

CURRICULUM VITA

JOHN D. ARNOLD

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EDUCATION

- Ph.D. Business Administration
The Florida State University, expected 2020
Major Field: Organizational Behavior and Human Resources
- Dissertation: *What does behavioral consistency really mean? A meta-analysis of method factors and outcomes 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

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

- Gabriel, A. S., Koopman, J., Rosen, C. C., **Arnold, J. D.**, & Hochwarter, W. (revised and resubmitted April 2019) Topic: Emotional labor. *Journal of Applied Psychology*.

Zhang, L., Van Iddekinge, C. H., **Arnold, J. D.**, Roth, P. L., Lievens, F., Lanivich, S. E., & Jordan, S. L. (revised and resubmitted June 2019). Topic: Social media in selection. *Journal of Applied Psychology*.

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

Roth, P. L., **Arnold, J. D.**, Zhang, L., Walker, J., & Van Iddekinge, C. H. (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. (data collection 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

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 to be 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. Paper to be presented 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.

EMPLOYMENT HISTORY

Research Assistant in Management Florida State University, Tallahassee, FL	2015-Present
Graduate Assistant in Management and Entrepreneurship University of Georgia, Athens, GA	2013-2015
Director of Partner Relations Wellspring Group, Athens, 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

TEACHING EXPERIENCE

Instructor of Record, Florida State University Human Resource Management (MAN 4301)	fall 2018
Students enrolled: 38 Instructor Rating: 4.4/5.0 Course GPA: 3.2	
Contemporary Challenges in Leadership (MAN 4143)	spring 2018
Students enrolled: 38 Instructor Rating: 4.9/5.0 Course GPA: 3.2	
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)	spring, fall 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

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 Led and spoke at 8 to 10 multi-day non-profit leadership development seminars	2011-2014
Founding Trustee, Vice-Chair, Athens College of Ministry Achieved Georgia Nonpublic Postsecondary Education Commission Authorization Developed a strategic plan for national accreditation, which now has been achieved	2010-2013

AWARDS AND HONORS

Nominated for the Business Graduate Student Teaching Award (awaiting decision)	2019
Nominated for the FSU Graduate Student Research and Creativity Award	2019
Best Convention Paper Award in the 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

REFERENCES

Chad Van Iddekinge
 Bank of America Professor of Management
 Department of Management
 College of Business
 Florida State University
 821 Academic Way
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