strain and benefits associated with providing active help and supervision to elders with dementia. Poster presented at the 10th International Conference on Alzheimer's Disease and Related Disorders, Madrid, Spain.
- Foster, N. L., Plassman, B., Langa, K., **Fisher, G. G.**, Giordani, B. & Wallace, R. (2006). Factors influencing the frequency of dementia evaluations in a population-representative sample in the United States. Poster presented at the 10th International Conference on Alzheimer's Disease and Related Disorders, Madrid, Spain.

Langa, K. M., Plassman, B. L., **Fisher, G. G.**, Potter, G. G., Weir, D. R., & Wallace, R. B. (2006). Causes and outcomes of cognitive impairment not dementia (CIND) in a national sample of U.S. adults. Poster presented at the 10th International Conference on Alzheimer's Disease and Related Disorders, Madrid, Spain.

**Fisher, G. G.** & Shultz, K. S. (2006). Methodological issues: Using archival data to conduct occupational stress and health research to study older workers. In **G. G. Fisher** (Chair), *Using Archival Data: Research Examples Studying Issues Among Older Workers*. Symposium conducted at the Work, Stress, and Health conference, Orlando, FL.

**Fisher, G. G.**, McArdle, J. J., Rodgers, W. L., Woodcock, R., Horn, J., & Willis, R. J. (2005). Development of an adaptive cognitive test in the HRS. In K. Grimm (Chair) *Independent and interdependent changes in intellectual capabilities throughout the lifespan*. Symposium conducted at the annual meeting of the Gerontological Society of America, Orlando, FL.

Rodgers, W. L. & Fisher, G. G. (2005). ADAMS: An overview of the study. In R. B. Wallace (chair), *The Aging, Demographics, and Memory Study (ADAMS): Assessing Dementia in a National Community Sample*. Symposium conducted at the annual meeting of the Gerontological Society of America, Orlando, FL.

Huelsman, T. J. , Phillips, G. M., **Fisher, G. G.**, & Reilly, N. P. (2005). Should SIOP develop a master's student consortium? A roundtable discussion at the 20th Annual Conference of SIOP, Los Angeles.

*(presentations prior to 2005 available upon request)*

### **Invited Presentations**

**Fisher, G. G.**, Newman, L., Tenney, L., & Menger, L. M. (August, 2016). Challenges, Opportunities, and Best Practices in Promoting Health for Individuals, Families, and Organizations. Invited presentation at the annual meeting of the American Psychological Association. August 6, 2016, Denver, CO.

**Fisher, G. G.**, C. Coile, & N. Maestas. Factors related to working longer. Panel discussion moderated by K. Hannon. Age Boom Academy. Robert N. Butler Columbia Aging Center, Columbia University. June 10, 2016. New York, NY.

**Fisher, G. G.** (October, 2015). Discussant for paper at SIEPR conference. "Comments on *Trajectories to Retirement: The Role of Personal Traits, Attitudes, and Expectations*" Stanford University, Palo Alto, CA.

**Fisher, G. G.** (2015). *Work-Life Balance – How to Get there from Here*. Presentation to CSU Extension, April, 28, 2015

**Fisher, G. G.** (2015). *Work, Health, and Retirement among Older Workers*. Invited talk at the Human Development and Family Studies brownbag, Colorado State University. March 13, 2015.

**Fisher, G. G.** (2015). *Individual and Work Factors Related to Health and Well-being among Older Workers: Results from the Health and Retirement Study*. Invited talk at University of Connecticut Department of Psychology. February 20, 2015.

**Fisher, G. G.** & Barnes-Farrell, J. (May 16, 2013). *Using Archival Data*. Workshop presented at the APA/NIOSH Work, Stress, and Health conference.

- Fisher, G. G.** & Truxillo, D. (April, 2013). *Aging Workforce Issues*. Facilitated session for SIOP Community of Interest.
- Fisher, G. G.** (March 15, 2013). *Working Longer: Health, Work Ability, and Retirement*. Presented at Bowling Green State University I/O Psychology Program Colloquium.
- Fisher, G. G.** (March 6, 2013). *An Introduction to the Health and Retirement Study*. Presented at Wayne State University I/O Psychology Program Colloquium.
- Fisher, G. G.** (November 15, 2012). *How Faculty and Research Administrators Effectively Collaborate*. Presented at ISR Research Administrators meeting.
- Fisher, G. G.** (September 8, 2011). Keynote Address Presented to Society of Research Administrators, Michigan Chapter. Ann Arbor, MI.
- Fisher, G. G.** (October, 2009; February, 2010; July, 2010; October, 2010; May, 2011). *Cognition in the Health and Retirement Study*. Presentations to HRS SRC Pretest and Production Interviewers.
- Fisher, G. G.** (April, 2009). *Effective and Ineffective Leadership*. Guest Lecture in Psychology 575, University of Detroit Mercy.
- Fisher, G. G.** (August 4, 2008). *Overview of the Health and Retirement Study*. Presented to Department of Psychology, University of Connecticut, Storrs, CT.
- Fisher, G. G.** (2004, 2005, 2006). *Applying Research Methods in the Real World*. Guest Lecture in Sociology 301, University of Michigan.
- Fisher, G. G.** (October 12, 2006). *Assessing the Relationship of Cognitive Aging and Processes of Dementia*. Presented to Penn State University Center on Population Health and Aging, University Park, PA.
- Fisher, G. G.** (October 17, 2006). *The Aging, Demographics, and Memory Study (ADAMS): Assessing Dementia in a National Community Sample*. Presented to the Michigan Dementia Coalition.
- Fisher, G. G.** (June 15, 2006). *The Aging Workforce*. Presented to Department of Psychology, University of Detroit Mercy, Detroit, MI.
- Fisher, G. G.** (November 18, 2005). *Psychosocial Measures in the HRS: 2004 questionnaire content and results*. Presented at HRS Psychosocial Workshop, Orlando, FL.
- Fisher, G. G.** (May 20-22, 2005). *The Aging, Demographics, and Memory Study: Assessing dementia in a national community sample*. Presented at the International Conference on the Future of Cognitive Aging Research (D. Alwin & S. Hofer, Chairs). University Park, PA.
- Fisher, G. G.** (December 3, 2004). *Women, Aging and Work*. Presented at the Work Organization and Women's Health Expert Panel Meeting. National Institute for Occupational Safety and Health. Cincinnati, OH.
- Fisher, G. G.** (June, 2005). *The Health and Retirement Study*. Presented at the Department of Rehabilitation, University of Michigan. Ann Arbor, MI.

**Fisher, G. G.** (April, 2004). *The Health and Retirement Study*. Presented to the University of Michigan Undergraduate Research Program. Ann Arbor, MI.

**Fisher, G. G.** (December, 2003). *The Health and Retirement Study*. Presented at the National Institute for Occupational Safety and Health. Cincinnati, OH.

**COLLABORATIVE & INTEGRATIVE INTERDISCIPLINARY SCHOLARSHIP**

I work closely with colleagues in Environmental Health and Radiological Sciences and the Colorado School of Public Health to conduct research and train graduate students in occupational safety and health. Much of my research has involved working with colleagues in other social science disciplines who are studying aging issues related to cognitive functioning and work issues. I have contributed expertise about the methods and measurement of psychological variables that can be useful for understanding aging and economic behavior (e.g., labor force participation, retirement).

***CV SECTION 3:  
EVIDENCE OF TEACHING AND ADVISING EFFECTIVENESS***

**TEACHING:**

<u>Year</u>	<u>Semester</u>	<u>Course No./Title</u>	<u>Cr. Hrs.</u>	<u>Enrollment</u>
2016	Spring	PSY 440 – Industrial Psychology	3	60
2016	Spring	PSY 441 – Industrial Psychology Lab	1	60
2016	Spring	PSY 792D – Occupational Health Psychology	3	10
2015	Fall	PSY 692D - Spectrum of Occ Health Professions*+	1	9
2015	Spring	PSY 792D - Organizational Research Methods	3	16
2015	Spring	PSY 440 – Industrial Psychology	3	62
2015	Spring	PSY 441 – Industrial Psychology Lab	1	60
2015	Spring	PSY 495D – Independent Study	1-3	5
2014	Fall	PSY 492 – Occupational Health Psychology	3	24
2014	Fall	PSY 596D – Spectrum of Occ Health Professions*+	1	12
2014	Fall	PSY 595D – Independent Study	2	1
2014	Fall	PSY 495D – Independent Study	1	2
2014	Fall	PSY 499D – Honors Thesis	1	1
2014	Spring	PSY 795D – Independent Study	3	1
2014	Spring	PSY 595D – Independent Study	2-3	2
2014	Spring	PSY 495 – Independent Study	3	1
2014	Spring	ERHS 536 – Occupational Safety & Health*^	3	6
2013	Fall	PSY 792D – Occupational Health Psychology	3	8
2013	Fall	PSY 595D – Independent Study	1	1
2013	Fall	ERHS 679/PSY 596 MAP ERC Interdisciplinary Course *+	2	22

\* interdisciplinary course; includes students in Environmental Health and Radiological Sciences

^ team taught – 5%

+ team taught – 25%

**Course Syllabi, Assignments, and Other Materials**

*Course syllabi available upon request.*

PSY 440/441 Industrial Psychology

PSY 492 Occupational Health Psychology  
PSY 792D Organizational Research Methods  
PSY 792D Occupational Health Psychology  
PSY 692D Spectrum of Professions Protecting and Promoting Worker Health

### **Peer Evaluations of Teaching**

*Evaluations available upon request.*

PSY 440 Industrial Psychology – Spring, 2016

Dr. Ben Clegg

Dr. Brad Conner

PSY 492 Occupational Health Psychology – Fall, 2014

Dr. Kurt Kraiger

Dr. Matt Rhodes

PSY 792D Occupational Health Psychology – Fall, 2013

Dr. Ernie Chavez

Dr. Karla Gingerich

*“Dr. Fisher clearly has a tremendous knowledge and enthusiasm for the topic and was highly effective at communicating this to her students... I was delighted to have the opportunity to watch such a skilled colleague practice her craft. Put simply, her gifts as an instructor make us better able to serve our undergraduate students.”*

*“Gwen’s lecture style is impressive. The characteristics of her style that I found most impressive were: she knew the names of the students in the class (not a small class either), she tied in information from previous lectures, and she led an active discussion wherein the students were asked and were able to make connections across previous lectures with what was being covered in lecture that day.”*

*“Gwen displayed many skills demonstrated by excellent teachers.”*

*“I was very impressed with Dr. Fisher and her use of the discussion format in the class.”*

### **Student Course Surveys**

Course survey results available upon request.

*PSY 440 Industrial Psychology – Spring, 2015*

*PSY 692D Spectrum of Professions Protecting and Promoting Worker Health – Fall, 2015*

*PSY 492 Occupational Health Psychology – Fall, 2014*

*PSY 596D Spectrum of Professions Protecting and Promoting Worker Health – Fall, 2014*

*PSY 792D Occupational Health Psychology – Fall, 2013*

### **Development of New Courses**

*PSY 792D Organizational Research Methods – Spring, 2015*

*PSY 440 Industrial Psychology – Spring, 2015*

*PSY 441 Industrial Psychology Lab – Spring, 2015*

*PSY 596D Spectrum of Professions Protecting and Promoting Worker Health – Fall, 2014*

*PSY 492 Occupational Health Psychology – Fall, 2014*

*PSY 792D Occupational Health Psychology – Fall, 2013*

## **Development of New Teaching Techniques**

*Developed and utilized a pre-test/post-test design to evaluate student knowledge acquisition in PSY 596D. Results showed that students increased their knowledge on all metrics of the covered topics in this course. Upon sharing the pre-test/post-test evaluation materials with Dr. Leslie Hammer, Director of the OHP Training Program at Portland State University, I received the following feedback: “Thanks so much for sharing this information! I've never used a course pre-evaluation but it clearly makes sense and your model is exceptional!”*

## **Written Comments from Students**

### ***Undergraduate Level***

#### ***PSY 440 – Spring 2015***

- *“Dr. Fisher is hands down the best psychology professor I've had in the past 4 years at CSU. She made the class fun and engaging so students learned but didn't feel bored. This class is fantastic and even though I'm a general psych major I would take it again and again. Thanks for a great semester!”*
- *“Dr. Fisher is a fantastic professor. I loved this class and wish I could take more classes from her. This class made me fall in love with industrial psychology!”*
- *“Amazing teacher that really cares about students and makes them feel respected and comfortable. I learned a lot!”*
- *“Dr. Fisher really enjoyed teaching and knew what she was teaching. I liked using iclickers for participation. I wish I took this class earlier because I really like industrial psychology. I had fun in this class and enjoyed learning from Dr. Fisher.”*

#### ***PSY 492 – Fall 2014***

- *“Thank you for being such an amazing professor and influence this semester. I absolutely loved your class. I definitely looked forward to every Monday and Wednesday morning, which is basically unheard of.”*
- *“Dr. Gwen Fisher did an amazing job. I did not fall out all 5 out of laziness. I truly believe she is one of the best teachers I have had. Out of all my time at CSU I have never felt comfortable communicating or participating in class but in class I did. Great job.”*
- *“You make learning fun and interesting. CSU is very lucky to have you!”*
- *“This is an excellent course, by far it is the best course I have ever taken. You are an excellent professor. Keep up the good work.”*
- *“I really appreciate the fact that you reach out to your students because it does make a difference! Thank you so much!”*
- *“The instructor's enthusiasm for the class and subject were very apparent and made the subject exciting for me.”*
- *“I loved this class and learned many useful life skills.”*
- *“I wish I had time to take more classes with Dr. Fisher!”*



- *“Dr. Fisher is great! Very knowledgeable yet approachable. She was very available outside of class. Can’t wait to take her Industrial Psych. course!”*

### **Graduate Level**

#### **PSY 792D – Fall 2013**

- *“Gwen is a very engaging teacher; every class was well-organized, she solicited feedback several times during the semester, she presented both research and applied examples to help understand topics, and she has a clear passion for OHP (and measurement, and methods, and actually, passion for many areas of I/O). Walking away from the course, I found myself more interested in OHP-related topics, I obtained a comprehensive reading list, and I feel like I have a solid foundation in the material.”*
- *“I thought OHP was a great class, but what stood out to me in terms of your performance teaching the class was the adaptability. You were able to take our feedback, and tailor the class throughout the semester to the environment most conducive to learning each respective week’s material.”*
- *“Overall I was very pleased with this course and the instructor. The class was informative, grading and assignments were fair, and I looked forward to attending every week.”*
- *“Amazing course. I really enjoyed it and felt like I learned so much. Through the course I have met with Dr. Fisher to collaborate on more OHP projects. So, the course was beneficial in many different ways.”*
- *“Great course! I loved the format and material.”*
- *“This was a great course, I would absolutely recommend it in the future.”*

### **Participation in Professional Development Activities Related to Teaching**

*Attended Canvas training in January, 2015 and set up PSY 440 and PSY 792D Spring 2015 courses in canvas.*

**ADVISING:**

**STUDENT ADVISING/GRADUATE SUPERVISION**

**UNDERGRADUATE STUDENTS:**

7 Current Undergraduate Advisees, including 2 honors student theses  
11 Previous Undergraduate Advisees – 2013-15

**Undergraduate students mentored to graduate school:**

Data Auten, Class of 2015, Portland State University I/O Psychology Ph.D. program  
David Wallace, Class of 2015, University of Missouri St. Louis I/O Psychology Ph.D. program  
John Morgan, Class of 2015, Clemson University I/O Psychology Ph.D. program  
Chloe Wilson, Class of 2016, Clemson University I/O Psychology Ph.D. program  
Arieana Thompson, Class of 2016, Florida International University I/O Psychology Ph.D. program

**GRADUATE STUDENTS:**

Current Graduate Advisees:

Megan N. Naude (PhD)  
Kevin Walters (PhD)  
Dorey Chaffee (MS)  
Victoria Mattingly (PhD) (Co-advised with Kurt Kraiger)

Current Graduate Committee Memberships (excluding those chaired):

\_\_\_\_\_ # Plan C  
\_\_\_\_\_ # Plan B  
  3   # MS/MA  
  4   # PhD

Graduate Committee Memberships (for past 5 years, not including those above)

\_\_\_\_\_ # Plan C  
\_\_\_\_\_ # Plan B  
  3   # MS/MA  
  2   # PhD

Graduate Degrees Completed Under My Supervision (past 5 years):

Erica D. Solove, PhD (Co-advised with Kurt Kraiger) – 2015  
Megan N. Naude, M.S. – 2015  
Kevin M. Walters, M.S. – 2016  
Rachel Eby, M.S. (Co-advised with Brad Conner) – 2015

**POSTDOCTORAL STUDENTS/RESEARCH ASSOCIATES:**

Current:

Halimah Hassan, M.A. – Research Associate, University of Michigan  
Works under my functional supervision as the data manager on a grant I continue to manage from my previous employment. (since 2005)

Ryan McCammon, M.A. – Research Associate, University of Michigan  
Works under my functional supervision as an analyst on a grant I continue to manage from my previous employment. (since 2012)

### **Evaluations from Faculty and Professional Peers**

See letters in appendix from Dr. Bill Brazile, Environmental Health. Letters of support from professional peers (Drs. Lois Tetrick, Joe Hurrell, Leslie Hammer, Bob Sinclair, Autumn Krauss) were obtained for submission with the Occupational Health Psychology training program competitive grant renewal proposal, submitted in August, 2014.

### **Descriptions of Mentoring Activities**

Mentoring undergraduate honors student & thesis project for Alyssa Ortiz and Arieana Thompson, senior psychology students in the I/O psychology concentration

Mentored graduate students on two external and one internal grant applications since 2013 All were fully funded.

### **Other Evidence**

*“Thank you for all the guidance you have given me throughout the graduate school application process... I appreciate that you challenged me to aim higher and apply to doctorate programs. You gave me the confidence and boost necessary to go for it, so I am grateful.”*

– Dana Auten, senior undergraduate psychology student in I/O concentration

*Letters from graduate students (e.g., Solove, Naude, Walters, Chaffee, Valley, Menger, Dvorak) included in appendix. Below are a few comments.*

*“Gwen has been an amazing mentor to me in the past year. She always strikes the right balance of providing guidance while still respecting my autonomy when it comes to my graduate school experience.”*

– Megan Naude, 2<sup>nd</sup> year I/O psychology graduate student & M.S. mentee

*“Gwen continues to provide outstanding levels of social support, going above and beyond the expected job description. In terms of seeking success in her graduate students, Gwen mentored me through what could have been a very hectic pilot grant proposal. Having never written a grant proposal before, I was very unsure of the process and what the finished product should look like. Additionally, given circumstances beyond our control, I was faced with the need to write a proposal in a very short time window. Gwen spent several days (and one rather late night) working with me and turning around proposal drafts in order to ensure that I could finish the proposal in time. The combination of her expert advice and her true desire to see me succeed resulted in an excellent final proposal, and a pilot grant that I was thrilled to be awarded in April 2014.”*

–Kevin Walters, 2<sup>nd</sup> year I/O psychology graduate student & M.S. mentee

*“In the short time I have worked with Gwen, she has influenced me both as a researcher and budding I/O psychologist. Her expertise and professionalism are unparalleled, making her an invaluable asset to the CSU I/O program. I began collaborating with Gwen at the beginning of 2014 on a revise and resubmit publication Kurt and I were working on. Kurt suggested that we include Gwen to benefit from her rigorous research skills, as the paper needed significant revisions. Beyond learning about new statistical techniques and journal submission tactics, Gwen’s enthusiasm and genuine passion for research invigorated a project that I had previously lost motivation to finish. She pushes me to think creatively, pay attention to every detail, and apply only the highest standards to my work. During the process of working on this publication, I decided to ask Gwen to co-advise me on my dissertation. As an advanced student with a full-time consulting job, my dissertation progress has been slow and intermittent. Gwen’s supportive, direct, and genuine mentoring style has inspired me to move beyond a point of stagnation and allowed me to believe that I will not be “ABD” forever. For example, she has*

*helped me break down seemingly insurmountable tasks (i.e. outlining a dissertation) into discrete, manageable chunks. Gwen exemplifies all of the qualities of an ideal I/O faculty member. In two words, she's brilliant and nice. I consider myself very fortunate to have the opportunity to work with her and learn from her."*

*– Erica Solove, M.S.; PhD Mentee*

*"Gwen continually proves to be an asset to the students and to the program. She almost always has her door open and reminds us to take advantage of it. She supports students both in school and personal matters. I have used her as a resource for references, analyzing and presenting data, communication/interpersonal advice, and for the I/O mini-grant application process. I also appreciate Gwen's effort to strengthen the social nature of our program. She initiated having a monthly social hour and she frequently asks students, "how are you doing?" because she sincerely wants to hear the answer. I cannot emphasize enough what a great addition she is to our program and the spark she has incited after only a single year here."*

*– Kyla Dvorak, M.S., 4<sup>th</sup> year I/O psychology graduate student & OHP research team member*

*"I have had the privilege of working with Gwen for the past year on one of her grants, CogUSA. Gwen is certainly dedicated to her own work, but also to the development of her students. She assigns tasks to stretch my abilities while providing the necessary support to be successful. For example, I am currently working on a progress report to send out to all of the researchers working on our grant. This task is definitely a challenge (a good challenge) but Gwen has been supportive throughout the process, ensuring I have all the tools I need to complete it as well as taking some of the pressure off by allowing it to be an iterative process during which I can receive developmental feedback. Gwen's feedback is always positive and uplifting. Our meetings are usually the high point of my workday. I leave encouraged, inspired, and excited to continue working. Gwen takes my career path in mind when delegating project responsibilities, showing she cares about my development as a practitioner and success later in life. She has even offered to work with me when I'm on the job market to craft my resume to best represent the work I've done with her. My experience working with Gwen has been nothing but positive and I look forward to continuing to work together in the future!"*

*– Lauren Cotter, 4<sup>th</sup> year I/O psychology student & RA on grant*

*"Working with Gwen has been very valuable for me as a student. In her OHP lab, not only am I able to learn about what other students are working on, I have learned a great deal about methodology when other members open their projects for suggestion and critique. Of course, this is less formal than a methodology course, but I am able to learn about best practices and observe how the techniques are applied to real research. Outside of the lab, Gwen has been very supportive as an instructor and project lead. Her seminar on OHP was my first formal exposure to the topic, and my interest grew in the area through the course. While working with her on a project to create a new construct, Gwen walked me through the analysis output. I had not yet completed measurement, but Gwen showed me what factor loadings, CFAs, and fit statistics were all about. This helped prepare me for the measurement course by providing me a better foundation to build upon so I could understand more from it."*

*– Steve Manning, 3<sup>rd</sup> year I/O psychology student & research team member*

*"Gwen is clearly invested in student development, as evidenced by her leadership of the OHP lab group. Although I haven't worked with Gwen on a project directly, she has paired with several students on research projects and shows herself to be open to collaborations. For example she has offered several students access to data that she has collected over the years for research purposes. She also invited interested OHP lab members to participate in a stress management workshop in Denver in the summer, including myself. Gwen is also very responsive to feedback. She solicited feedback about halfway through last academic year on how to improve the OHP lab group, and purchased MPlus for one of her*

*lab computers after students mentioned difficulties accessing this program in C6. Finally, Gwen's suggestions to IOPAC to hold monthly happy hours and her own initiatives to host social events for the program/department speak to her collegiality and interest in both faculty and students department-wide. Overall, I've really appreciated Gwen's program-related efforts; she's been a wonderful role model, collaborator, and an overall great addition to the program."*

*– Casey Onder, M.S. 3<sup>rd</sup> year I/O psychology student*

#### ***CV SECTION 4: Evidence of Outreach/Service***

##### **ADMINISTRATIVE ACTIVITIES**

Director, Occupational Health Psychology Graduate Training Program, 2014-present

Assistant Director, Occupational Health Psychology Graduate Training Program, 2013-2014

##### **COMMITTEES**

*Department of Psychology, Colorado State University*

Graduate Curriculum Committee, 2016-present

Psi Chi Advisor, 2016-present

Department Scholarship Committee, 2013-2014, 2015-16

Department Chair Search Committee, 2015

I/O Faculty Search Committee, 2014

*APA/NIOSH/SOHP Work, Stress, and Health Conference*

Workshop Planning Committee Chair, 2013-present

Conference Program Reviewer, 2009-present

Workshop Planning Committee, 2010-present

*Society for Industrial/Organizational Psychology*

Conference Program Reviewer, 2002-present

Education and Training Committee, 2004-2006

*Society for Occupational Health Psychology*

Executive Committee, Member-at-Large, 2016-present

*National Institute for Occupational Safety and Health*

Well-being Measurement Expert Review Panel Member, 2016

Alice Hamilton Awards External Reviewer, 2011

*Institute for Social Research, University of Michigan*

ISR Director's Advisory Committee on Diversity (DACD), 2008-2013

DACD Membership Sub-Committee, 2010-2013

SRC A. Regula Herzog Young Investigators Award Committee, 2010-2012

SRC Supervisors Network Planning Committee, 2010-2012

##### **PROFESSIONAL AFFILIATIONS AND ACTIVITIES**

###### **Memberships in Professional Societies**

Association for Psychological Science

Society for Industrial-Organizational Psychology (APA Division 14)

Society for Occupational Health Psychology  
Academy of Management  
Work/Family Research Network  
Sloan Aging and Work Network – founding member  
Gerontological Society of America

### **Editorial Boards**

*Journal of Occupational Health Psychology* (2013 – present)  
*Work, Aging, and Retirement* (2013 – present)  
*Journal of Business Psychology* (2014 – present)  
*Occupational Health Science* (2016 – present) (brand new journal)

### **Guest Editor**

*Work, Aging, and Retirement* – Using Data from the HRS - Special Issue in development for 2017

### **Manuscript Refereeing**

*Personnel Psychology*  
*Stress and Health*  
*Journal of Managerial Psychology*  
*Applied Psychology: An International Review*  
*European Journal of Work and Organizational Psychology*  
*Human Resource Management Journal*  
*Journal of Gerontology: Social Sciences*  
*Journal of Applied Social Policy*  
*Consulting Psychology Journal: Practice and Research*  
*Journal of Aging and Health*  
*Journal of Aging and Social Policy*  
*Research on Aging*  
*American Journal of Preventive Medicine*  
*International Journal of Environmental Research and Public Health*  
*Journal of Agromedicine*  
*American Economic Journal – Public Policy*

### **OTHER ACTIVITIES/ACCOMPLISHMENTS – SERVICE/OUTREACH**

Invited as founding member of the Sloan Aging and Work Research Network, Spring 2015.

Invited to serve as mentor to junior scholars at the Work Family Research Network conference, June 2014.

Scientific Advisory Board, PI Worldwide, Wellesley Hills, MA, 2010-2013

### **HOBBIES AND OTHER ACTIVITIES**

Proud parent of two young boys.

Johnson Elementary School volunteer, Fort Collins, CO

Skiing, Hiking, Running, Hockey, Cycling