

CURRICULUM VITAE

January, 2021

Dr. Joseph Charles Rode

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POSITIONS HELD

Academic Positions

2019 – present	George and Mildred Panuska Professor of Business
2016 – present	Professor of Management
2009 - 2016	Associate Professor of Management
2003- 2009	Assistant Professor of Management Farmer School of Business Miami University
2002-2003	Visiting Assistant Professor of Management Kelley School of Business Indiana University
1997-1998, 2000-2002	Associate Instructor Kelley School of Business Indiana University

Other Work Experience

1995-1997, 1998-2000	Change Management Consultant Accenture (formerly Andersen Consulting) Chicago, Illinois
1991-1993	Buyer May Corporation Denver, Colorado

EDUCATION

1991	B.A., Indiana University/ Wabash College, Economics
1995	M.B.A., Indiana University, Organizational Development (Design Major)
2002	Ph.D., Indiana University, Organizational Behavior

RESEARCH INTERESTS

Emotional intelligence
Leadership
Cross cultural values

COURSES TAUGHT

Leading Individuals and Teams (at Indiana)
Human Resource Management (at Indiana)
Introduction to Management and Leadership (MGT291)
Introduction to Management and Leadership – Honors (MGT291C)
Employee Engagement and Motivation (MGT414)
Leadership, Change Management, and Cross Cultural Management (MGT644)
Leadership and Learning (MGT415)
Human Capital Consulting (MGT474)
Strategic Human Resources (MGT654)
Culture and International Business (BUS420) in Luxembourg and Australia

GRANTS

2017 FSB Summer Faculty Research Grant, \$6,000
2015 FSB Summer Faculty Research Grant, \$6,000
2011 FSB Management Department Research Grant, \$6,000
2010 FSB Summer Faculty Research Grant, \$6,000
2008 FSB Summer Faculty Research Grant, \$15,000
2007 FSB Summer Faculty Research Grant, \$13,500
2006 FSB Summer Faculty Research Grant, \$13,000
2005 FSB Summer Faculty Research Grant, \$12,000
2004 FSB Summer Faculty Research Grant, \$11,500

AWARDS AND RECOGNITIONS

2019 Awarded George and Mildred Panuska Professor of Business
2018 Famer School of Business Senior Faculty Award for Research Excellence
2010-20 Commendation for Positive Influence on Students from the Center for the Enhancement of Learning, Teaching, and University Assessment (CELTUA) for ten straight years

- 2014-16 Endres Associate Professor Fellow
- 2018 Nominated for the FSB senior faculty outstanding teaching award
- 2012 Nominated for the FSB senior faculty outstanding teaching award
- 2009 Nominated for the FSB senior faculty outstanding teaching award
- 2007 Nominated for the FSB junior faculty outstanding teaching award
- 2006 Finalist for the FSB junior faculty outstanding teaching award
- 2003 OB New Faculty Consortium, Academy of Management

PAPERS AND PUBLICATIONS

Total citations (Google Scholar) as of 1/25/21 = 2,813
h-index = 18

Journal Publications

- In press Dust, S. Wang, P., and Rode, J.C., "The effect of leader and follower extraversion on leader-member exchange: An interpersonal perspective incorporating power distance orientation." *Journal of Social Psychology*.
doi.org/10.1080/00224545.2020.1848774
- 2020 Dust, S., Rode, J.C., & Wang, P. "Leader Self-Enhancement Values: Curvilinear and Congruence Effects." *Leadership and Organizational Development*, (41), 5.
- 2018 Dust, S., Rode, J.C., Arthaud-Day, M.L., and Howes, S.S. "Managing the Self-esteem, Employment Gaps, and Employment Quality Process: The Role of Facilitation-and Understanding-Based Emotional Intelligence." *Journal of Organizational Behavior*, 39, 680-693.
- 2017 Rode J.C., Authard-Day, M., Ramaswami, A. & Howe, S. "A Time Lagged Study of Emotional Intelligence and Salary." *Journal of Vocational Behavior*, 101, 77-89.
- 2016 Rode, J. C., Xiaowen, H., & Flynn, B. "A Cross-Cultural Examination of the Relationships among Human Resource Management Practices and Organisational Commitment: An Institutional Collectivism Perspective." *Human Resource Management Journal*, 26, 471-489.
- 2016 McFarland, R., Rode, J.C, & Tasadduq, T. "A Contingency Model of Emotional Intelligence in Professional Selling." *The Journal of the Academy of Marketing Science*, 44 (1), 108-118.

- 2013 Wang, P., Rode, J.C., Shi, K. & Luo, Z. "A Work Group Climate Perspective of the Relationships among Transformational Leadership, Work Group Diversity, and Employee Creativity." *Group and Organization Management*, 38, 334-360.
- 2012 Arthaud-Day, M.L., Rode, J.C., Neihoff, B.P., & Turnley, H.W. "Direct and Contextual Effects of Individual Values on Organizational Citizenship Behavior in Teams." *The Journal of Applied Psychology*, 97, 792-807.
- 2012 Rode, J.C., Judge T.A., & Sun, J.J. "Incremental Validity of Core Self-Evaluations in the Presence of Other Self-Concept Traits: An Investigation of Applied Psychology Criteria in the U.S. and China." *The Journal of Organizational and Leadership Studies*, 19, 324 – 338.
- 2011 Huang, X. and Rode, J.C., & Schroeder, R.G. "Organizational Structure and Continuous Improvement and Learning: Moderating Effects of Cultural Endorsement of Participative Leadership." *The Journal of International Business Studies*, 42, 1103-1120.
- 2010 Wang, P., and Rode, J.C. "Transformational Leadership and Follower Creativity: The Moderating Effects of Identification with Leader and Organizational Climate." *Human Relations*, 63, 1105-1128.
- 2008 Rode, J.C, Mooney, C.H., Arthaud-Day, M.L., Near, J.P., & Baldwin, T.T., "Ability and Personality as Predictors of Success in Newly Employed Professionals." *International Journal of Selection and Assessment*, 16, 292-299.
- 2008 Rode, J.C., Mooney, C.H., Arthaud-Day, M.L., Near, J.P., Baldwin, T.T., Rubin, R., and Bommer, B. "A Test of the Convergent, Discriminant, Criterion and Incremental Validity of the MSCEIT V2.0." *Intelligence*, 38, 350-366.
- 2007 Rode, J.C., Regh, M.T., & Near, J.P., and Underhill, J.R. "The Effect of Work/Family Conflict on Intention to Quit: The Mediating Roles of Job and Life Satisfaction." *Applied Research in Quality of Life*, 2, 65-82.
- 2007 Gerhardt, M., Rode, J.C., and Peterson, S.J., "Exploring Mechanisms in the Personality-Performance Relationship: Mediating Roles of Self-management and Situational Constraints." *Personality and Individual Differences*, 43(6), 1344-1355.
- 2007 Rode, J.C., Mooney, C.H., Arthaud-Day, M.L., Near, J.P., Baldwin, T.T., Rubin, R.S., and Bommer, W.H. "Emotional Intelligence and Performance: Evidence of Direct and Moderated Effects." *Journal of Organizational Behavior*, 28, 399-421.
- 2006 Peterson, S.J., Gerhardt, M., and Rode, J.C., "Hope, Learning goals and Task Performance." *Personality and Individual Differences*, 40 (6), 1099-1109.

- 2005 Rode, J.C., Arthaud-Day, M.L., Mooney, C.H., Near, J.P., Baldwin, T.T., Bommer, W.H., and Rubin, R.S. "Life Satisfaction and Student Performance." *Academy of Management Journal of Learning and Education*, 4(4), 421-433.
- 2005 Arthaud-Day, M.L., Rode, J.C., Mooney, C.H., Near, J.P., and Baldwin, T.T., "The Subjective Well-being Construct: A Test of its Convergent, Discriminant, Criterion, and Factorial Validity." *Social Indicators Research*, 74, 445-476.
- 2005 Rode, J.C., and Near, J.P., "Spillover Between Work Attitudes and Life Attitudes: Myth or Reality?" *Social Indicators Research*, 70, 79-109.
- 2004 Rode, J.C., "Job and Life Satisfaction Revisited: A Longitudinal Test of an Integrated Model." *Human Relations*, 57(9), 1205-1230.

Manuscripts under Journal Review

Rode, J.C., Haung, X. & Schroeder, R. "A Cross Cultural Examination of the Relationships among Human Resource Practices and Continuous Improvement and Learning." Reject and resubmit at the *Human Resource Management Journal*.

Wang, P., and Rode, J.C., "Leader Role Salience and Employee Work to Family Conflict." Revise and resubmit at the *Journal of Organizational and Occupational Psychology*.

Manuscripts in Preparation for Journal Submission: Data Collection Completed

Rode J.C., Steed, L., Dust, S., and Arthaud-Day, M. "Antecedents and Outcomes of Family Power in Dual Income Families" Anticipated journal submission February, 2020.

Arthaud-Day, M., Rode, J.C., & Dust, S., "A Time Lagged Study of Personal Values and Work and Nonwork Outcomes." Anticipated journal submission May, 2021.

Arthaud-Day, M., Rode, J.C., & Dust, S. "Effects of Work and Nonwork Events on Individual Values in the Initial Career Stage." Anticipated journal submission August 2019. Anticipated journal submission August, 2021.

Book Chapters and other Publications

- 2016 McFarland, R., Rode, J.C., & Tasadduq, T. "How Emotional Intelligence Shapes Sales Outcomes Through the Stressful Sales Role." *Keller Center Research Report*, 9 (4).

- 2004 Johnson, K., Arthaud-Day, M.L., Rode, J.C., and Near, J.P. "Job Satisfaction and Life Satisfaction" In Gartner, W.B., Shaver, K.G., Carter, N.M., and Reynolds, P.D. (Eds.) *Handbook of Entrepreneurial Dynamics*. Sage Publications.

Presented Papers

- 2020 Rode, J.C., Haung, X. & Schroeder, R. "A Cross Cultural Examination of the Relationships among Human Resource Practices and Continuous Improvement and Learning." Presented at the National Meetings of the Academy of Management in Vancouver, British Columbia (virtual).
- 2020 Wang, P., and Rode, J.C., "Leader Role Salience and Employee Work to Family Conflict." Presented at the National Meetings of the Academy of Management in Vancouver, British Columbia (virtual).
- 2016 Rode J.C., Arthaud-Day, M Satoris, T. "Longitudinal Effects of Emotional Intelligence on Mid-Career Salaries." Presented at the National Meetings of the Academy of Management in Anaheim, CA.
- 2016 Dust, S., Rode, J.C., and Arthaud-Day, M.L. "Relationships Among Emotional Intelligence, Career Gaps, and Career Outcomes." Presented at the National Meetings of the Academy of Management in Anaheim, CA.
- 2013 McFarland, R., Rode, J.C., and Tasadduq, T. "Direct and indirect effects of emotional intelligence on job performance and burnout." Presented at the National Meetings of the Academy of Management in Orlando, FL.
- 2012 Wang, P. and Rode, J.C. "A Workgroup Climate Perspective of the Relationships among Transformational Leadership, Diversity, and Creativity." Presented at the National Meetings of the Academy of Management in Boston, MA.
- 2010 Huang, X. and Rode, J.C. "An Examination of Organizational Structure and Continuous Improvement and Learning across Cultures." Presented at the National Meetings of the Academy of Management in Montreal, Canada.
- 2009 Arthaud-Day, M.L., Rode, J.C , Neihoff, B.P., and Turnley, H.W. "Values as Predictors of Organizational Citizenship Behaviors in Teams." Presented at the National Meetings of the Academy of Management in Chicago, IL.
- 2009 Huang, X. and Rode, J.C. "Cross-cultural Moderators of the Relationship between Organizational Structure and Operational Outcomes: An Organizational Learning Perspective." Presented at the National Meetings of the Productions Operations and Management Society in Orlando, FL.

- 2008 Rode, J.C. & Wong, P., "Potential Moderators of Transformational Leadership and Follower Creativity: An identity perspective." Presented at the National Meetings of the Academy of Management in Anaheim, CA.
- 2006 Rode, J.C. and Ryan K. "Positive Spillover from Nonwork to Work." Presented at the Midwest Academy of Management, Louisville, KY.
- 2006 Rode, J.C., Mooney, C.H., Arthaud-Day, M.L., Near, J.P. and Baldwin, T.T "Ability and Personality as Predictors of Early Career Success." Presented at the National Meetings of the Academy of Management, Atlanta, GA.
- 2006 Gerhardt, M.W., Peterson, S.J., and Rode, J.C. "Individual Differences in Self-Management, Situational Constraints, and Performance." Presented at the National Meetings of the Academy of Management, Atlanta, GA.
- 2005 Rode, J.C., Mooney, C.H., Arthaud-Day, M.L., and Near, J.P. "A Test of the Convergent, Discriminant, Criterion and Incremental Validity of the MSCEIT V2.0." Presented at the National Meetings of the Academy of Management, Honolulu, HI.
- 2005 Rode, J.C., Mooney, C.H., Arthaud-Day, M.L., Near, J.P., Baldwin, T.T., Rubin, R., and Bommer, B. "Direct and Moderated Effects of Emotional Intelligence on Individual Performance." Presented at the National Meetings of the Academy of Management, Honolulu, HI.
- 2005 Peterson, S.J., Gerhardt, M.W., and Rode, J.C. "Examination of the Relationship Between Hope and Task Performance: A Test of a Theoretical Model." Poster at the Twentieth Annual Meeting of the Society of Industrial and Organizational Psychology; Los Angeles, CA.
- 2004 Rode, J.C., "Does Job Satisfaction Affect Life Satisfaction? Examining the Relationships among Personality, Life Domains, and Life Satisfaction over Time." Presented at the National Meetings of the Academy of Management, New Orleans, LA.
- 2004 Rode, J.C., Regh, M.T., Near, J.P., and Underhill, J.R., "Job Satisfaction and Life Satisfaction as Predictors of Intention to Leave the Airforce." Presented at the 9th International Conference of Work Values and Behavior.
- 2002 Rode, J.C. and Near, J.P. "Potential Mediators of Job Satisfaction and Life Satisfaction: Effects of Time Conflict and Relationship Stress." Presented at the Midwest Meetings of the Academy of Management, Indianapolis, IN.
- 2002 Rode, J.C., Arthaud-Day, M.L., Mooney, C.H., Near, J.P., Baldwin, T.T., Bommer, W.H., and Rubin, R.S. "Life Satisfaction as a Mediator Between Core Self-evaluations and Performance." Presented at the National Meetings of the Academy of Management, Denver, CO.

- 1998 Rode, J.C, and Baldwin, T.T. “Predictors of Student Performance in a Managerial Assessment Center Exercise.” Presented at the Organizational Behavior Teaching Conference, LaVerne, CA.

PROFESSIONAL SERVICE ACTIVITIES

- 2008- present: Member of editorial review board for the *Journal of Organizational Behavior*
- 2002-2015: Reviewer for the Meetings of the Academy of Management (Organizational Behavior division)
- 2004-present: Ad-hoc reviewer for *Group and Organization Management, Journal of Leadership and Organizational Studies, Human Relations, and The Academy of Management Journal*

UNIVERSITY SERVICE ACTIVITIES

- 2018-present Chair, Farmer School of Business Graduate Studies Committee
- 2018-present Member, University Awards and Recognition Committee
- 2018-present Member, Farmer School of Business Career Advisory Committee
- 2012-present: Director of the PMBA assessment program
- 2012-present: Chair, Management Department Faculty Development Committee
- 2012-present: Area coordinator for Human Capital Management and Leadership area
- 2019 Member, PhD dissertation committee “Emotional Intelligence and Long Term Care Providers” (outside member for the Department of Sociology and Gerontology)
- 2018-19 Member, Masters of Management Development Committee
- 2017-19 Member, Miami University Faculty Senate
- 2018 Member, Human Capital Management and Leadership tenure track faculty search committee
- 2017 Member, Core Curriculum Development Committee, Farmer School of Business
- 2017 Member, Management and Leadership tenure track faculty search committee

- 2016-17 Chair, Graduate Studies Committee, Farmer School of Business
- 2015-16 Member, FSB Scholarship Definition Task Force
- 2016 Member, Management and Leadership tenure track faculty search committee
- 2015 Member, Management and Leadership tenure track faculty search committee
- 2014 Chair, Management and Leadership tenure track faculty search committee (two positions)
- 2014 Chair, Management and Leadership lecturer/ clinical faculty search committee
- 2014-15 Chair, Graduate Studies Committee, Farmer School of Business
- 2014-15 Member, Farmer School of Business Scholarship Committee
- 2010-14 Member, MBA Curriculum Committee, Farmer School of Business
- 2009-14 Member of the Divisional Research Committee, Farmer School of Business
- 2012 Member, Miami University 2020 long term Strategic Planning Committee
- 2011 Member, Management and Leadership tenure track faculty search committee
- 2007-12 Team leader of the President's "Top 25" course revision team for MGT291
- 2006-11 Course coordinator for MGT291: Organizational Behavior and Theory
- 2008 Member, departmental visiting professor search committee
- 2007 Member, departmental visiting professor search committee
- 2006 Member, departmental visiting professor search committee
- 2004 Member, Management and Leadership tenure track faculty search committee
- 2005 Member, departmental visiting professor search committee
- 2004 Member, Farmer School of Business committee to support quantitative data analyses
- 2004 Member of departmental chairperson search committee

OTHER PROFESSIONAL ACTIVITIES

- 2016-17 Chairman of the Board of Trustees for the McGuffey Foundation School

2012-16 Treasurer of the Board of Trustees for the McGuffey Foundation School

2010- present: Member of the Advisory Board for Careerbliss.com

2010 -11 Member of the Board of Trustees for Central Montessori Academy

CONSULTING AND EXECUTIVE EDUCATION ACTIVITIES

2016-20 Conducted executive education classes on team leadership and decision making for Paycor, Worthington Industries, and Miami's "Mini MBA" program

2009 Consultant to the Central Management Institute of Facilities and Services Personnel, Midwest Association of Colleges and Universities