

PEER-REVIEWED JOURNAL PUBLICATIONS

Van Iddekinge, C. H., **Arnold, J. D.**, Krivacek, S., Frieder, R. E., & Roth, P. L. (in press). Making the grade? A meta-analysis of academic performance as a predictor of work performance and turnover. *Journal of Applied Psychology*.

Zhang, L., Van Iddekinge, C. H., Ployhart, R. E., **Arnold, J. D.**, & Jordan, S. L. (2023). The definition and measurement of human capital resources: A content and meta-analytic review. *Journal of Applied Psychology*, *108*(9), 1486-1514.

Received the 2024 Academy of Management HR Division Scholarly Achievement Award.

Van Iddekinge, C. H., **Arnold, J. D.**, Aguinis, H., Lang, J., & Lievens, F. (2023). Work effort: A conceptual and meta-analytic review. *Journal of Management*, *49*(1), 125-157.

Roth, P. L., **Arnold, J. D.**, Walker, H. J., Zhang, L., & Van Iddekinge, C. H. (2022). Organizational political affiliation and job seekers: If I don't identify with your party, am I still attracted? *Journal of Applied Psychology*, *107*(5), 724-745.

Highlighted in *Harvard Business Review* May-Jun. 2022 issue as an "Idea Watch" (p. 24).

Arnold, J. D., Van Iddekinge, C. H., Campion, M. C., Bauer, T., & Campion, M. A. (2021). Welcome back? Job performance and turnover of boomerang employees compared to internal and external hires. *Journal of Management*, *47*(8), 2198-2225.

Featured in *Harvard Business Review* as "Should you rehire an employee who left your company? Research on the so-called "boomerang" employee" in Feb. 2021.

Zhang, L., Van Iddekinge, C. H., **Arnold, J. D.**, Roth, P. L., Lievens, F., Lanivich, S. E., & Jordan, S. L. (2020). What's on job seekers' social media sites? A content analysis and effects of structure on recruiter judgments and predictive validity. *Journal of Applied Psychology*, *105*(12), 1530-1546.

Featured in *Harvard Business Review* as "Stop Screening Job Candidates' Social Media" in the Sep.-Oct. 2021 issue.

Gabriel, A. S., Koopman, J., Rosen, C. C., **Arnold, J. D.**, & Hochwarter, W. (2020). Are coworkers getting into the act? An examination of emotion regulation in coworker exchanges. *Journal of Applied Psychology*, *105*(8), 907-929.

Featured in *Harvard Business Review* as "Don't just put on a happy face at work" in Feb. 2020.

Van Iddekinge, C. H., **Arnold, J. D.**, Frieder, R. E., & Roth, P. L. (2019). A meta-analysis of the criterion-related validity of pre-hire work experience. *Personnel Psychology*, *72*, 571-598.

Featured in *Harvard Business Review* as "Experience doesn't predict a new hire's success" in the Sep.-Oct. 2019 issue.

Received the Personnel Psychology 2021 Best Paper Award and honorable mention for the SIOP 2021 William A. Owens Scholarly Achievement Award.

Van Iddekinge, C. H. & **Arnold, J. D.** (2017). Retaking employment tests: What we know and what we still need to know. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 445-471.

WORKS IN PROGRESS

Arnold, J. D., Van Iddekinge, C. H., Keyes, A., Roth, P. L., Allen, D. A. & Kim, D. (data analysis stage). Topic: Selecting for retention. Target: *Journal of Applied Psychology*.

Arnold, J. D., Van Iddekinge, C. H., & Lievens, F. (adding new data). Topic: Behavioral consistency in employee selection. Target: *Journal of Applied Psychology*.

Arnold, J. D., Kim, J., Khalvati, C., & Bauer, T. (data collection). Topic: Replacement hiring. Target: *Journal of Applied Psychology*.

Van Iddekinge, C. H., Harrison, J., Lievens, F., & **Arnold, J. D.** (data collection). Topic: Predicting turnover. Target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

Van Iddekinge, C. H., Roth, P. L., **Arnold, J. D.**, Krivacek, S., & Frieder, R. E. (2023, August). *Making the grade? Academic performance as a predictor of work performance and turnover*. Paper presented at the 82nd Annual Meeting of the Academy of Management.

Designated a Best Paper in the Human Resources Division.

Van Iddekinge, C. H., **Arnold, J. D.**, Lang, J., Lievens, F., & Aguinis, H. (2022, August). *Work effort: A conceptual and meta-analytic review*. Paper presented at the 82nd Annual Meeting of the Academy of Management.

Designated a Best Paper in the Human Resources Division.

Zhang, L., Van Iddekinge, C. H., Ployhart, R. E., **Arnold, J. D.**, & Jordan, S. L. (2022, August). *Are we measuring human capital resources correctly? The validity of extant human capital measures*. Paper presented at the 82nd Annual Meeting of the Academy of Management.

Arnold, J. D., Steffensen, D., Moon, J., & Pei, P. (2022, April). *It's about time: Influencing social processes to improve performance reviews*. Poster presented at the 35th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.

Arnold, J. D., Van Iddekinge, C. H., Campion, M. A., Bauer, T., & Campion, M. C. (2020, August). *Welcome back? Job performance and turnover of boomerang employees compared to internal and external hires*. Paper presented at the 80th Annual Meeting of the Academy of Management.

Designated a Best Paper in the Human Resources Division.

Roth, P. L., **Arnold, J. D.**, Zhang, L., Walker, J., & Van Iddekinge, C. H. (2019, August). *Organizational political affiliation and job seekers: If I hate your party, am I still attracted?* Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Zhang, L., Van Iddekinge, C. H., **Arnold, J. D.**, Roth, P. L., & Lievens, F. (2019, August). *Predictive validity of unstructured versus structured social media assessments*. In K. M. Lukaszewski & A. Johnson (Chairs), *The use and collection of social media information and its impact on human resource management*. Symposium conducted at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Gabriel, A.S., Koopman, J., Rosen, C.C., **Arnold, J. D.**, & Hochwarter, W.A. (2019, April). *A latent profile examination of emotion regulation in coworker exchanges*. In A. S. Gabriel & S. A. Kay (Chairs), *Who is the target? Expanding emotional labor beyond customer interactions*. Symposium conducted at the 32nd Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.

Van Iddekinge, C. H., **Arnold, J. D.**, Frieder, R. E., & Roth, P. L. (2018, August) *It's required, but is it job-related? A meta-analysis of the validity of prior work experience*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Received the Best Convention Paper Award in the Human Resources Division.

Arnold, J. D. (2017, October). *Organizational sensemaking invades the home: The relationship of crisis media coverage and work-family conflict*. Paper presented at the 55th Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.

Arnold, J. D., DeOrtentiis, P., & Van Iddekinge, C. H. (2017, August). *Agency theory in the selection context*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

TEACHING EXPERIENCE

Instructor of Record, University of Missouri

Human Resource Management (Management 4020/7020)

Students enrolled: 42	Course Rating: 4.3/5.0	Course GPA: 2.99	spring 2024
Students enrolled: 34	Course Rating: 4.6/5.0	Course GPA: 3.12	spring 2024
Students enrolled: 41	Course Rating: 4.4/5.0	Course GPA: 2.80	spring 2024
Students enrolled: 41	Course Rating: 4.2/5.0	Course GPA: 2.82	spring 2023
Students enrolled: 32	Course Rating: 4.3/5.0	Course GPA: 3.18	spring 2023

Students enrolled: 40	Course Rating: 4.1/5.0	Course GPA: 3.07	spring 2023
Students enrolled: 40	Course Rating: 4.7/5.0	Course GPA: 3.29	spring 2022
Students enrolled: 30	Course Rating: 4.7/5.0	Course GPA: 3.13	spring 2022

Doctoral Seminar in Human Resource Management (Management 9040)

Students enrolled: 2	Course Rating: 4.5/5.0	Course GPA:*	fall 2023
Students enrolled: 4	Course Rating: 5.0/5.0	Course GPA:*	fall 2021

*Course GPA withheld to maintain student privacy

Human Resource Management (Management 4020/7020 online)

Students enrolled: 36	Course Rating: 4.5/5.0	Course GPA: 3.25	spring 2021
Students enrolled: 36	Course Rating: 4.4/5.0	Course GPA: 3.13	spring 2021
Students enrolled: 35	Course Rating: 4.6/5.0	Course GPA: 3.13	fall 2020

Online Teaching Excellence Certification, MU Office of eLearning spring 2021

Instructor of Record, Florida State University

Human Resource Analytics (MAN 4930) spring 2020

Students enrolled: 26	Instructor Rating: 4.5/5.0	Course GPA: 3.53*
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*GPA inflated due to exclusion of pass/fail students during COVID19

Human Resource Management (MAN 4301) fall 2018

Students enrolled: 38	Instructor Rating: 4.4/5.0	Course GPA: 3.13
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Contemporary Challenges in Leadership (MAN 4143) spring 2018

Students enrolled: 38	Instructor Rating: 4.9/5.0	Course GPA: 3.29
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Teaching Assistant, Florida State University

Strategic Management and Business Policy (MAN 4720 Online) summer 2019

Concepts of Management (MAN 3025) spring 2017-fall 2017

Organizational Behavior (MAN 3240) fall 2015, fall 2016

Organizational Behavior (MAN 3240 Online) fall 2015-fall 2016, spring 2019

Teaching Assistant, The University of Georgia

Writing Successful Business Plans (MGMT 5510) fall 2014

Introduction to Management (MGMT 3000) fall 2013, spring 2014

Instructor, Chi Alpha Campus Minister in Training Program, Assemblies of God

Systematic Theology annually 2008–2013

Teaching Assistant, Asbury Theological Seminary

CH501 – Church History I summer 2007

CH501 – Church History I (online) summer 2007

CH502 – Church History II summer 2007

Guest Lectures

University of Missouri 3700 Diversity, Equity, and Inclusion	Spring 2024
University of Missouri 4020 (Online) HR Management	Spring 2024
University of Missouri 9101 Professional Development Seminar	2021, 2022, 2024
University of Arizona Organizational Behavior Ph.D. Seminar	Spring 2021

PROFESSIONAL SERVICE WITHIN THE UNIVERSITY

COACHE Faculty Job Satisfaction Survey Committee	2024
Trulaske Undergraduate Programs Committee	2023-present
Dissertation Committee member for Dongchul Kim	2023-present
Developing an HR Graduate Certificate, including a new course in HR Analytics	2022-present
OBHR Tenure Track Recruiting Committee	Fall 2022
OBHR Curriculum Review Committee at Trulaske College of Business	2021-present
Management Ph.D. Program Committee at Trulaske College of Business	2020-present
Peer Teaching Evaluation Policy Review Committee	2022
Human Resources Curriculum Committee at Trulaske College of Business	2020-2021
Management Ph.D. Program Goals Sub-committee Chair	2020
Research mentor, FSU Undergraduate Research Opportunity Program	2016-2017

PROFESSIONAL SERVICE BEYOND THE UNIVERSITY

Editorial Board, <i>Personnel Psychology</i>	2024
Ad hoc reviewer, <i>Journal of Applied Psychology</i>	2021-present
Ad hoc reviewer, <i>Journal of Management</i>	2020-present
Ad hoc reviewer, <i>Psychological Bulletin</i>	2024
Reviewer, Academy of Management Conference	2018-present
AOM HR Division Best Paper Awards Committee	2024
SIOP Student Travel Awards Committee	2020-2022

Non-profit advisory board, Wellspring Group	2019-2022
Guest contributor to SHRM's HR Daily newsletter (approx. 500,000 members) Roth, P. L. & Arnold, J. D. (2022). <i>There are No Holy Grail Questions in Interviewing, but there are some Good Commandments</i> . https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/Viewpoint-Good-Interview-Questions.aspx	2022
Reviewer, Society for Industrial and Organizational Psychology	2021
Consultant, Milsoft Utility Solutions	2020
Reviewer, Southern Management Association Conference	2019
Conference volunteer, Southern Management Association Conference	2015, 2018
Conference speaker and facilitator, Wellspring Group Led and spoke at 8 to 10 multi-day non-profit leadership development seminars	2011-2014
Founding Trustee, Vice-Chair, College of Athens Achieved Georgia Nonpublic Postsecondary Education Commission authorization Developed a strategic plan for national accreditation, which was achieved in 2020	2010-2013

AWARDS AND HONORS

AOM HR Scholarly Achievement Award (best HR article published in 2023)	2024
Trulaske Dean's Advisory Board Faculty Scholar	2023
Personnel Psychology's 2021 Best Article Award	2021
Honorable Mention for the SIOP William A. Owens Scholarly Achievement Award	2021
Herbert M. Johnson Scholarship for Research, Teaching, and Leadership	2019
FSU College of Business Doctoral Teaching Award	2019
Nominated for the FSU Graduate Student Research and Creativity Award	2019
Best Convention Paper Award in the AOM Human Resources Division	2018
Undergraduate Research Opportunity Program Materials Grant	2016
Recruiting Fellowship, Florida State University	2015-2016

Lorberbaum Fellow, University of Georgia	2013-2015
Ministry Scholarship, Asbury Seminary	2006-2010
Academic Excellence Scholarship, Asbury Seminary	2007-2008
United Methodist Foundation Merit Scholarship, Asbury Seminary	2006-2007
Ralph Brown Draughn Most Outstanding Senior History Student Award	2005-2006
Summa cum laude, Auburn University	2005
Ruth Fountain Heard History Scholarship, Auburn University	2005
Phi Beta Kappa, Auburn University	2005

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Industrial and Organizational Psychology
Southern Management Association

ADDITIONAL EMPLOYMENT HISTORY

Research Assistant in Management Florida State University, Tallahassee, FL	2015-2020
Graduate Assistant in Management and Entrepreneurship University of Georgia, Athens, GA	2013-2015
Director of Partner Relations Wellspring Group, Atlanta, GA	2010-2013
Graduate Assistant in Church History and World Christian Revitalization Movements Asbury Theological Seminary, Wilmore, KY	2007-2008
Campus Ministry Associate in Chi Alpha Christian Fellowship Assemblies of God, Auburn, AL	2005-2006