

Peter A. Fisher

Assistant Professor
peter.fisher@torontomu.ca

EMPLOYMENT EXPERIENCE

- 2022-Present **Assistant Professor**
Department of Human Resource Management and Organizational Behaviour
Ted Rogers School of Management, Toronto Metropolitan University (formerly
Ryerson University)
- 2020-2022 **Acting Assistant Professor**
Department of Human Resource Management and Organizational Behaviour
Ted Rogers School of Management, Toronto Metropolitan University (formerly
Ryerson University)

EDUCATION

- 2022 **Doctor of Philosophy**
Organizational Behaviour and Human Resources Management
Wilfrid Laurier University, Waterloo, Ontario
Advisor: Dr. Chet Robie
- 2016 **Master of Science**
Organizational Behaviour and Human Resources Management
Wilfrid Laurier University, Waterloo, Ontario
Advisor: Dr. Chet Robie
- 2015 **Bachelor of Business Administration, Honours, Co-op**
Wilfrid Laurier University, Waterloo, Ontario
- 2015 **Bachelor of Computer Science, Honours**
University of Waterloo, Waterloo, Ontario

HONOURS AND AWARDS

- 2022 **Wilfrid Laurier University Award for Outstanding Work at the
Graduate Level**
- 2021 **TRSM Research Recognition Award**
- 2020 **TRSM Matching Funds: “Congruence Between Cluster Analysis and
Latent Profile Analysis in Deriving Person-Centered Models of
Personality”, \$1000**
- 2020-2021 **Social Sciences and Humanities Research Council – Insight
Development Grant: “Helping technology start-up companies grow: A
focus on evidence-based hiring practices”, \$50,574 (co-investigator with
S. D. Risavy, and C. Robie)**

- 2019-2020 **Lazaridis Institute Seed Grant: “Selection tool use in growth-oriented technology companies”**, \$10,000 (co-investigator with S. D. Risavy and C. Robie)
- 2018-2021 **Social Sciences and Humanities Research Council – Joseph Armand-Bombardier Canada Graduate Scholarship-Doctoral**, \$105,000
- 2018 **Ontario Graduate Scholarship**, \$15,000 (declined to accept SSHRC)
- 2017 **Canadian Society for Industrial Organizational Psychology Best Student Poster Award, Second Prize**, \$150
- 2017 **Human Resources Research Institute Best Master’s Thesis Award**, \$2,000
- 2017 **Ontario Graduate Scholarship**, \$15,000
- 2016 **Ontario Graduate Scholarship**, \$15,000
- 2016 **SBE Graduate Scholarship**, \$10,000
- 2016 **Dean of Graduate and Postdoctoral Studies Scholarship**, \$5,000
- 2015 **Social Sciences and Humanities Research Council – Canada Graduate Scholarship-Masters**, \$17,500
- 2015 **Dean of Graduate and Postdoctoral Studies Scholarship**, \$5,000
- 2012-2014 **Laurier In-Course Scholarship**, \$1,500/year

REFEREED JOURNAL PUBLICATIONS

- Rasheed, S., Robie, C., **Fisher, P. A.** (in press). Effects of a neutral response option on occupational interest circumplex fit. *Psychological Test Adaptation and Development*.
- Risavy, S. D., Robie, C., **Fisher, P. A.** & Rasheed, S. (2022). Resumes vs application forms: Why the stubborn reliance on resumes? *Frontiers in Psychology*, 13:884205.
- Risavy, S. D., Robie, C., **Fisher, P. A.** & Rasheed, S. (2022). Mobilizing knowledge: Our personal outreach approach and computer application. *The Industrial-Organizational Psychologist*, 60(2), 38-45.
- Fisher, P. A.**, Robie, C., Hedricks, C. A., Rupayana, D. D., & Puchalski, L. (2022). Little Cause for Concern: Analysis of Gender Effects in Structured Employment References. *International Journal of Selection and Assessment*, 30, 361-377.
- Risavy, S. D., Robie, C., **Fisher, P. A.**, Komar, J., & Perossa, A. (2021). Selection Tool Use in Canadian Tech Companies: Assessing and Explaining the Research-Practice Gap. *Canadian Journal of Behavioural Science / Revue Canadienne des Sciences du Comportement*, 53(4), 445-455.
- Murphy, S. A., **Fisher, P. A.**, & Robie, C. (2021). International Comparison of Gender Differences in the Five-Factor Model of Personality: An Investigation Across 105 Countries. *Journal of Research in Personality*, 90, 104047.

Fisher, P. A., Risavy, S. D., Robie, C., König, C. J., Christiansen, N. D., Tett, R. P., Simonet, D. V. (2021). Selection myths: A replication, extension, and comparison to HR professionals' beliefs about effective human resource practices in the United States and Canada. *Journal of Personnel Psychology*, 20(2), 51-60.

Risavy, S. D., **Fisher, P. A.**, Robie, C., & König, C. J. (2019). Selection tool use: A focus on personality testing in Canada, the United States, and Germany. *Personnel Assessment and Decisions*, 5(1), 62-72.

Hedricks, C., Rupayana, D. D., **Fisher, P. A.**, & Robie, C. (2019). Factors affecting compliance with reference check requests. *International Journal of Selection and Assessment*, 27, 139-151.

Christiansen, N. D., **Fisher, P. A.**, Robie, C., & Quirk, S. (2019). Tilting at windmills and improving personality assessment practices. *Industrial and Organizational Psychology*, 12(2), 177-183.

Fisher, P. A., Robie, C., Christiansen, N. D., Speer, A. B. & Schneider, L. (2019). Criterion-related validity of forced-choice personality measures: A cautionary note regarding Thurstonian IRT versus classical test theory scoring. *Personnel Assessment and Decisions*, 5(1), 49-61.

Fisher, P. A. & Robie, C. (2019). A latent profile analysis of the Five Factor Model of personality: A constructive replication and extension. *Personality and Individual Differences*, 139, 343-348.

Fisher, P. A., Robie, C., Christiansen, N. D. & Komar, S. (2018). The impact of psychopathy and warnings on faking behavior: A multisaturation perspective. *Personality and Individual Differences*, 127, 39-43.

Robie, C., Christiansen, N. D., Hausdorf, P., Murphy, S. A., **Fisher, P. A.**, Keeping, L. M., & Risavy, S. D. (2017). International comparison of group differences in general mental ability for immigrants versus non-immigrants. *International Journal of Selection and Assessment*, 25(4) 347-359.

Hennessey, E., Mueller, J., Beckett, D. & **Fisher, P. A.** (2017). Hiding in plain sight: Identifying computational thinking terminology in the Ontario elementary school curriculum. *Journal of Curriculum and Teaching*, 6(1), 79-96.

REFEREED BOOK CHAPTERS

Murphy, S. A., **Fisher, P. A.**, Keeping, L. M. & Brown, D. J. (2018). "Pounding the pavement" in the 21st century: A review of the literature regarding organizational recruitment websites. In D. L. Stone & J. H. Dulebohn (Eds.), *The Brave New World of eHRM 2.0* (pp. 11 – 46). Charlotte, NC: Information Age.

Fisher, P. A. & Robie, C. (2017). Articulated Thoughts in Simulated Situations. In V. Zeigler-Hill & T. K. Shackelford (Eds.) *Encyclopedia of Personality and Individual Differences*.

Fisher, P. A. & Robie, C. (2017). Caliper Profile. In V. Zeigler-Hill & T. K. Shackelford (Eds.) *Encyclopedia of Personality and Individual Differences*.

REFEREED CONFERENCE PRESENTATIONS

Fisher, P. A., Robie, C., & Christiansen, N. D. (2022, April). Forced-Choice and Faking: A Monte Carlo Simulation of Forced-Choice Assessment Designs Under Faking Conditions. In A. W. Meade (chair), *Do Forced Choice Measures Reduce Faking and Improve Validity?* Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, Washington.

Murphy, S. A., **Fisher P. A.**, & Keeping, L. M. (2020, June). *Putting the Best Foot Forward: Investigating How Applicants Adjust Social Media Profiles*. Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada. *Virtual Conference

Fisher, P. A., Robie, C., & Rock, L. (2020, June). Does General Mental Ability Saturate Faking Behavior on the RRM? In A. W. Meade (chair), *Life in the Fast Lane: Advances in Rapid Response Measurement*. Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, Texas. *Virtual Conference

Fisher, P. A., Rupayana, D. D., Robie, C., & Hedricks, C. (2020, June). *Gender and employment references: The susceptibility of quantitative vs. qualitative references to gender bias*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, Texas. *Virtual Conference

Murphy, S. A., **Fisher, P. A.**, & Keeping, L. M., (2019, August). Molding the Online Self: How Job Seekers Modify Their Social Media Profiles During Recruitment. In A. F. Johnson & K. Lukaszewski (chairs), *The Use and Collection of Social Media Information and Its Impact on Human Resource Management*. Symposium conducted at the Annual Meeting of the Academy of Management, Boston, Massachusetts.

Komar, S. G., Komar, J., & **Fisher, P. A.** (2019, August). *The Hockey Activity: A Simulation for Teaching Human Resources Planning and Succession Management*. Paper presented at the Annual Meeting of the Academy of Management Teaching and Learning Conference, Boston, Massachusetts.

Fisher, P. A., Hideg, I, & Ferris, D. L. (2019, June) *The role of economic system justification beliefs and morality perceptions in reactions to class-based diversity policies*. Paper presented at the Annual Meeting of the Canadian Psychological Association, Halifax, Nova Scotia.

Rupayana, D., Hedricks, C., **Fisher, P. A.**, & Robie, C. (2019, April). *Factors Affecting Compliance with Reference Check Requests*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.

Fisher, P. A., Robie, C., Christiansen, N. D. & Schneider, L. (2018, April) Thurstonian IRT versus CTT Scoring in an Employment Setting. In G. N. Burns (chair), *Use of Alternative Scoring Methods in Applicant Personality Assessment*. Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Murphy S. A., **Fisher, P. A.**, Keeping, L. M. & Brown, D. J. (2018, April), The New Age of Recruitment: A Review of the e-Recruitment Literature. In S. C. Payne, & A. M. Mendoza (chairs), *The Influence of Technology on Human Resource Management*. Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Fisher, P. A., Hideg, I. & Ferris, D. L. (2017, June). *Modern Classism: Economic System Justifying Beliefs and Lack of Support for Class-Based Employment Equity*. Paper presented at the Annual Meeting of the Canadian Psychological Association, Toronto, Ontario.

Fisher, P. A. & Robie, C. (2017, April). *About Us: Is 'Our Team' Causing Stereotype Threat in Selection?* Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Fisher, P. A., Robie, C., Christiansen, N. D. & Komar, S. (2017, April). The Dark Side and Warning Against Personality Assessment Faking. In J. Fan, & L. Zheng (chairs), *Warnings Against Faking on Personality Tests: Emerging Approaches and Findings*. Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Hideg, I., **Fisher, P. A.** (2016, August). *Are Class-Based Affirmative Action Policies More Supported than Race-Based Affirmative Action Policies?* Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.

TEACHING EXPERIENCE

	Role	Teaching Evaluation
W2022	Assistant Professor , Recruitment and Selection, Ryerson University (2 sections, 112 students)	5/5
F2021	Assistant Professor , Recruitment and Selection, Ryerson University (2 sections, 155 students)	4.80/5
W2021	Assistant Professor , Recruitment and Selection, Ryerson University (1 section, 92 students)	4.87/5
F2020	Assistant Professor , Recruitment and Selection, Ryerson University (2 sections, 148 students)	4.92/5
2018	Instructor , Human Resources Management, Wilfrid Laurier University (1 section, 57 students)	6.7/7
2018	Wilfrid Laurier University Centre for Teaching Innovation and Excellence , University Teaching Foundations Certificate	

ACADEMIC AND ADMINISTRATIVE EXPERIENCE

2020	Teaching Assistant , Human Resources Management, Wilfrid Laurier University
2017	Teaching Assistant , Human Resources Management, Wilfrid Laurier University
2016	Teaching Assistant , Organizational Behaviour, Wilfrid Laurier University

2015

Teaching Assistant, Human Resources Management, Wilfrid Laurier University

EXTERNAL SERVICE

Ad Hoc Reviewer

Journals

The International Journal of Selection and Assessment (IJSA)
Journal of Intelligence
Journal of Managerial Psychology

Conferences

Academy of Management (AoM)
Society for Industrial and Organizational Psychology (SIOP)
Canadian Society for Industrial and Organizational Psychology (CSIOP)

Professional Affiliations

Canadian Society for Industrial and Organizational Psychology
Society for Industrial Organizational Psychology
Canadian Psychological Association

PROFESSIONAL EXPERIENCE

Management Consulting

SkillSurvey, Inc.

Berwyn, Pennsylvania

Among other research and development consulting work, I collaborated with SkillSurvey to conduct a study of the antecedents of employment reference check compliance, ultimately published in *International Journal of Selection and Assessment* (Hedricks, Rupayana, Fisher, & Robie, 2019).

TotalHire, Inc.

Kingston, Ontario

Developed general mental ability tests for use in TotalHire's Applicant Tracking System, in addition to providing guidance on the development of a personality assessment and the development of narrative feedback to clients based on personality assessment results.