

# Benjamin D. McLarty

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Work Address:  
302-Q McCool Hall  
Mississippi State, MS 39762  
E-mail: ben.mclarty@msstate.edu  
Phone: (662) 325-7014

Home Address:  
921 Barnett Dr.  
Starkville, MS 39759  
E-mail: benmclarty@gmail.com  
Phone: (405) 747-7745

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## Academic Work Experience

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**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

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

Dissertation Title:

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

Dissertation Committee:

Dr. Daniel Whitman, Chair  
Dr. Tim Chandler, Member  
Dr. Hettie Richardson, Member  
Dr. William Black, Member

**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

## Research Activity

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### Selected Publications in Peer-Reviewed Journals

1. Carr, J., Vardaman, J., Marler, L.E., McLarty, B.D., & Blettner, D. (In Press). Psychological antecedents of decision comprehensiveness and their relationship to decision quality and performance in family firms: An upper echelons perspective. *Family Business Review*.
2. Quade, M.J., McLarty, B.D., & Bonner, J.M. (In press). The Influence of Supervisor and Employee Bottom-Line Mentality on Leader-Member Exchange and Subsequent Employee Performance. *Human Relations*.
3. 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*, 32(4) 378-395. doi.org/10.1177/0894486519888397
4. 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*, 43(2) 302–321. doi.org/10.1177/1042258718796079
5. Taylor, E., McLarty, B.D. & Henderson, D. (2018). The fire under the gridiron: Resource dependence and NCAA conference realignment. *Journal of Business Research*, 82, 246-259. doi.org/10.1016/j.jbusres.2017.09.042
6. 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. doi: 10.1007/s10869-015-9405-x
7. 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*, 100(1), 237-248. doi: 10.1037/a0037810
8. 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*, 30(3), 543-563. doi: 10.1007/s10869-014-9381-6

### Manuscripts under Journal Review

9. McLarty, B.D., Whitman, D.S., & Kluemper, D.H., Tao, S. (Manuscript title withheld to maintain anonymity of the journal review process). Revise and Resubmit at: *Journal of Organizational Behavior*.
10. McLarty, B.D., Muldoon, J., Quade, M.J., & King, R.A. (Manuscript title withheld to maintain anonymity of the journal review process). Under review at the *Journal of Business Research*.
11. Pathki, C., Kluemper, D.H., Mueser, J., McLarty, B.D. (Manuscript title withheld to maintain anonymity of the journal review process). Under Review at: *Journal of Management*.
12. Medina, M., Ostermeier, K., Sigdya, P., & McLarty, B.D. (Manuscript title withheld to maintain anonymity of the journal review process). Under review at: *Organizational Psychology Review*.

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

13. Antin, V., Vardaman, J.M., McLarty, B.D., Kluemper, D.H., & Pollack, J. Narcissism and its impact on entrepreneurs: A network perspective. Target: *Journal of Business Venturing*.
14. Vardaman, J.M. & McLarty, B.D. Does the family matter for good behavior? The impact of employee perceptions of SEW-importance on employee citizenship. Target: *Entrepreneurship Theory & Practice*.
15. Huang, J, Bowling, N., Kluemper, D.H., & McLarty, B.D. Item error response (IER) and job performance. Target: *Journal of Applied Psychology*.
16. 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*.
17. 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*.
18. 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: Effects of conditional dispositions, the realistic accuracy model, and inclusive fitness. Target: *Journal of Applied Psychology*.
19. Kluemper, D.H., McLarty, B.D., & Sun, C. A meta-perceptions approach to measuring personality. Target: *Journal of Applied Psychology*.
20. 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*.

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

21. McLarty, B.D., & Muldoon, J. The Dark Triad's impact on entrepreneurial intentions. Target: *Entrepreneurship Theory & Practice*.
22. Sun, U.Y., Kluemper, D.H., & McLarty, B.D. When and how does ethical leadership lead to subordinates' engagement in knowledge sharing? Target: *Journal of Applied Psychology*.
23. McLarty, B.D. & Beus, J. Organizational climates and their impact on employee turnover intentions. Target: *Journal of Applied Psychology*.

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

24. 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*, 30(2), 256-272.
25. Gur, F., McLarty, B.D., & Muldoon, J. (2017). The Sheriff's contributions to management research. *Journal of Management History*, 23(2), 191-216. doi 10.1108/JMH-12-2016-0065
26. Maurer, J., McLarty, B.D., Bendickson, J., & Liguori, E. (2014). Social representations of entrepreneurship. *Journal of Business and Entrepreneurship*, 25(2), 97-131.

27. 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
28. 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**

29. 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

### **Conference Presentations / Symposia**

30. Holt, D.T. & McLarty, B.D. 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.
31. McLarty, B.D., & Muldoon, J. The Dark Triad's influence on entrepreneurial intentions. Manuscript presented at the 2019 Southern Management Association Annual Meeting, Norfolk, VA.
32. Vardaman, J.M., & McLarty, B.D. 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.
33. Fang, H., McLarty, B.D., Eddleston, K., Wittmeyer, C., Dibrell, C., Yong, C., Kidwell, R., Gonzalez, A., & Botero, I. 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.
34. McLarty, B.D., Gopal, R., & Vancourt, C. Student engagement with Campusknot. Emerging Teaching Manuscript presented at the 2019 United States Association for Small Business and Entrepreneurship Conference, St. Pete Beach, FL.
35. McLarty, B.D., & Muldoon, J. 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.
36. 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.
37. 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\*\*\*
38. 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.

39. 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.
40. 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.
41. 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.
42. 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.
43. 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.
44. 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.
45. 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.
46. 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\*\*\**
47. 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.
48. 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.
49. 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.
50. 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.
51. 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.

52. 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.
53. 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.
54. 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.
55. 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.
56. 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.
57. 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.
58. 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\*\*\**
59. 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.
60. 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.

## Professional Experience

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### Teaching Experience

*Assistant Professor:* Summer 2016 – Present

Department of Management & Information Systems, Mississippi State University

- MGT 3113: Principles of Management (310 students on average) Three sections: Fall 2019 to Present; Average Course Evaluations: 4.41/5.00.
- MGT 3114: Principles of Management & Production (230 students on average) Eight sections: Summer 2016 – Spring 2019; Average Course Evaluations: 4.11/5.00.
- MGT 3813: Organizational Behavior—Spring 2019; Course Evaluation: 4.56/5.00.
- MGT 8113: MBA Leadership Skills—Summer 2019; Course Evaluation 4.41/5.00.

*Assistant Professor:* Fall 2015 – Spring 2016

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

- MGT 6336: Advanced Human Resources for MBAs  
Fall 2015 (In person) Course Evaluation: 3.83/4.00.  
Spring 2016 (Online) Course Evaluation: 3.61/4.00.
- MGT 3330: Principles of Management  
Four sections: Fall 2015 – Spring 2016; Average Course Evaluations: 3.27/4.00.

*Graduate Student Instructor:* Fall 2012 – Summer 2015

Rucks Department of Management, Louisiana State University

- MGT 3200: Principles of Management  
Twelve sections: Fall 2012 – Spring 2015; Average Course Evaluations: 3.67/4.00.
- MGT 3200Z: Principles of Management—Independent & Distance Learning Program  
Ongoing from Summer 2014 – Summer 2015.

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

Department of Management, Oklahoma State University

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

*Graduate Teaching Assistant:* Fall 2010 – Spring 2015

Rucks Department of Management, Louisiana State University

- MGT 3200: Principles of Management, Fall 2010 – Spring 2015 for Kerry Sauley.
- MGT 4620: Organizational Behavior, Spring 2011 & 2013 for Jeremy Bernerth.
- MGT 4420: Multinational Management, Fall 2010, Spring 2013 for Daniel Whitman.
- MGT 4323: Compensation Admin, Fall 2011, Spring 2012 for Hettie Richardson.
- MGT 3500: Labor Relations, Summer 2011 for Tim Chandler.

## **Service Contributions to the University**

### *Mississippi State University*

#### Department of Management & Information Systems

- Clinical Position Job Search Committee Member: 2019.
- Tenure-Track Job Search Committee Member: 2017, 2018, 2019.
- PhD Student Search Committee Member: 2017—Present.
- Dissertation Committee Member for Andrew Dhaenens.
- Program Committee Member for Taewoo Kim.
- Comprehensive Exam Committee Member for Emma Su, Dustin Odom, Taewoo Kim, and William Tabor.
- 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.

## **Service Contributions and Activity for Professional Associations**

### *Academy of Management (AOM)*

- Reviewer: 2012, 2013, 2014, 2017, 2018.
- 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.

### *Southern Management Association (SMA)*

- Track Chair: 2020.
- Reviewer: 2012, 2013, 2015, 2016, 2017, 2018, 2019.
- Volunteer Program: 2017, 2018, 2019.
- Session Facilitator: 2018, 2019.
- 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, 2019, 2020.
- Poster Session Judge: 2018.
- Round Table Leader: 2018.

#### *Society of Industrial & Organizational Psychology (SIOP)*

- Ambassador Program: 2012.
- Volunteer Program: 2012.

#### **Service Contributions to Journals**

- Editorial Review Board for *Journal of Business & Psychology*: 2017—present.
- Ad Hoc Reviewer for *Entrepreneurship Theory & Practice*: 2019, 2020.
- Ad Hoc Reviewer for *Journal of Family Business Strategy*: 2018, 2019.
- Ad Hoc Reviewer for *Journal of Business Research*: 2018, 2019.
- Ad Hoc Reviewer for *Human Performance*: 2020.

#### **Awards/Achievements**

- 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.

## **Academic Affiliations**

- AOM Member 2011 to present.
- SMA Member 2011 to present.
- USASBE Member 2017 to present.
- FERC Member 2016 to present.
- SIOP Member 2011 to present.

## **Professional Development**

- 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.

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## **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. (Jan – Feb 2008).

- Managed daily operations of a \$67 million federally chartered credit union.
- Supervised over 40 employees including multiple mid-level managers.
- Facilitated communication between the 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, 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, Member, 2002 – 2010, Board of Directors, 2003 – 2005.