***CURRICULUM VITAe***

**john d. arnold**

Assistant Professor of Management

Trulaske College of Business

University of Missouri

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Columbia, MO 65211

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Academic appointments

University of Missouri, Trulaske College of Business, Department of Management, Columbia, MO

Assistant Professor of Management 2020 to present

EDUCATION

Ph.D. Business Administration

The Florida State University, 2020

Major Field: Organizational Behavior and Human Resources

Dissertation: *What does behavioral consistency really mean? Predictive validity of content and method factors in employee selection*.

Committee: Chad H. Van Iddekinge (chair)

Gerald R. Ferris

Gang Wang

C. Darren Brooks

Martin Mende

Filip Lievens

M.B.A. Business Administration

The University of Georgia, 2015

Concentration: Marketing and Entrepreneurship

M.Div. Divinity

Asbury Theological Seminary, 2010

B.A. History

Auburn University, 2005

peer-reviewed Journal Publications

Zhang, L., Van Iddekinge, C. H., Arnold, J. D., Roth, P. L., Lievens, F., Lanivich, S. E., & Jordan, S. L. (in press). 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*.

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

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, as well as on the *London School of Economics Business Review* blog as “Companies look at job candidates’ previous experience, but does it predict anything?” on May 20th, 2019.

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.

Manuscripts under review at peer-reviewed Journals

Arnold, J. D., Van Iddekinge, C. H., Campion, M. C., Bauer, T., & Campion, M. A. (2nd revise and resubmit). Topic: Hiring sources. *Journal of Management*.

Roth, P. L., Arnold, J. D., Zhang, L., Walker, J., & Van Iddekinge, C. H. (2nd revise and resubmit). Topic: Organizational political affiliation. *Journal of Applied Psychology*.

works in progress

Zhang, L., Van Iddekinge, C. H., Arnold, J. D., Jordan, S. L., & Ployhart, R. E. (data analysis stage). Topic: Human capital resources. Target: *Journal of Applied Psychology*.

Van Iddekinge, C. H., Arnold, J. D., Ingold, P., & Roth, P. L. (data collection stage). Topic: Interview validity. Target: *Journal of Applied Psychology*.

Van Iddekinge, C. H., Lievens, F., Aguinis, H., Lang, J., & Arnold, J. D. (data collection stage). Topic: Work effort. Target: *Journal of Management.*

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

Arnold, J. D., & Van Iddekinge, C. H. (research design stage). Topic: Failure and resilience at work. Target: *Journal of Applied Psychology*.

Arnold. J. D. (research design stage). Topic: Social learning mechanisms in performance evaluations. Target: *Journal of Applied Psychology*.

Conference presentations

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 to be presented at the 80th Annual Meeting of the Academy of Management.

*Note*: 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.

*Note*: 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, Florida State University

Human Resource Analytics (MAN 4930) spring 2020

Students enrolled: 26 Instructor Rating: 4.5/5.0 Course GPA: 3.53\*

\*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

Contemporary Challenges in Leadership (MAN 4143) spring 2018

Students enrolled: 38 Instructor Rating: 4.9/5.0 Course GPA: 3.29

Teaching Assistant, Florida State University

Strategic Management and Business Policy (MAN 4720) 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

Teaching Assistant, Asbury Theological Seminary

CH501 – Church History I summer 2007

CH501 – Church History I (Online) summer 2007

CH502 – Church History II summer 2007

Professional Service and Outreach

Reviewer, Academy of Management Conference 2018-2019

Reviewer, Southern Management Association Conference 2019

Conference volunteer, Southern Management Association Conference 2015, 2018

Research Mentor, FSU Undergraduate Research Opportunity Program 2016-2017

Conference speaker and facilitator, Wellspring Group 2011-2014

Led and spoke at 8 to 10 multi-day non-profit leadership development seminars

Founding Trustee, Vice-Chair, Athens College of Ministry 2010-2013

Achieved Georgia Nonpublic Postsecondary Education Commission authorization

Developed a strategic plan for national accreditation, which now has been achieved

Awards and honors

Herbert M. Johnson Scholarship for Research, Teaching, and Leadership 2019

FSU College of Business Graduate Student 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 2015-2020

Florida State University, Tallahassee, FL

Graduate Assistant in Management and Entrepreneurship 2013-2015

University of Georgia, Athens, GA

Director of Partner Relations 2010-2013

Wellspring Group,Athens, GA

Graduate Assistant in Church History and World Christian Revitalization Movements 2007-2008

Asbury Theological Seminary, Wilmore, KY

Campus Ministry Associate in Chi Alpha Christian Fellowship 2005-2006

Assemblies of God, Auburn, AL