

# Benjamin D. McLarty

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## Academic Work Experience

**Assistant Professor of Management** – Summer 2016 to Present  
Department of Management & Information Systems  
Mississippi State University – Starkville, MS

**Assistant Professor of Management** – Fall 2015 to Spring 2016  
Department of Management, Marketing, & General Business  
West Texas A&M University – Canyon, TX

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## Education

**Ph.D. in Business Administration** – 2015  
Rucks Department of Management  
Louisiana State University – Baton Rouge, LA  
Major: Human Resources Management & Organizational Behavior  
Minor: Research Methods and Statistics

Dissertation Title:

*“The devil at work: Understanding the dark side of personality and its impact on performance.”*

Dissertation Committee:

Chair: Dr. Daniel Whitman

Members: Dr. Tim Chandler; Dr. Hettie Richardson; Dr. William Black

**Master of Business Administration** – 2001  
Oklahoma State University – Stillwater, OK  
Concentrations: Marketing and Management Information Systems

**Bachelor of Science in Biochemistry** – 1999  
Oklahoma State University – Stillwater, OK  
Minors: Chemistry and Microbiology

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## Research Interests

Entrepreneurship, Family Business, Individual Differences, Personality, and Job Performance

## Research Activity

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Google Scholar Citations: 325

h-index: 10

i10-index: 10

### Select Publications in Peer-Reviewed Journals

\*Financial Times 50 Journal; COB<sup>A+</sup> “A+” level Journal on College List; COB<sup>A</sup> “A” level Journal on College List; COB<sup>B</sup> “B” level Journal on College List; ABS<sup>A</sup> “A” ranking for College based on ABS Journal List; ^Current/former PhD Student.

1. McLarty, B.D., Skorodziyevskiy<sup>^</sup>, V., & Muldoon, J. (In Press). The Dark Triad’s incremental influence on entrepreneurial intentions. *Journal of Small Business Management*. <sup>ABS\_A</sup> doi.org/10.1080/00472778.2021.1883042
2. Pathki, C., Kluemper, D.H., Meuser, J.D., & McLarty, B.D. (In Press). The ORG-B5: Development of a short work frame-of-reference measure of the Big Five. *Journal of Management*. <sup>\* COB\_A+</sup> doi.org/10.1177/01492063211002627
3. McLarty, B.D., Whitman, D.S., Kluemper, D.H., & Tao<sup>^</sup>, S. (2022). An identity and reputation approach to understanding the Dark Triad in the workplace. *Journal of Organizational Behavior* <sup>COB\_A</sup>, 43,(3), 524-545. doi:10.1002/job.2569
4. McLarty, B.D., Muldoon, J., Quade, M.J., & King, R.A. (2021). Your boss is the problem and solution: How supervisor-induced hindrance stressors and LMX influence employee job neglect and subsequent performance. *Journal of Business Research*. <sup>COB\_A</sup>, 130, 308-317. doi.org/10.1016/j.jbusres.2021.03.032
5. Carr, J., Vardaman, J., Marler, L.E., McLarty, B.D., & Blettner, D. (2021). Psychological antecedents of decision comprehensiveness and their relationship to decision quality and performance in family firms: An upper echelons perspective. *Family Business Review* <sup>COB\_A</sup>, 34(1), 33-47. doi.org/10.1177/0894486520917774
6. Quade, M.J., McLarty, B.D., & Bonner, J.M. (2020). The influence of supervisor and employee bottom-line mentality on Leader-Member Exchange and subsequent employee performance. *Human Relations* <sup>\*COB\_A</sup>, 73(8), 1157-1181. doi.org/10.1177/0018726719858394
7. McLarty, B.D., Vardaman, J.M., & Barnett, T. (2019). Congruence in exchange: The influence of supervisors on employee performance in family firms. *Entrepreneurship Theory & Practice* <sup>\*COB\_A</sup>, 43(2), 302–321. doi.org/10.1177/1042258718796079
8. McLarty, B.D., & Holt, D.T. (2019). A bright side to family firms: How socioemotional wealth importance affects dark traits-job performance relationships. *Family Business Review* <sup>COB\_A</sup>, 32(4) 378-395. doi.org/10.1177/0894486519888397

9. Taylor, E., McLarty, B.D. & Henderson, D. (2018). The fire under the gridiron: Resource dependence and NCAA conference realignment. *Journal of Business Research* <sup>COB\_A</sup>, 82, 246-259. doi.org/10.1016/j.jbusres.2017.09.042
10. Kluemper, D.H., McLarty, B.D., & Bing, M.N. (2015). Acquaintance ratings of conscientiousness, agreeableness, and emotional stability: Incremental validity beyond and interactive effects with self-reports in the prediction of workplace deviance. *Journal of Applied Psychology* <sup>\* COB\_A+</sup>, 100(1), 237-248. doi: 10.1037/a0037810

### **Manuscripts under Revise and Resubmit or Journal Review**

11. Huang, J., Bowling, N., McLarty, B.D., Kluemper, D.H., & Wang^, Z. (Manuscript title withheld for anonymity of peer review process). Revise and Resubmit at: *Organizational Research Methods* <sup>COB\_A</sup>.
12. Ellen III, B., Medina-Craven, M., Bracamonte^, M., & McLarty, B.D. (Manuscript title withheld for anonymity of peer review process). Revise and Resubmit at: *Family Business Review* <sup>COB\_A</sup>.
13. Medina, M., Ostermeier, K., Sigdya, P., & McLarty, B.D. (Manuscript title withheld for anonymity of peer review process). Revise and Resubmit at: *Management Research Review*.
14. Bernerth, J.B., McLarty, B.D., & Eissa, G. (Manuscript title withheld for anonymity of peer review process). Under 1<sup>st</sup> Review at: *Journal of Applied Psychology* <sup>\* COB\_A+</sup>.
15. Antin^, V., Vardaman, J.M., McLarty, B.D., Kluemper, D.H., & Pollack, J. (Manuscript title withheld for anonymity of peer review process). Under 1<sup>st</sup> Review at: *Strategic Entrepreneurship Journal* <sup>\* COB\_A</sup>.
16. Sun^, U.Y., Xu^, H., Kluemper, D.H., McLarty, B.D., & Yun, S. (Manuscript title withheld for anonymity of peer review process). Under 1<sup>st</sup> Review at: *Leadership Quarterly* <sup>COB\_A</sup>.
17. Frieder, R., McLarty, B.D., & Bennett, A. (Manuscript title withheld for anonymity of peer review process). Under 1<sup>st</sup> Review at: *Personnel Psychology* <sup>COB\_A</sup>.

### **Other Publications in Peer-Reviewed Journals**

18. Rosen, P.A., Solomon, S., McLarty, B.D., Esken, C., & Taylor, E. (2018). The use of Twitter profiles to assess personality and hireability. *Journal of Managerial Issues* <sup>COB\_B</sup>, 30(2), 256-272.
19. Gur, F., McLarty, B.D., & Muldoon, J. (2017). The Sherif's contributions to management research. *Journal of Management History*, 23(2), 191-216. doi 10.1108/JMH-12-2016-0065

20. McLarty, B.D., & Whitman, D.S. (2016). A dispositional approach to applicant reactions: Examining core self-evaluations, behavioral intentions, and fairness perceptions. *Journal of Business & Psychology*<sup>COB\_A</sup>, 31(1), 141-153. doi: 10.1007/s10869-015-9405-x
21. Kluemper, D.H., McLarty, B.D., Bishop, T.R., & Sen, A. (2015). The influence of general mental ability, emotional intelligence, and extraversion on structured interview performance. *Journal of Business & Psychology*<sup>COB\_A</sup>, 30(3), 543-563. doi: 10.1007/s10869-014-9381-6
22. Maurer, J., McLarty, B.D., Bendickson, J., & Liguori, E. (2014). Social representations of entrepreneurship. *Journal of Business and Entrepreneurship*, 25(2), 97-131.
23. McLarty, B.D., & Rosen, P.A. (2014). The physician of Packingtown: The life and impact of Caroline Hedger. *Journal of Management History*, 20(1), 62-80. doi.org/10.1108/JMH-02-2012-0012
24. Liguori, E., McLarty, B.D., & Muldoon, J. (2013). The moderating effect of perceived job characteristics on the proactive personality – organizational citizenship behavior relationship. *Leadership and Organizational Development Journal*, 34(8), 724-740. doi.org/10.1108/LODJ-01-2012-0014

#### **Book Chapter**

25. McLarty, B.D. & Rosen, P.A. (2017). LinkedIn. In S. Rogelberg (Ed), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.) (pp. 894-896). Thousand Oaks, CA: Sage.

#### **Manuscripts (with full data) Being Prepared for Journal Submission**

26. McLarty, B.D., Hornsby, J., & Liguori, E. Advancing entrepreneurial mindset: What do we know and where do we go? Target: *Journal of Small Business Management*<sup>ABS\_A</sup>.
27. McLarty, B.D., Holt, D.T., & Vardaman, J.M. Are employees good stewards too? The impact of employee perceptions of SEW-importance and leader member exchange on organizational citizenship behaviors. Target: *Entrepreneurship Theory & Practice*<sup>\*COB\_A</sup>.
28. McLarty, B.D., Ellen, B.P. III, & Vardaman, J.M. Can family influence enhance employee productivity? The impact of family commitment on empowerment and employee job performance. Target: *Family Business Review*<sup>COB\_A</sup>.
29. Eissa, G., Bernerth, J.B., Carter, M., & McLarty, B.D. All you care about is money! An empirical examination of leaders' bottom line mentality identity and reputation (in)congruence and the impact on group performance. Target: *Journal of Applied Psychology*<sup>\* COB\_A+</sup>.

30. McLarty, B.D., Kluemper, D.H., McAbee, S., & Bing, M.N. Work and non-work acquaintance ratings of personality in the prediction of job performance: The TRI Model and the unique impact of friends, family, and coworkers. Target: *Journal of Applied Psychology*<sup>\* COB\_A+</sup>.
31. McLarty, B.D., Whitman, D.S., & Kluemper, D.H. The devil at work: Understanding the Dark Triad's impact on job performance. Target: *Personnel Psychology*<sup>COB\_A</sup>.
32. McLarty, B.D., Taylor, E.C., Muldoon, J., & Sauley, K. Good situations, bad personalities: How workplace cues suppress employee psychopathy and improve job performance. Target: *Journal of Business Research*<sup>COB\_A</sup>.
33. Tao^, S., Kluemper, D.H., & McLarty, B.D. A meta-perceptions approach to measuring personality. Target: *Journal of Applied Psychology*<sup>\* COB\_A+</sup>.
34. Huang^, X., Crossler, R.E., McLarty, B.D., & Trinkle, B. Don't turn to the dark side: The effects of the Dark and Light Triad on information security policy compliance. Target: *Journal of the Association for Information Systems*<sup>COB\_A+</sup>.
35. McLarty, B.D., Warkentin, M., Kluemper, D.H., & Rosen, P.A. What does LinkedIn link to? Exploring the organizational relevance of employee adoption and use. Target: *Journal of Management Information Systems*<sup>COB\_A+</sup>.

### **Work in the Data Collection Phase**

36. McLarty, B.D., Vardaman, J.M., & Liguori, E. Organizational justice and employee turnover: How family firms influence intentions to leave. Target: *Entrepreneurship Theory & Practice*<sup>\*COB\_A</sup>.
37. McLarty, B.D. & Beus, J. Organizational climates and their impact on employee turnover intentions. Target: *Journal of Applied Psychology*<sup>\* COB\_A+</sup>.

### **Conference Presentations / Symposia**

38. McLarty, B.D., Vardaman, J.M., & Holt, D.T. (2022). Are family firm employees good stewards? The impact of SEW-importance and LMX on citizenship performance. Manuscript submitted for the 2022 Strategic Management Society Annual Conference, London, England.
39. McLarty, B.D., Ellen III, B., Medina-Craven, M., & Bracamonte^, M. (2022). The promise of personality in family firm research: A systematic review and agenda for future inquiry. Manuscript accepted for presentation at the 2022 International Family Enterprise Research Academy, Santander, Spain.

40. McLarty, B.D., Holt, D.T., & Vardaman, J.M. (2022). Can family-centric, SEW pursuits create good employee stewards? Stewardship theory may provide the answers. Manuscript accepted for presentation at the 2022 International Family Enterprise Research Academy, Santander, Spain.
41. Huang, J.L., Bowling, N.A., Burns, G.N., Curran, P.G., Denison, A.J., DeSimone, J.A., Kluemper, D.H., Landers, R.N., Marbut, A., McFerran, M., McLarty, B.D. (2022). Recent advances in insufficient effort responding research. Panel symposium accepted for presentation at the 2022 Society of Industrial/Organizational Psychologists Meeting, Seattle, WA.
42. Meuser, J.D., Harms, P.D., Kluemper, D.H., McLarty, B.D., Pathki, C.S., Smallfield, J., & Perrewé, P.L. (2021). Innovations in Personality Research. Panel symposium presented at the 2021 Southern Management Association Annual Meeting, New Orleans, LA.
43. Frieder, R., McLarty, B.D., & Bennett, A. (2021). Dark Triad profiles and impression management tactics: A person-centered approach. Paper presented at the 2021 Southern Management Association Annual Meeting, New Orleans, LA.
44. McLarty, B.D., & Vardaman, J.M. (2021). Can family influence enhance employee productivity? The impact of family commitment on empowerment and employee job performance. 5&5 video presented at the 2021 Family Enterprise Research Conference virtual program.
45. Antin, V., Vardaman, J.M., McLarty, B.D., Kluemper, D.H., & Pollack, J. (2020). Narcissism and its impact on entrepreneurs: A network perspective. Paper presented virtually at the 2020 Southern Management Association Annual Meeting.
46. Holt, D.T. & McLarty, B.D. (2020). The influence of dark personality in key family firm stakeholders for the development of socioemotional wealth. Manuscript accepted for presentation at the 2020 International Family Enterprise Research Academy, Santander, Spain and canceled due to Covid-19.
47. McLarty, B.D., & Vardaman, J.M. (2020). Can family influence enhance employee productivity? The impact of family commitment on empowerment and employee job performance. Manuscript accepted for presentation at the 2020 Family Enterprise Research Conference scheduled for Delray Beach, FL and canceled due to Covid-19.
48. McLarty, B.D., & Muldoon, J. (2019). The Dark Triad's influence on entrepreneurial intentions. Manuscript presented at the 2019 Southern Management Association Annual Meeting, Norfolk, VA.

49. Vardaman, J.M., & McLarty, B.D. (2019). Does the family matter for good behavior? The impact of employee perceptions of SEW-importance on employee citizenship. Poster presented at the 2019 Family Enterprise Research Conference, Burlington, VT.
50. Fang, H., McLarty, B.D., Eddleston, K., Wittmeyer, C., Dibrell, C., Yong, C., Kidwell, R., Gonzalez, A., & Botero, I. (2019). Research-driven practice and practice-driven research in family business. Research Panel presented at the 2019 United States Association for Small Business and Entrepreneurship Conference, St. Pete Beach, FL.
51. McLarty, B.D., Gopal, R., & Vancourt, C. (2019). Student engagement with Campusknot. Emerging Teaching Manuscript presented at the 2019 United States Association for Small Business and Entrepreneurship Conference, St. Pete Beach, FL.
52. McLarty, B.D., & Muldoon, J. (2019). The Dark Triad's influence on entrepreneurial intentions. Emerging Research Manuscript presented at the 2019 United States Association for Small Business and Entrepreneurship Conference, St. Pete Beach, FL.
53. McLarty, B.D., Kluemper, D.H., Marler, L., Rogers, B.L., & Vardaman, J. (2018). Personality research in family business. Professional Development Workshop presented at the 2018 Academy of Management Annual Conference, Chicago, IL.
54. McLarty, B.D., & Holt, D.T. (2018). The impact of socioemotional wealth on the relationship between the dark triad of personality and family firm employee job performance. Poster presented at the 2018 Family Enterprise Research Conference, Guadalajara, Mexico.

*\*\*\*Winner of the Best Poster Presentation at the Conference\*\*\**

55. Vardaman, J., McLarty, B.D., Marler, L., & Dhaenens, A. (2018). Profiles in motivation: A typology of nonfamily employees in family firms. Poster presented at the 2018 Family Enterprise Research Conference, Guadalajara, Mexico.
56. McLarty, B.D., & Holt, D.T. (2018). The impact of socioemotional wealth on the relationship between the dark triad of personality and family firm employee job performance. Paper presented at the 2018 Theories of Family Enterprise Conference, Edmonton, Canada.
57. McLarty, B.D., Muldoon, J., & Sauley, K. (2017). Good situations, bad people: How enhanced workplace variables "de-activate" employee psychopathy and improve subsequent job performance. Paper presented at the 2017 Southern Management Association Annual Meeting, St. Pete Beach, FL.
58. McLarty, B.D., & Holt, D. T. (2017). The Dark Triad of an individual's personality (Machiavellianism, narcissism, and psychopathy): Implications within family firms. Poster presented at the 2017 Family Enterprise Research Conference, Asheville, NC.

59. Barnett, T., McLarty, B.D., & Vardaman, J. (2017). An exploratory study of job attitudes and individual-level performance in family firms: A social exchange and relationship-based perspective. Paper presented at the 2017 Theories of Family Enterprise Conference, St. Gallen, Switzerland.
60. McLarty, B.D., Kluemper, D.H., & Whitman, D.S. (2017). The dark side of personality and its impact on performance. Paper presented at the 2017 Society of Industrial/Organizational Psychologists Meeting, Orlando, FL.
61. McLarty, B.D., Kluemper, D.H., & Whitman, D.S. (2016). Identity or reputation? Differing perspectives of the Dark Triad and their impact on job performance. Paper presented at the 2016 Southern Management Association Annual Meeting, Charlotte, NC.
62. McLarty, B.D., Quade, M.J., & King, R.A. (2016). The source and solution: How supervisor-induced stress and LMX impact employee neglect and subsequent performance. Paper presented at the 2016 Southern Management Association Annual Meeting, Charlotte, NC.
63. Taylor, E., McLarty, B.D., & Henderson, D. (2016). The fire under the gridiron: Resource dependence and NCAA conference realignment. Paper presented at the 2016 Southern Management Association Annual Meeting, Charlotte, NC.

*\*\*\*Winner of the Best Doctoral Student Paper in Track Award\*\*\**

64. Quade, M., McLarty, B.D., & Bonner, J. (2015). The paradox of bottom-line pursuits: The adverse consequences of bottom-line mentality. Paper presented at the 2015 Southern Management Association Meeting, St. Petersburg, FL.
65. Rosen, P.A., McLarty, B.D., Esken, C., Solomon, S., & Taylor, E. (2014). The use of Twitter profiles to assess personality and hireability. Paper presented at the 2014 Academy of Management Annual Conference, Philadelphia, PA.
66. McLarty, B.D., Kluemper, D.H., & Rosen, P.A. (2013). Social networking websites and organizational relevance: Exploring relationships with LinkedIn adoption & use. Paper presented at the 2013 Southern Management Association Meeting, New Orleans, LA.
67. Kluemper, D.H., & McLarty, B.D. (2013). Acquaintance-ratings of personality and workplace deviance: Incremental validity beyond self-reports. Paper presented at the 2013 Academy of Management Annual Conference, Orlando, FL.
68. Kluemper, D.H., McLarty, B.D., & Rosen, P.A. (2013) Exploring the relationship between individual characteristics and LinkedIn use. Paper presented in "The Promise and Perils of

Social Media Data for Selection” Symposia at the 2013 Society for Industrial & Organizational Psychology Conference, Houston, TX.

69. Maurer, J., McLarty, B.D., & Bendickson, J.B. (2013) Social representations of entrepreneurship. Presented at the 2013 United States Association for Small Business and Entrepreneurship Conference, San Francisco, CA.
70. McLarty, B.D. (2012). The physician of Packingtown: The life & impact of Caroline Hedger. Presented at the 2012 Southern Management Association Meeting, Ft Lauderdale, FL.
71. Kluemper, D.H., & McLarty, B.D. (2012). Personality and task performance: A comparison of family, friend, coworker, and self-ratings. Presented at the 2012 Southern Management Association Meeting, Ft Lauderdale, FL.
72. Bernerth, J.B., McLarty, B.D., Helmuth, C., & Walker, H.J. (2012). Demographic variables and credit scores: An empirical study of a controversial selection tool. Presented at the 2012 Southern Management Association Meeting, Ft Lauderdale, FL.
73. McLarty, B.D., Weaver, K.M., & Goidel, K. (2012). Local business climate: Components and potential impact from an RBV perspective. Paper presented in the “Individual Decision Making and Entrepreneurship” Entrepreneurship Paper Session at the 2012 Academy of Management Annual Conference, Boston, MA.
74. McLarty, B.D., Whitman, D.S., Samples, T.R., & Toumbeva, T. (2012). The role of disposition on applicant behavioral intentions. Paper presented in “Moving Beyond "Soft" Outcomes and Single Time-Points in Reactions Research” Symposia at the 2012 Society for Industrial & Organizational Psychology Conference, San Diego, CA.
75. McLarty, B.D., Liguori, E., & Muldoon, J. (2012). Proactive personality and citizenship behaviors: Exploring the moderating effects of perceived job characteristics. Paper presented at the Organizational Behavior Paper Session at the 2012 Southwestern Academy of Management Annual Meeting, New Orleans, LA.

*\*\*\*Winner of the OB division Best Paper Award\*\*\**

76. McLarty, B.D., & Whitman, D.S. (2011). A dispositional approach to applicant fairness perceptions. Paper presented at the 2011 Southern Management Association Annual Meeting, Savannah, GA.

77. Rosen, P.A., McLarty, B.D., & Philips, L. (2011). Faculty-student relationships online: How students respond to faculty friend requests on Facebook. Paper presented at the 2011 Academy of Management Annual Conference, San Antonio, TX.

## Awards/Achievements

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- 2021 K. Michele (Micki) Kacmar Volunteer of the Year Award at the Southern Management Association Annual Meeting.
- 2021 Best Reviewer Award for the Health Care/Hospitality Management/Public Administration Track at the Southern Management Association Annual Meeting.
- Recognized as one of the Top 100 Reviewers in 2020 for the *Journal of Small Business Management*.
- 2018 Family Enterprise Research Conference Best Poster Presentation Award for “The impact of socioemotional wealth on the relationship between the dark triad of personality and family firm employee job performance.”
- 2016 Editor Commendation Award from the *Journal of Business & Psychology* for McLarty, B.D. & Whitman, D.S. (2016). A dispositional approach to applicant reactions: Examining core self-evaluations, behavioral intentions, and fairness perceptions. *Journal of Business & Psychology*, 31(1) 141-153.
- 2016 Southern Management Association Best Doctoral Paper in the Organization Theory/International Management/Management History Track for “The fire under the gridiron: Resource dependence and NCAA conference realignment.”
- 2015 Arthur G. Bedeian Outstanding Research Award, Rucks Department of Management, Louisiana State University. Inaugural recipient “...given for outstanding research by a doctoral student.”
- 2014-2015 E. J. Ourso College of Business Outstanding Graduate Teaching Award.
- 2012-2013 James W. Reddoch Outstanding Graduate Student Award, Rucks Department of Management, Louisiana State University. “...given to the graduate student who has most demonstrated excellence in teaching and mentoring.”
- 2012 Southwest Academy of Management Best Paper in the Organizational Behavior Division for “Proactive personality and citizenship behaviors: Exploring the moderating effects of perceived job characteristics.”
- Spring 2001 Oklahoma State University MBA Honor Graduate

## Grants for Research or Study

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### Internal Grant Recipient

Sponsor: Center of Family Enterprise Research (Housed in the College of Business)

Title: Summer Research Grant

#### *Summer 2021*

Research output related to the grant: McLarty, B.D., Vardaman, J.M., & Liguori, E. Organizational justice and employee turnover: How family firms influence intentions to leave. Status/Outlet: Collecting data and preparing for submission to *Entrepreneurship Theory & Practice*.

#### *Summer 2020*

Research output related to the grant: McLarty, B.D., & Vardaman, J.M. Can family influence enhance employee productivity? The impact of family commitment on empowerment and employee job performance. Status/Outlet: Preparing for submission to *Family Business Review*.

#### *Summer 2019*

Research output related to the grant: Vardaman, J.M., & McLarty, B.D. Does the family matter for good behavior? The impact of employee perceptions of SEW-importance on employee citizenship. Status/Outlet: Preparing for submission to *Entrepreneurship Theory & Practice*.

Sponsor: Department of Management and Information Systems

Title: Summer Teaching Grant

#### *Summer 2020*

In anticipation of COVID-19 related issues and disruptions to course offerings in the Fall 2020 semester and beyond I applied for and received a grant to help maximize my abilities to transition my course materials from in-person formats to online formats. This permitted me to purchase new webcam equipment and learn best practices for online instruction.

## Teaching Experience

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### **Assistant Professor:** Summer 2016 – Present

Department of Management & Information Systems, Mississippi State University, Starkville, MS

#### MGT 9533: Seminar in Human Resources

- One section: Fall 2021
- Course Catalog Description: Discussions and presentations pertaining to HRM literature. Emphasis on understanding the empirical and theoretical research in this area and developing individual theoretical manuscripts for presentation.
- Course Design: Utilize a discussion-based approach to prepare Management PhD students for their future careers. The objective of the course is to engage the students with a deep understanding of the theoretical and empirical foundations of the human resource management literature and help them to develop theoretical models. This course is also used to help prepare students for the review process associated with academic research via professional feedback from departmental faculty in addition to my own. Students prepare and respond to feedback with revise and resubmit documents on seminar papers and complete a final semester exam to help them prepare for future comprehensive examinations.
- Average Course Evaluation: 5.00/5.00
- Selected Student Comments: *"I loved the guest speakers, they really brought a different more in-depth perspective on specific topics, and definitely helped a lot. I love that the professor took the time to explain a lot of concepts, processes, and methods of research, this was awesome given that the student in this class (me) knew nothing coming into the seminar. I felt cared for and that my success was the goal of the professor."*

#### MGT 3323: Entrepreneurship Online

- One section: Summer 2020
- Course Catalog Description: An introduction to the processes involved in owning and managing a business. Includes the entrepreneurial activities normally associated with starting and operating a business.
- Course Design: Utilized online learning tools (e.g., videos, quizzes etc.) to engage students to understand the fundamental concepts of new venture formation and through group efforts have them conduct a feasibility analysis of a potential new venture.
- Course Evaluation: 4.68/5.00
- Selected Student Comment: *"Overall, I very much enjoyed this class and how the schedule was arranged."* and *"This course gave a great overview of how starting a new business works. This course was very informative but was still challenging in a way that allowed me to learn while remaining engaged."*

#### MGT 3813: Organizational Behavior (53 students on average)

- Two sections: Spring 2019, Fall 2021
- Course Catalog Description: Study of behavioral theories used by managers to assist them in better understanding, anticipating, and influencing behavior in an organizational setting.

- Course Design: Utilize interactive teaching methods, videos with follow up group discussions, and group projects to reinforce materials related to course topics and enhance student experiences to ensure greater understanding of behaviors within organizations.
- Average Course Evaluation: 4.61/5.00
- Selected Student Comments: *"I absolutely loved this class and truly enjoyed coming to class. I loved the interactive assignments he gave that allowed us to partner up with our teammates and truly get to know them. I also loved that he took a score every day for attendance that made you come to class yet still didn't feel like a pressure. I will definitely miss this class."*

#### MGT 3113: Principles of Management (283 students on average)

- Five sections: Fall 2019, Spring 2020, Fall 2020, Spring 2021
- Course Catalog Description: Management principles for large, small, entrepreneurial, and family businesses including planning, organizing, leading, and controlling.
- Course Design: Utilized learning management software, videos, personal stories, and other techniques to engage students in a large auditorium setting to help them understand the fundamental concepts related to management thoughts and ideas.
- Average Course Evaluations: 4.40/5.00
- Selected Student Comments: *"It has been obvious throughout the semester that Dr. McLarty loves to be in the classroom, teaching his students. He is also one of the teachers that genuinely wants to see you succeed and does everything he can in order to help make that happen!"* and *"I would say Mr. McLarty is one of the best professors I have had within the business school. He genuinely cared about his students, our success & the subject material. He was excited to lecture, which in turn made me want to learn & understand this material even more. I would suggest him to anyone."*

#### MGT 3113: Principles of Management Online (72 students on average)

- Five sections: Summer 2020, Winter 2020, Spring 2021, Summer 2021, Winter 2021
- Course Catalog Description: Management principles for large, small, entrepreneurial, and family businesses including planning, organizing, leading, and controlling.
- Course Design: Utilized online learning tools (e.g., videos, quizzes etc.) to engage students to understand the fundamental concepts related to management thoughts and ideas.
- Average Course Evaluations: 4.34/5.00
- Selected Student Comment: *"Absolutely enjoyed this class. You really learn a lot in it, but it doesn't overload you if you do it in a timely manner. The videos really helped to put in perspective of how managing should (or shouldn't) be done."* and *"The information in the course is rather boring and mundane so a teacher who is capable of engaging the class is a must. Dr. McLarty did a phenomenal job doing this. The strength of the course lies solely in the hands of the professor teaching it."*

#### MGT 8113: MBA Leadership Skills

- One section: Summer 2019
- Course Catalog Description: Survey of major behavioral skills used by managers to help them understand and influence behavior in an organizational setting.
- Course Design: Utilized interactive teaching methods, videos with follow up group discussions, intensive reading assignments and writing assignments, and group projects to

reinforce materials related to course topics to enhance graduate student experiences and instill greater understanding of leadership behaviors within organizations.

- Course Evaluation 4.41/5.00
- Selected Student Comments: *"I enjoyed the way Dr. McLarty lectured this course and feel that the reading assignments were a great addition to learn better management skills."* and *"This course enabled us to take part in self-reflection while learning about our overall self-awareness. It also prepared us for future obstacles or experiences that we may encounter throughout life."*

#### MGT 3114: Principles of Management & Production (230 students on average)

- Eight sections: Summer 2016 – Spring 2019
- Course Catalog Description: Management principles for all organizations including planning, organizing, leading, and controlling as well as the purposes, methods, tools, and procedures of production management.
- Course Design: Utilized learning management software to engage students in the auditorium setting to understand the fundamental concepts related to management and production thoughts and ideas.
- Average Course Evaluations: 4.11/5.00
- Selected Student Comments: *"Great class! Keep up the good work. I love the way you keep the class engaged with videos, participation questions, etc."* and *"I LOVED your class. Walking in everyday with music playing really started my morning in a great way. All the video you used as aids were amazing, and such a good idea by the way. You are so enthusiastic about the course content, and it rubs off on your students. I love your attitude and the way you teach! The questions for extra credit everyday are a great way to instill the info in our minds and keep us awake. Keep it up! And I was a raging asshole in a lot of these evaluations, so take this as a huge compliment, you're awesome!"*

#### **Assistant Professor:** Fall 2015 – Spring 2016

Department of Management, Marketing, & General Business, West Texas A&M University, Canyon, TX

#### MGT 6336: Advanced Human Resources for MBAs

- Two sections: Fall 2015, Spring 2016
- Course Catalog Description: The purpose of this course is to provide students with an overview of human resource management (HRM) and an understanding of how HRM can enhance organizational effectiveness.
- Course Design: Utilized weekly readings and thought paper exercises to engage students in HRM materials and topics and through a group writing project had them demonstrate their understanding of a specific HRM topic.
- Fall 2015 (In person) Course Evaluation: 3.83/4.00
- Spring 2016 (Online) Course Evaluation: 3.61/4.00
- Selected Student Comments: *"I really enjoyed the course and the value it will provide in any future HR/ leadership role I hold."* and *"This course went hand in hand with situations that occurred at work. Being able to take the content matter and apply it directly allowed me to learn at a faster pace and see it applied in real life."*

**MGT 3330: Principles of Management**

- Four sections: Fall 2015, Spring 2016
- Course Catalog Description: The purpose of this course is to provide you with an understanding of the principles, policies and practices related to managing an organization.
- Course Design: Utilized interactive teaching methods, videos with follow up group discussions, and games to engage students in the classroom to help them understand the fundamental concepts related to management thoughts and ideas.
- Average Course Evaluations: 3.27/4.00
- Selected Student Comments: *"The content was very relevant. Relating the managerial information to the real world helps to look at corrections one could make to be a better manager."* and *"I believe this course will help me in professional career. I learn so many different ideas about management."*

**Graduate Student Instructor:** Fall 2012 – Summer 2015

Rucks Department of Management, Louisiana State University, Baton Rouge, LA

**MGT 3200: Principles of Management**

- Twelve sections: Fall 2012 – Spring 2015
- Course Catalog Description: The course objective is two-fold: 1) to acquire knowledge of the basic vocabulary and major facts, principles, and concepts of management and 2) to achieve an appreciation of the issues involved in managing people.
- Course Design: I utilized interactive teaching methods, videos with follow up group discussions, and games to engage students in the classroom to help them understand the fundamental concepts related to management thoughts and ideas.
- Average Course Evaluations: 3.67/4.00
- Selected Student Comments: *"I thoroughly enjoyed your teaching style, more so than any other teacher I'd say. At first, I was apprehensive about the group assignments, I have a mild social anxiety and group projects get me sometimes, but I enjoyed them a lot and learned a great deal from them. I also think the exposure was beneficial to me and my progress. I also really enjoyed the way you broke the long lectures up with the videos and comics. It kept things fun and kind of woke the class up."* and *"I wanted to thank you again for presenting the material in both an interesting and fun way, as this does not happen as much as it should!"*

**MGT 3200Z: Principles of Management—Independent & Distance Learning Program**  
Ongoing Summer 2014 – Summer 2015

**Graduate Research/Teaching Assistant:** Fall 2010 – Spring 2015

Rucks Department of Management, Louisiana State University, Baton Rouge, LA

- MGT 3200: Principles of Management, Fall 2010 – Spring 2015 for Dr. Kerry Sauley
- MGT 4620: Organizational Behavior, Spring 2011, Spring 2013 for Dr. Jeremy Bernerth
- MGT 4420: Multinational Management, Fall 2010, Spring 2013 for Dr. Daniel Whitman

- MGT 4323: Compensation Admin, Fall 2011, Spring 2012 for Dr. Hettie Richardson
- MGT 3500: Labor Relations, Summer 2011 for Dr. Tim Chandler

**Adjunct Lecturer:** Fall 2004, Spring 2007 – Spring 2010

Department of Management, Oklahoma State University, Stillwater, OK

- MGMT 3013: Principles of Management  
Six sections: Fall 2007 – Spring 2010  
Average Course Evaluations: 3.41/4.00
- MGMT 3123: Organizational Behavior  
One section: Spring 2007  
Course Evaluation: 2.93/4.00
- BADM 3513: Strategic Management  
One section: Fall 2004  
Course Evaluation: 3.33/4.00

## Service Contributions to the University

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### Mississippi State University

Department of Management & Information Systems

#### Doctoral Program Service

PhD Program Co-Coordinator: Fall 2020 – Present

- Recruited new potential doctoral students to apply to the program in person, via email, by phone, and via direct email.
- Coordinated the development of updated PhD program recruitment brochures and other materials.
- Screened and admitted new PhD student applicants for final review to the program.
- Developed new recognition program for PhD students finishing comprehensive exams and defending dissertations.
- Worked with students and faculty to assign program committees.
- Organized proseminars to provide PhD students with additional knowledge.
- Restructured seminar sequencing and after in-depth feedback process with all current students in program.
- Served on PhD Student Search Committee Member: 2017 – Present.

Dissertation Committee Member

- Vitaliy Skorodiyevskiy, Mississippi State University  
PhD Student in Management, dissertation proposal defended: TBD  
Dissertation Title: *“Understanding family firms: A property rights perspective.”*
- Victoria Antin-Yates, Mississippi State University  
PhD Student in Management, defended Spring 2022  
Dissertation Title: *“Getting Ahead and Getting Along in Entrepreneurial Networks: The Influence of Dark and Light Personality Traits in Social Networks on New Venture Performance.”*
- Andrew Dhaenens, Mississippi State University  
PhD Student in Management, defended Fall 2018  
Dissertation Title: *“A Longitudinal Assessment of the Career Success of Mentors in Developmental Networks.”*

Program Committee Member

- Taewoo Kim, Mississippi State University  
PhD Student in Management

Comprehensive Exam Committee Member

- Vitaliy Skorodiyevskiy, Mississippi State University  
PhD Student in Management
- Nawaf Alharbi, Mississippi State University

- PhD Student in Management
- Victoria Antin-Yates, Mississippi State University  
PhD Student in Management
- Taewoo Kim, Mississippi State University  
PhD Student in Management
- William Tabor, Mississippi State University  
PhD Student in Management
- Dustin Odom, Mississippi State University  
PhD Student in Management
- Emma Su, Mississippi State University  
PhD Student in Management

#### Departmental Service

- Tenure-Track Job Search Committee Member: 2017 – 2021
- Clinical Position Job Search Committee Member: 2019
- Mid-South Management Research Consortium Volunteer & Presenter: 2016, 2018
- Graduate Student Practice Teaching Session Judge: 2017
- SHRM Guest Speaker: 2016, 2018

#### **West Texas A&M University**

Department of Management, Marketing & General Business

- Student Advisor for approximately 30 undergraduate students
- Student Research Enhancement Committee Member: 2016

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## Service Contributions and Activity for Professional Associations

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### *Southern Management Association (SMA)*

- 2021 Pre-Doctoral Consortium Coordinator
  - Recruited panelists for day long sessions.
  - Communicated with nearly 20 participants regarding consortium attendance.
  - Coordinated with other consortium leaders to facilitate programming.
  - Distributed \$500 stipend checks.
- 2020 Track Chair for the Health Care/Hospitality Management/Public Administration Track
  - Managed all submissions for the Track.
  - Recruited reviewers for the Track.
  - Assigned session chairs and papers to sessions in the Track.
  - Coordinated the selection committee for Best Paper Awards for student and non-student submissions to the Track.
  - Oversaw selection of Best Reviewer Award for the Track.
- Late-Stage Doctoral Consortium Round Table Speaker: 2020
- Reviewer: 2012, 2013, 2015—2019, 2021
- Volunteer Program: 2017—2019
- Session Facilitator: 2018, 2019, 2021
- Best Paper & Best Graduate Student Paper Selection Committee Health Care/Hospitality Management/Public Administration Track: 2021
- Best Graduate Student Paper Selection Committee Entrepreneurship & Family Business Track: 2021
- Best Overall Graduate Student Paper Selection Committee: 2018
- Pre-Doctoral Consortium Speaker: 2018, 2019
- Late-Stage Doctoral Student Consortium Participant: 2013
- Early-Stage Doctoral Student Consortium Participant: 2011

### *United States Association for Small Business and Entrepreneurship (USASBE)*

- Reviewer: 2019
- Session Facilitator: 2018, 2019

### *Family Enterprise Research Conference (FERC)*

- Reviewer: 2018—2020
- Poster Session Judge & Round Table Leader: 2018

### *Academy of Management (AOM)*

- Discussant for PDW Session: “Accelerating research in family entrepreneurship for the creation of a better world” submitted to the 2022 AOM Meeting.
- Reviewer: 2012—2014, 2017, 2018, 2022
- Emergency Reviewer: 2013

- Doctoral Consortium Round Table Speaker: 2019
- Volunteer for Research Methods Division PDW Sessions: 2013
- Paper Session Chair: 2013
- Human Resources Division New Faculty Consortium: 2017
- Human Resources Division Doctoral Student Consortium: 2014
- Pre-Dissertation Doctoral Student Consortium: 2013
- First Year Doctoral Student Consortium: 2011

*Society of Industrial & Organizational Psychology (SIOP)*

- Student Travel Award Committee 2020 – Present
- Ambassador Program: 2012
- Volunteer Program: 2012

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**Academic and Professional Affiliations**

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- AOM Member 2011 – present
- SMA Member 2011 – present
- USASBE Member 2017 – present
- FERC Member 2016 – present
- SIOP Member 2011 – present

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### Service Contributions to Journals

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Editor	<p><i>Journal of Small Business Management</i>: 2021 Special Issue titled: “Advancing Entrepreneurial Mindset: What do we know and where do we go?”</p> <ul style="list-style-type: none"><li>• Recruited submissions to Special Issue.</li><li>• Reviewed manuscripts for the Special Issue.</li><li>• Selected and edited manuscripts for the Special Issue.</li></ul>
Associate Editor	<p><i>Journal of Small Business Management</i>: 2021 – present.</p> <ul style="list-style-type: none"><li>• Recruited and assigned reviewers to review manuscripts.</li><li>• Managed 27 manuscripts to date through the review process.</li></ul>
Editorial Review Boards	<p><i>Journal of Business &amp; Psychology</i>: 2017 – present.</p> <ul style="list-style-type: none"><li>• Reviewed 12 manuscripts to date.</li></ul> <p><i>Group &amp; Organization Management</i>: 2021 – present.</p> <ul style="list-style-type: none"><li>• Reviewed 4 manuscripts to date.</li></ul>
Ad Hoc Reviewer	<p><i>Journal of Business Venturing</i>: 2021 <i>Entrepreneurship Theory &amp; Practice</i>: 2019—2021 <i>Journal of Applied Psychology</i>: 2021 <i>Journal of Business Research</i>: 2018, 2019, 2021 <i>Journal of Family Business Strategy</i>: 2018, 2019, 2021 <i>Journal of the International Council for Small Business</i>: 2021 <i>Human Performance</i>: 2020</p>

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### Professional Development

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- 2019 Consortium for the Advancement of Research Methods and Analysis (CARMA) Workshop: “Introduction to R”, Columbia, South Carolina.
- 2018 Consortium for the Advancement of Research Methods and Analysis (CARMA) Workshop: “Introduction to Multi-level Analysis with R”, Columbia, South Carolina.

## **Non-Academic Work Experience**

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### **Vice President of Marketing, Human Resources, & Compliance**

University & Community Federal Credit Union, Stillwater, OK, 2004—2010

- Advanced from Director of Marketing to Assistant Vice President of Marketing to Vice President of Marketing to Vice President of Marketing & Compliance in 4 years.
- Acted as the primary human resources and compliance coordinator by processing payroll, managing benefits and leave, and training employees on federal compliance.

### **Interim Chief Executive Officer**

University & Community Federal Credit Union, Stillwater, OK, January—February 2008

- Managed daily operations of a \$67 million federally chartered credit union.
- Supervised over 40 employees including multiple mid-level managers.
- Facilitated communication between incoming CEO, board of directors and current staff during the transition period.

### **Director of Marketing**

The Bank N.A., Stillwater, OK, 2001—2004

- Managed a \$250,000 marketing budget for 7 bank branches.

### **Community Service Contributions**

- Greater Oklahoma Chapter of Credit Unions, Executive Committee, 2007—2010; Secretary, 2008; President, 2009—2010, led fundraising efforts totaling \$80,000 in two years.
- Credit Union Association of Oklahoma Children's Miracle Network Committee, 2004—2010; Secretary, 2007—2008, Chairman 2009—2010
- Stillwater Mobile Meals, Volunteer Driver, 2002—2010, Board of Directors, 2002—2008, Board Secretary, 2006—2008
- Stillwater Rotary, 2002—2010, Board of Directors, 2003—2005