

# ***CURRICULUM VITAE***

## **JOHN D. ARNOLD**

Assistant Professor of Management  
Trulaske College of Business  
University of Missouri  
504 Cornell Hall  
Columbia, MO 65211  
(706) 372-6870  
[jdarnold@missouri.com](mailto:jdarnold@missouri.com)

### **ACADEMIC APPOINTMENTS**

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University of Missouri, Trulaske College of Business, Department of Management, Columbia, MO  
Assistant Professor of Management 2020 to present

### **EDUCATION**

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- 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**

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**Arnold, J. D.**, Van Iddekinge, C. H., Campion, M. C., Bauer, T., & Campion, M. A. (2020). Welcome back? Job performance and turnover of boomerang employees compared to internal and external hires. *Journal of Management*.

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*.

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, 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 20<sup>th</sup>, 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**

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Roth, P. L., **Arnold, J. D.**, Zhang, L., Walker, J., & Van Iddekinge, C. H. (2<sup>nd</sup> revise and resubmit due Nov. 2020). Topic: Organizational political affiliation. *Journal of Applied Psychology*.

Van Iddekinge, C. H., Lievens, F., Aguinis, H., Lang, J., & **Arnold, J. D.** (proposal accepted – manuscript due 2/15/21). Topic: Work effort. *Journal of Management*.

## **WORKS IN PROGRESS**

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

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

Van Iddekinge, C. H., Roth, P. L., **Arnold, J. D.**, & Krivacek, S. (data collection stage). Topic: Education in selection. Target: *Journal of Applied Psychology*.

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

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

**Arnold, J. D.**, & Brooks, H. D. (research design stage). Topic: Internships. 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*.

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

## **CONFERENCE PRESENTATIONS**

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**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 at the 80<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 32<sup>nd</sup> 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 78<sup>th</sup> 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 55<sup>th</sup> 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 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

## **TEACHING EXPERIENCE**

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|   |                            |                                  |
|---|----------------------------|----------------------------------|
| Instructor of Record, University of Missouri                        |                            |                                  |
| Human Resource Management (Management 4020/7020 online)             |                            | fall 2020                        |
| 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**

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|  |            |
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| 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**

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|   |           |
|---|-----------|
| 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**

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

## **ADDITIONAL EMPLOYMENT HISTORY**

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