CURRICULUM VITAE

September, 2026

Dr. Joseph Charles Rode

Farmer School of Business
Miami University
Oxford, OH
Phone: (513) 529-4231
Email: rodejc@miamioh.edu

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 and individual 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)
Human Resource Strategy (MGT601)
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

2025 Nominated for the FSB senior faculty outstanding teaching award

2024 Nominated for the FSB senior faculty outstanding teaching award

2021 Named outstanding reviewer for the *Journal of Organizational Behavior*

2019 Awarded George and Mildred Panuska Professor of Business

2018 Famer School of Business Senior Faculty Award for Research Excellence

2010-26 Commendation for Positive Influence on Students from the Center for the Enhancement of Learning, Teaching, and University Assessment (CELTUA/ CTE) for seventeen 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 9/15/26 = 4,546
h-index = 21

Journal Publications

In press Merchant, S. Babatunde, S., Dust, S., Steed, L. and Rode, J.C. and. "Gender Differences on Dual-Earners' Money as Achievement Congruence and Needs-Supplies Fit." *Journal of Business and Psychology*.

2025 Arthaud-Day, M., Rode, J.C., and Bradley, K. "Living a Value-Based Work Life: Individual Values as Predictors of Career Outcomes." *Journal of Vocational Behavior*, 162.

2023 Steed, L., Rode J.C., Dust, S., and Arthaud-Day, M. "Relative Income and Value Congruence in Dual-Income Couples." *Journal of Organizational Behavior,* 44, 1283-1300.

2022 Rode, J.C., Huang. X., and Schroeder, R. "Human Resources Practices and Continuous Improvement and Learning across Cultures." *Journal of International Management*, 28(4).

2022 Wang, P., and Rode, J.C. "Linking Supervisor Role Identity Saliences to Supervisor Work-Family Support." Under third review at the *Journal of Leadership and Organizational Studies,* 29(3), 372-384.

2021 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*, 161(6) 1-17.

2020 Dust, S., Rode, J.C., and Wang, P. "Leader Self-Enhancement Values: Curvilinear and Congruence Effects." *Leadership and Organizational Development*, 41(5), 687-701.

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., and 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, and 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. and 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., and 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., and 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., and 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., and 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., and 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 Review or in Preparation for Journal Submission

Cho, Y., Rode, J.C., Bachrach, D.G., Ford, M., and Bachrach, E. "Benevolence Values and Work-Family Conflict: Direct and Congruence Effects in Dual Income Couples." Under review at *The Journal of Vocational Behavior*.

Arthaud-Day, M., Bradley, K., and Rode, J.C. "Major Career Events and Values Change from Early Adulthood to Mid Career." Anticipated journal submission October, 2026

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

2025 Cho, Y., Rode, J.C., Bachrach, D.G., Ford, M., and Bachrach, E. "Exploring Benevolence Values and Gendered Work-Home Boundaries in Dual-Earner Couples." Presented at the Presented at the Academy of Management Meetings in Copenhagen, Denmark.

2025 Arthaud-Day, M., Bradley, K., and Rode, J.C. "The Influence of Major Career Events on Individual Values." Presented at the Presented at the Academy of Management Meetings in Copenhagen, Denmark.

2024 Merchant, S., Babatunde, S., Steed, L., & Rode, J.C. "Money as Achievement on Person-Job Fit." Presented at the Academy of Management Meetings in Chicago, IL.

2023 Arthaud-Day, Rode, J.C., M., Bradly, K., & Steed,L. "Living a Values-Based Work Life: Individual Values as Predictors of Career Outcomes." Presented at the Academy of Management Meetings in Boston, MA.

2021 Steed, L., Rode J.C., Dust, S., and Arthaud-Day, M. "Values and Share of Household Income." Presented at the National Meetings of the Academy of Management (virtual meeting).

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 (virtual meeting).

2020 Wang, P., and Rode, J.C., "Leader Role Salience and Employee Work to Family Confict." Presented at the National Meetings of the Academy of Management (virtual meeting).

2016 Rode J.C., Arthard-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 amoung 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*

2002-2020: 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

2026: Member, Economics Department DPI Review Committee

2026: Member, HCML Tenure Track Faculty Search Committee

2026: Chair, HCML TCPL Faculty Search Committee

2025-26: Member, AI Teaching Effectiveness Committee

2025: Member, FSB Teaching Effectiveness Committee

2012-present: Area coordinator for Human Capital Management and Leadership area

2024-present: Mentor for FSB junior faculty

2020-2025: Member, FSB Promotion and Tenure Committee

2022-2024: Member, PhD dissertation committee "A Taxonomy of Rumination" (outside member for the department of Psychology)

2024: Chair, HCML TCPL Faculty Search Committee

2022: Chair, HCML TCPL Faculty Search Committee

2022-2023: Member, Miami Student Life Committee

2022: Member, HCML Tenure Track Faculty Search Committee

2020-22: Chair, University Awards and Recognition Committee

2018-20: Member, University Awards and Recognition Committee

2018-22: Member, Farmer School of Business Career Advisory Committee

2012-21: Director of the PMBA Assessment Program

2012-22: Chair, Management Department Faculty Development Committee

2018-20: Chair, Famer School of Business Graduate Studies Committee

2019-20: 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 Program Development Committee

2017-19: Member, Miami University Faculty Senate

2018: Member, HCML 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

2012-15: 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

2007-12: Team leader of the President's "Top 25" course revision team for MGT291

2011: Member, Management and Leadership Tenure Track Faculty Search Committee

2006-11: Course coordinator for MGT291: Organizational Behavior and Theory

2008: Member, Management Department Visiting Professor Search Committee

2007: Member, Management Department Visiting Professor Search Committee

2006: Member, Management Department Visiting Professor Search Committee

2004 Member, Management and Leadership Tenure Track Faculty Search Committee

2005: Member, Management Department Visiting Professor Search Committee

2004: Member, Farmer School of Business committee to support quantitative data analyses

2004: Member of Management Department Chairperson Search Committee

OTHER PROFESSIONAL ACTIVITIES

2010- 2026: Member of the Advisory Board for Careerbliss.com

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

2010-12: Member of the Board of Trustees for Central Montessori Academy

CONSULTING AND EXECUTIVE EDUCATION ACTIVITIES

2025: Presenter, "Leadership and Ethical Decision Making" at Brixey & Meyer's The Leading Edge Fall Summit!

2018-26: Led consulting services for The Cincinnati Zoo, DHL Supply Chain, Textron Industries, Paycor, Cengage, Mercy Health, Fiserv, Lee Health, Empower Marketing, Everything but the House, and the Midwest Association of Colleges and Universities

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