

Matthew J. W. McLarnon

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Academic Appointments

Assistant Professor <i>Department of Psychology, Oakland University (Rochester, MI)</i>	Aug. 2016 – current
Post-Doctoral Scholar <i>Department of Psychology, University of Calgary (Calgary, AB)</i>	Sept. 2015 – Aug. 2016

Education

Doctorate of Philosophy, Industrial/Organizational Psychology University of Western Ontario (London, ON) Dissertation title: Resiliency and Well-Being: Trajectories of Change Over Time Supervisor: Dr. Mitch Rothstein	Sept. 2011 – March 2016
Master of Science, Industrial/Organizational Psychology University of Western Ontario (London, ON) Thesis topic: Development and Validation of a New Measure of Resilience Supervisor: Dr. Mitch Rothstein	Sept. 2009 – Aug. 2011
Bachelor of Science, Major: Psychology University of Victoria (Victoria, BC)	Sept. 2003 – May 2007

Refereed Journal Articles (*n* = 21; *first author* = 9)

NB. Underlined author names reflect supervised students.

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

McLarnon, M. J. W., DeLongchamp, A. C., & Schneider, T. J. (2019). Faking it! Individual differences in types and degrees of faking behavior. *Personality and Individual Differences*, 138, 88-95. doi:10.1016/j.paid.2018.09.024

Tarraf, R. C., **McLarnon, M. J. W.**, & Finegan, J. E. (2019). Dispositional mindfulness buffers against incivility outcomes: A moderated mediation model. *Personality and Individual Differences*, 138, 140-146. doi:10.1016/j.paid.2018.09.035

- McLarnon, M. J. W., & O'Neill, T. A.** (2018). Extensions of auxiliary variable approaches for the investigation of mediation, moderation, and conditional effects in mixture models. *Organizational Research Methods, 21*, 955-982. doi:10.1177/1094428118770731
- O'Neill, T. A., & **McLarnon, M. J. W.** (2018). Optimizing team conflict dynamics for high performance teamwork. *Human Resource Management Review, 28*, 378-394. doi:10.1016/j.hrmr.2017.06.002
- Taku, K., & **McLarnon, M. J. W.** (2018). Posttraumatic growth profiles and their relationships with HEXACO personality traits. *Personality and Individual Differences, 134*, 33-42. doi:10.1016/j.paid.2018.05.038
- O'Neill, T. A., **McLarnon, M. J. W.**, Hoffart, G., Onen, D., & Rosehart, W. (2018). The multilevel nomological net of team conflict profiles. *International Journal of Conflict Management, 29*, 24-46. doi:10.1108/IJCMA-05-2016-0038
- O'Neill, T. A., **McLarnon, M. J. W.**, Hoffart, G. C., Woodley, H. J., & Allen, N. J. (2018). The structure and function of team conflict state profiles. *Journal of Management, 44*, 811-836. doi:10.1177/0149206315581662
- McLarnon, M. J. W.**, Goffin, R. D., & Rothstein, M. G. (2018). Differentiation of cognitive abilities and the Medical College Admission Test. *Personality and Individual Differences, 123*, 50-55. doi:10.1016/j.paid.2017.11.005
- 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). The role of self-regulation in workplace resiliency. *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

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|--------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Oakland University Faculty Research Fellowship Award | 2017 |
| <i>Mindfulness and Resiliency: A Longitudinal and Experimental Approach to Resiliency Development</i> | |
| <ul style="list-style-type: none">• Principal Investigator• Value: \$10,000 | |
| Canadian Institutes of Health Research (CIHR) | 2014-2020 |
| <i>Engagement in the Pediatric Rehabilitation Intervention Process: Its Nature, Measurement, and Role in the Determination of Outcomes</i> | |
| <ul style="list-style-type: none">• Co-Investigator; G. King, Principal Investigator• Value: \$616,110 | |

- 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: \$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
 - Title of paper: *An examination of job performance ratings using multilevel factor analysis*
 - Value: \$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
 - Value: \$105,000
- Social Sciences and Humanities Research Council of Canada (SSHRC) 2010-2011
Canadian Graduate Scholarship
- Awarded to support research and study for Master's thesis
 - Value: \$17,500

Conference Presentations (*n* = 52; *first author* = 29)

NB. Underlined author names reflect supervised students.

Larson, N. L., O'Neill, T. A., & **McLarnon, M. J. W.** (2018, August). *A longitudinal study of antecedents and outcomes of team conflict dynamics*. In G. Todorova & S. Park (Co-Chairs), New directions in research on conflict dynamics. Symposium presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Duronio, J. M., Taku, K., & **McLarnon, M. J. W.** (2018, August). *Resiliency, posttraumatic growth, and growth motivation in U.S. Military personnel*. Poster presented at the 126th Annual Meeting of the American Psychological Association, San Francisco, CA.

McLarnon, M. J. W., O'Neill, T. A., Vasyl, T., Barron, A., Khakhar, M., Donia, M. B. L., & Steel, P. (2018, July). *Peer feedback in global virtual teams*. Poster presented at the 13th Annual Meeting of the International Network for Group Research, Washington, DC.

- McLarnon, M. J. W.,** Gellatly, I. R., Richards, D. A., & Arazy, O. (2018, June). *Attachment and knowledge sharing: A person-centered moderated-mediation model*. Paper presented at the 29th Annual Meeting of the International Congress of Applied Psychology, Montreal, QC.
- McLarnon, M. J. W.,** Larson, N. L., & O'Neill, T. A. (2018, April). *A latent transition analysis of team conflict profiles*. Poster presented at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Mercer, A., & **McLarnon, M. J. W.** (2018, March). *Conceptual and methodological discrepancies in ethnicity research*. Paper presented at the Annual Meeting of the Michigan Academy of Science, Arts, & Letters, Mt. Pleasant, MI.
- McLarnon, M. J. W.** (2017, June). *Introducing profiles of team conflict*. In T. A. O'Neill (Chair), High performance teamwork in organizations. Symposium presented at the 78th Annual Meeting of the Canadian Psychological Association, Toronto, ON.
- McLarnon, M. J. W.,** Law, D., O'Neill, T. A., Taras, V., Donia, M. B. L., & Steel, P. (2017, May). *Influence of peer feedback on the relations between communication, coordination, and performance in global virtual teams*. Paper presented at the Annual Meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- O'Neill, T. A., & **McLarnon, M. J. W.** (2017, May). *Team conflict types, profiles, and management: Introducing the team conflict dynamics model*. Paper presented at the Annual Meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- McLarnon, M. J. W.,** Weinhardt, J. M., O'Neill, T. A., & Dumaisnil, A. (2017, May). *A person-centered approach to expressed humility in leadership*. Paper presented at the 2nd Annual Meeting of Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.
- Duronio, J. M., & **McLarnon, M. J. W.** (2017, May). *Resiliency: The competing theories of self-regulation and Psychological Capital*. Poster presented at the 25th Annual Meeting of the Minds Undergraduate Research Conference, Rochester, MI.
- McLarnon, M. J. W.,** & Rothstein, M. G. (2017, April). *Trajectories of resiliency and well-being after job loss*. In M. A. Clark & K. M. Conley (Chairs), True grit for tough jobs: Individual and group-level employee resilience. Symposium presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McLarnon, M. J. W.,** Weinhardt, J. M., O'Neill, T. A., & Dumaisnil, A. (2017, April). *Profiles of expressed humility in leadership*. Poster presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- King, G., Chiarello, L., Ideishi, R., **McLarnon, M.,** Ziviani, J. & D'Arrigo, R. (2017, March). *Therapy engagement: What is it? How does it manifest and enhance therapeutic interventions with children and families?* Workshop presented at the 10th Annual Meeting of the American Occupational Therapy Association Centennial Conference, Philadelphia, PA.

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Taras, V., Steel, P., O'Neill, T. A., & Tullar, W., & **McLarnon, M. J. W.** (2016, June). *Free-riding in global virtual teams: An experimental study of antecedents and strategies to minimize the problem*. Paper presented at the Annual Meeting of the Academy of International Business, New Orleans, LA.

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 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 presented at the 76th Annual Meeting of the Canadian Psychological Association, Ottawa, ON.

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.

Matthews, R. A., **McLarnon, M. J. W.**, Klafehn, J. L., & Rothstein, M. G. (2015, April). *The role of self-regulation in the resiliency of military personnel*. In **M. J. W. McLarnon** & M. G. Rothstein (Chairs), 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., Oswald, J., Rothstein, M. G., & King, G. A. (2015, April). *Self-regulation during career transitions*. In **M. J. W. McLarnon** & M. G. Rothstein (Chairs), 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., & 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.

- Tarraf, R. C., King, G. A., Klafehn, J. L., & **McLarnon, M. J. W.** (2015, April). *The nature of challenging cross-cultural military experiences*. In **M. J. W. McLarnon** & M. G. Rothstein (Chairs), 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.
- O'Neill, T. A., Hoffart, G. C., **McLarnon, M. J. W.**, Eggermont, W., Rosehart, R., & Brennan, R. W. (2014, June). *Constructive conflict team training: Empirical evidence and demo*. Workshop presented at the 5th Annual Meeting of the Canadian Engineering Education Association Conference, Canmore, AB.
- 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 75th 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.**
- Schneider, T. J., Carswell, J. J., Taylor, N., & **McLarnon, M. J. W.** (2014, June). *Do familiarity ratings account for satisfaction and interest in a career?* Poster presented at the 75th Annual Meeting of the Canadian Psychological Association, Vancouver, BC.
- McLarnon, M. J. W.**, Goffin, R. D., Schneider, T. J., & Johnston, N. G. (2014, May). *Exploring the nature of positively- and negatively-keyed personality items*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- 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.
- O'Neill, T. A., **McLarnon, M. J. W.**, Woodley, H. J., & Allen, N. J. (2014, May). *A team-centric view of conflict: Implications for team outcomes*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. **Selected as a Top-Rated Poster.**
- Schneider, T. J., Carswell, J. J., & **McLarnon, M. J. W.** (2014, May). *Career interests, personality, and the Dark Triad*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Schneider, T. J., Carswell, J. J., & **McLarnon, M. J. W.** (2014, May). *Polytomous item response theory model comparisons for computer adaptive tests*. 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.

Halliday, A. J., Kisinger, K. L., **McLarnon, M. J. W.**, & Rothstein, M. G. (2013, June). *The role of the resiliency process in Canadian immigrants' search for employment*. Poster presented at the 74th Annual Meeting of the Canadian Psychological Association, Quebec City, QC.

Kisinger, K. L., **McLarnon, M. J. W.**, & Rothstein, M. G. (2013, June). *The role of resiliency in immigrants' search for employment*. Paper presented at the 34th Annual Meeting of the Administrative Sciences Association of Canada, Calgary, AB.

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., & Carswell, J. J. (2013, April). *Measurement invariance of the NEO-PI-R Conscientiousness items across intelligence levels*. Paper presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

McLarnon, M. J. W., & Woodley, H. J. R. (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. (2013, January). *A sex-based head-to-head comparison of Dark Triad measures: Measurement invariance across men and women*. Poster presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

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.

McLarnon, M. J. W., O'Neill, T. A., & Carswell, J. J. (2012, June). *An examination of job performance ratings using multilevel factor analysis*. In T. Oliver (Chair), *Graduate student research in I-O psychology*. Symposium presented at the 73rd Annual Meeting of the Canadian Psychological Association, Halifax, NS.

Schneider, T. J., & **McLarnon, M. J. W.** (2012, June). *Relative vs. absolute measures of team cohesion*. Poster presented at the 73rd Annual Meeting of the Canadian Psychological Association, Halifax, NS.

O'Neill, T. A., Carswell, J. J., & **McLarnon, M. J. W.** (2012, April). *Performance ratings have large rater and small ratee components, usually*. Paper presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

- McLarnon, M. J. W., & Carswell, J. J.** (2012, April). *Measurement invariance and the personality differentiation by intelligence hypothesis*. Paper presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McLarnon, M. J. W., O'Neill, T. A., & Schneider, T. J.** (2012, April). *Current practices involving the use (and misuse?) of regression coefficients*. Paper presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McLarnon, M. J. W., & Rothstein, M. G.** (2012, April). *Development and initial validation of the Workplace Resilience Inventory*. Paper presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McLarnon, M. J. W., & Carswell, J. J.** (2011, August). *Personality and intelligence: A new perspective on an old interaction*. Paper presented at the 119th Annual Meeting of the American Psychological Association, Washington, DC.
- McLarnon, M. J. W., O'Brien, J. P., & Rothstein, M. G.** (2011, August). *Big Five personality and ratings differences in 360-degree performance feedback*. Paper presented at the 119th Annual Meeting of the American Psychological Association, Washington, DC.
- O'Neill, T. A., **McLarnon, M. J. W., & Gardner, R. C.** (2011, June). *Use (and misuse?) of multiple regression coefficients in management research*. Paper presented at the 72nd Annual Meeting of the Canadian Psychological Association, Toronto, ON.

Manuscripts in preparation

NB. Underlined author names reflect supervised students.

- Woodley, H. J., **McLarnon, M. J. W., O'Neill, T. A., & Allen, N. J.** (to be submitted November 2018; target journal: *Frontiers in Psychology*; abstract accepted July 2018). *Time for collective efficacy: Emergence over time and its impact on performance*.
- McLarnon, M. J. W., Rothstein, M. G., & King, G. A.** (to be submitted November 2018; target journal: *Journal of Career Development*). *The effect of resiliency and self-regulation on immigrant job search behavior*.
- McLarnon, M. J. W., Rothstein, M. G., & King, G. A.** (to be submitted November 2018; target journal: *Journal of Employment Counseling*). *Resiliency, self-regulation, and reemployment after job loss*.
- McLarnon, M. J. W., Gellatly, I. R., Richards, D. A., & Arazy, O.** (to be submitted December 2018; target journal: *Journal of Applied Psychology*). *The moderating role of latent attachment profiles: Implications for knowledge-sharing processes and behavior*.
- Morin, A. J. S., **McLarnon, M. J. W., & Litalien, D.** (to be submitted February 2019). Mixture modeling in organizational behavior research. To appear in Griep, Y., Hansen, S., Vantilborgh, T., & Hofmans, J. (Eds.), *The handbook of dynamic organizational behavior: A method toolbox*. Edward Elgar Publishing.

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Duronio, J. M. & McLarnon, M. J. W. (data analysis). *What doesn't kill you makes you stronger: Resiliency and post-traumatic growth in the military.*

Duronio, J. M., McLarnon, M. J. W., Tarraf, R. C., Rothstein, M. G., & King, G. A. (data analysis). *A grounded theory approach to the role of self-regulation in overcoming adversity.*

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

Teaching Experience

Oakland University

Course Instructor

Industrial/Organizational Psychology
Social Psychology
Introduction to Psychometrics
Structural Equation Modeling

University of Calgary

Course Instructor

Graduate seminar in Employee Attitudes & Work Behaviour

Workshop Facilitator

Latent Profile Analysis (LPA) in Mplus

University of Western Ontario

Course Instructor

The Psychology of People, Work, and Organizations
Organizational Behaviour

Lab Instructor

Research in Personality Assessment
Research Methods in Psychology

Teaching Assistant

Human Adjustment
Applications of Psychology
The Psychology of People, Work, and Organizations

Relevant Work Experience

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 UWO'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

Service at Oakland University

Senate Library Committee – Member	2017-Present
Psychology Undergraduate Programs Committee – Member	2017-Present
Psychology Library Committee – Chair	2017-Present
Reviewer for Provost Graduate Student Research Awards	2016-Present
Psychology Website Committee – Chair	2016-Present
Independent Studies Advisor – 4 students supervised	2016-Present
Honor's Thesis Co-Supervisor – 1 student	2017-Present
Master of Science Co-Supervisor – 1 student	2017-Present

Ad-hoc Reviewer

Sport, Exercise, and Performance Psychology	2018-Present
Evolutionary Psychological Science	2017-Present
Applied Psychology: An International Review	2017-Present
European Journal of Work and Organizational Psychology	2017-Present
Human Relations	2017-Present
European Journal of Psychological Assessment	2017-Present
Journal of Occupational and Organizational Psychology	2016-Present
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)
Michigan Association for Industrial-Organizational Psychology (MAIOP)