

Matthew J. W. McLarnon

Department of Psychology
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Academic Appointments

Assistant Professor Aug. 2016 – current
Department of Psychology, Oakland University (Rochester, MI)

Post-Doctoral Scholar Sept. 2015 – Aug. 2016
Department of Psychology, University of Calgary (Calgary, AB)

Education

Doctorate of Philosophy, Industrial/Organizational Psychology Sept. 2011 – March 2016
University of Western Ontario (London, ON)
Dissertation title: Resiliency and Well-Being: Trajectories of Change Over Time
Supervisor: Dr. Mitchell Rothstein

Master of Science, Industrial/Organizational Psychology Sept. 2009 – Aug. 2011
University of Western Ontario (London, ON)
Thesis topic: Development and Validation of a New Measure of Resilience
Supervisor: Dr. Mitchell Rothstein

Bachelor of Science, Major: Psychology Sept. 2003 – May 2007
University of Victoria (Victoria, BC)

Refereed Journal Articles

King, G. A., Chiarello, L. A., Thompson, L., **McLarnon, M. J. W.**, Smart, E. R., Ziviani, J., & Pinto, M. (in press). Development of an observational measure of therapy engagement for pediatric rehabilitation. *Disability and Rehabilitation*. doi:10.1080/09638288.2017.1375031

O'Neill, T.A., & **McLarnon, M. J. W.** (in press). Optimizing team conflict dynamics for high performance teamwork. *Human Resource Management Review*.
doi:10.1016/j.hrmr.2017.06.002

O'Neill, T. A., **McLarnon, M. J. W.**, Hoffart, G., Onen, D., & Rosehart, W. (in press). The multilevel nomological net of team conflict profiles. *International Journal of Conflict Management*. doi:10.1108/IJCMA-05-2016-0038

- O'Neill, T. A., **McLarnon, M. J. W.**, Hoffart, G. C., Woodley, H. J., & Allen, N. J. (in press). The structure and function of team conflict state profiles. *Journal of Management*. doi:10.1177/0149206315581662
- O'Neill, T. A., Hoffart, G. C., **McLarnon, M. J. W.**, Woodley, H. J., Eggermont, M., Rosehart, W., & Brennan, R. (2017). Constructive controversy and reflexivity training promotes effective conflict profiles and outcomes in student learning teams. *Academy of Management Learning and Education*, 17, 257-276. doi:10.5465/amle.2015.0183
- Schneider, T. J., **McLarnon, M. J. W.**, & Carswell, J. J. (2017). Career interests, personality, and the Dark Triad. *Journal of Career Assessment*, 25, 338-351. doi:10.1177/1069072715616128
- McLarnon, M. J. W.**, & Tarraf, R. C. (2017). The Dark Triad: Specific or general sources of variance? A bifactor exploratory structural equation modeling approach. *Personality and Individual Differences*, 112, 67-73. doi:10.1016/j.paid.2017.02.049
- McLarnon, M. J. W.**, Rothstein, M. G., Goffin, R. D., Rieder, M. J., Poole, A., Krajewski, H. T., Powell, D. M., Jelley, R. B., & Mestdagh, T. (2017). How important is personality in the selection of medical school students? *Personality and Individual Differences*, 104, 442-447. doi:10.1016/j.paid.2016.09.006
- McLarnon, M. J. W.**, Goffin, R. D., Schneider, T. J., & Johnston, N. G. (2016). To be or not to be: Exploring the nature of positively- and negatively-keyed personality items in high-stakes testing. *Journal of Personality Assessment*, 98, 480-490. doi:10.1080/00223891.2016.1170691
- Rothstein, M. G., **McLarnon, M. J. W.**, & King, G. A. (2016). Self-regulation during the resiliency process. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 416-421. doi:10.1017/iop.2016.32
- O'Neill, T. A., **McLarnon, M. J. W.**, Xiu, L., & Law, S. J. (2016). Core self-evaluations, perceptions of group potency, and job performance: The moderating role of individualism and collectivism cultural profiles. *Journal of Occupational and Organizational Psychology*, 89, 447-473. doi:10.1111/joop.12135
- O'Neill, T. A., **McLarnon, M. J. W.**, & Carswell, J. J. (2015). Variance components of leadership performance ratings. *Human Performance*, 28, 66-91. doi:10.1080/08959285.2014.974756
- McLarnon, M. J. W.**, Carswell, J. J., & Schneider, T. J. (2015). A case of mistaken identity? Latent profiles in vocational interests. *Journal of Career Assessment*, 23, 166-185. doi:10.1177/1069072714523251
- O'Neill, T. A., **McLarnon, M. J. W.**, Schneider, T. J., & Gardner, R. C. (2014). Current misuses of multiple regression for investigating bivariate hypotheses: An example from the

organizational domain. *Behavior Research Methods*, 46, 798-807. doi:10.3758/s13428-013-0407-1

McLarnon, M. J. W., & Rothstein, M. G. (2013). Development and initial validation of the Workplace Resilience Inventory. *Journal of Personnel Psychology*, 12, 63-73. doi:10.1027/1866-5888/a000084

McLarnon, M. J. W., & Carswell, J. J. (2013). The personality differentiation by intelligence hypothesis: A measurement invariance investigation. *Personality and Individual Differences*, 54, 557-561. doi:10.1016/j.paid.2012.10.029

Achievements and Awards

Canadian Institutes of Health Research (CIHR) 2014-2018

Engagement in the Pediatric Rehabilitation Intervention Process: Its Nature, Measurement, and Role in the Determination of Outcomes

- Co-Investigator; G. King, Principal Investigator
- Value: \$616,110 over five years

Society for Industrial & Organizational Psychology (SIOP) 2014

Student Travel Award

- Received one of 20 awards to support graduate student travel to the Annual SIOP conference to present my research
- Value: one-time award of \$500

Canadian Society for Industrial Organizational Psychology (CSIOP) 2012

RHR Kendall Award

- Awarded annually to the best student paper in the Canadian Society for Industrial & Organizational Psychology's conference
- Value: one-time award of \$1,000

Social Sciences and Humanities Research Council of Canada (SSHRC) 2012-2015

Joseph-Armand Bombardier Canada Graduate Scholarships – Doctoral Scholarship

- Awarded on the basis of research potential and academic merit to support doctoral research. Award is highly prestigious and highly competitive
- Value: \$105,000 over three years

Social Sciences and Humanities Research Council of Canada (SSHRC) 2010-2011

Canadian Graduate Scholarship

- Awarded to support research and study for Master's thesis. Award is esteemed and competitive
- Value: \$17,500 for one year

Selected Conference Presentations (n = 45; first author = 26)

- McLarnon, M. J. W.**, O'Neill, T. A., Taras, V., & Steel, P. (2016, June). *Trajectories of interpersonal conflict in teams*. Poster presented at the 77th Annual Meeting of the Canadian Psychological Association, Victoria, BC.
- McLarnon, M. J. W.**, Rothstein, M. G., King, G. A., & Oswald, J. (2016, April). *The role of resiliency during career transitions*. Poster presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Hoffart, G., Larson, N., O'Neill, T. A., **McLarnon, M. J. W.**, Eggermont, M., Brennan, R., & Rosehart, W. (2015, June). *Evaluating a communication framework for team effectiveness in a first-year design and communication course*. Paper to be presented at the annual meeting of the American Society of Engineering Education, Seattle, WA.
- Woodley, H. J. R., **McLarnon, M. J. W.**, & Allen, N. A. (2015, June). *Time for group potency: The nature and implications of group potency over time*. Poster to be presented at the 76th Annual Meeting of the Canadian Psychological Association, Ottawa, ON.
- McLarnon, M. J. W.**, & Rothstein, M. G. (Chairs). (2015, April). *Investigating the dynamic role of self-regulation in the resiliency process*. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- McLarnon, M. J. W.**, Woodley, H. J. R., Hoffart, G. C., & O'Neill, T. A. (2015, April). *Team conflict profiles and the mediating role of conflict management*. Poster presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bremner, N. L., **McLarnon, M. J. W.**, Meyer, J. P., & Goldenberg, I. (2015, April). *Commitment profiles in the military: Invariance and implications for well-being*. In A. Kabins (Chair), Profiling commitment: Person-centered approaches to organizational commitment. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- McLarnon, M. J. W.** (2014, June). *Statistical approaches to specificity: Comments on Salgado, Moscoso, and Berges (2013)*. In P. Steel & T. A. O'Neill (Chairs), Personality and the prediction of work behavior: Narrow is better. Symposium presented at the Annual Meeting of the Canadian Psychological Association, Vancouver, BC.
- McLarnon, M. J. W.**, O'Neill, T. A., Woodley, H. J., & Allen, N. J. (2014, June). *Teams, conflict, and types: A latent profile examination of team conflict*. Poster presented at the 75th Annual Meeting of the Canadian Psychological Association, Vancouver, BC. **Selected for third place in the Student Poster Awards.**
- McLarnon, M. J. W.**, Rothstein, M. G., Klafehn, J., Gallus, J. A., & King, G. A. (2014, May). *The role of resiliency in cross-cultural adjustment in the military*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Tarraf, R. C., **McLarnon, M. J. W.**, Rothstein, M. G., & O'Brien, J. P. (2014, May). *Exploring the nature and prediction of job performance profiles*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

McLarnon, M. J. W. (2013, June). *Are all of our job attitudes necessary? Evidence from meta-analyses and relative importance analyses*. Poster presented at the 74th Annual Meeting of the Canadian Psychological Association, Quebec City, QC.

McLarnon, M. J. W., O'Brien, J. P., & Rothstein, M. G. (2013, June). *Big five personality and ratings differences in 360-degree performance feedback*. Paper presented at the 34th Annual Meeting of the Administrative Sciences Association of Canada, Calgary, AB.

McLarnon, M. J. W., & Woodley, H. J. (2013, April). *Time for group cohesion: Investigating an emergent state over time*. Paper presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

McLarnon, M. J. W., & Rothstein, M. G. (2012, July). *Development and initial validation of the Workplace Resilience Inventory*. Paper presented at 1st Biannual Meeting of the Canadian Positive Psychology Association, Toronto, ON.

Manuscripts in preparation

McLarnon, M. J. W., & O'Neill, T.A. (in preparation). *Mediation, moderation, and ANCOVA through the lens of person-centered analytics*.

McLarnon, M. J. W., & Rothstein, M. G. (in preparation). *The role of self-regulation in resiliency: Evidence from a dynamic longitudinal perspective*.

Weinhardt, J. M., **McLarnon, M. J. W., O'Neill, T. A., & Steel, P.** (in preparation). *A person-centered approach to expressed humility in leadership*.

McLarnon, M. J. W., O'Neill, T. A., Taras, V., & Steel, P. (in preparation). *Trajectories of interpersonal conflict in long-term virtual teams: A growth mixture modeling application*.

McLarnon, M. J. W., & Tarraf, R. C. (in preparation). *The Dark Triad: Perspectives on construct-relevant psychometric multidimensionality*.

Meyer, J. P., Bremner, N. L., **McLarnon, M. J. W., & Goldenberg, I.** (in preparation). *A profile approach to organizational commitment in the military*.

Woodley, H. J., **McLarnon, M. J. W., & Allen, N. J.** (in preparation). *Time for group cohesion: Team cohesion over time and its impact on performance*.

McLarnon, M. J. W., & O'Brien, J. P., Rothstein, M. G. (in preparation). *Multi-source performance feedback: Making sense of the rating source differences*.

Teaching Experience

Oakland University

Course Instructor

Industrial/Organizational Psychology
Structural Equation Modeling

Sept. – Apr. 2017
Jan. – Apr. 2017

University of Calgary

Course Instructor

Graduate seminar in Employee Attitudes & Work Behaviour

Jan. – Apr. 2016

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Workshop Facilitator

Latent Profile Analysis (LPA) in *Mplus*

Nov. 2015

University of Western Ontario

Course Instructor

Psychology at Work

Sept. – Apr. 2015

The Psychology of People, Work, and Organizations

May – July 2014

Organizational Behaviour

Jan. – Apr. 2014

Lab Instructor

Research in Personality Assessment

Sept. – Dec. 2010, 2011, 2012, 2013

Research Methods in Psychology

Jan. – Apr. 2012, 2013

Teaching Assistant

Psychology of Humor

Jan. – Apr. 2014

Human Adjustment

Jan. – Apr. 2014

The Psychology of Persuasion

May – Aug. 2011

Applications of Psychology

May – Aug. 2010

The Psychology of People, Work, and Organizations

Sept. – Apr. 2010

Relevant Work Experience

Senior Research Associate, University of Calgary

Sept. 2015 – Aug. 2016

- Working under the supervision of Dr. Thomas O'Neill, I was integral to research initiatives including investigations into personality and work behavior, team dynamics, virtual teams, performance feedback, and leadership.

Research Assistant and Consultant, University of Western Ontario

Sept. 2010 – Aug. 2015

- Research Assistant to Dr. Mitchell Rothstein (Department of Management and Organizational Studies); involved with research on performance feedback and resiliency.
- Research Assistant to Dr. Richard Goffin (Department of Psychology); involved with research investigating biases in personality measurement in the workplace.
- Consultant at the University of Western Ontario's in-house consulting firm, the Research Unit for Work and Productivity.

Senior Research Associate, Sigma Assessment Systems (London, ON)

May 2010 – May 2015

- Responsible for a wide-range of client-centered projects. Examples include development of leadership assessments, test design and construction, assessing test fairness and adverse impact, and undertaking validation studies.

Service

Ad-hoc Reviewer

European Journal of Work and Organizational Psychology

2017-Present

Human Relations

2017-Present

European Journal of Personality Assessment

2017-Present

Journal of Occupational and Organizational Psychology

2016-Present

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Journal of Educational Psychology	2016-Present
Journal of Personality Assessment	2016-Present
Journal of Personnel Psychology	2015-Present
Personality and Individual Differences	2015-Present
Journal of Engineering Education	2015-Present
Journal of Sport Sciences	2015-Present
Administrative Sciences Association of Canada annual conference	2015-Present
Society for I/O Psychology annual conference	2014-Present

Professional Memberships

Society of Industrial and Organizational Psychology (SIOP)
Canadian Psychological Association (CPA)