

Dr. Erin McLaughlin, PhD
College of Business
University of Alabama Huntsville
301 Sparkman Drive, Huntsville, AL 35899
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EDUCATION

Ph.D., Business Administration May 2012
University of North Texas, AACSB accredited Denton, Texas
Concentration: Management
Dissertation: The Role of Emotional Intelligence in Entrepreneurial Success

Master of Business Administration May 2007
Missouri State University, AACSB accredited Springfield, Missouri
Concentration: Finance
Thesis: An Explication of Emotional Intelligence in a Dynamic Business World

Bachelor of Science May 2006
Missouri State University, AACSB accredited Springfield, Missouri
Major: Finance
Minor: Economics

TEACHING EXPERIENCE

University of Alabama in Huntsville
College of Business Huntsville, Alabama
Part-time Lecturer 2018-present
Lecturer in Management 2017-2018

Nova Southeastern University
H. Wayne Huizenga College of Business & Entrepreneurship Ft. Lauderdale, Florida
Assistant Professor in Management 2011-2017

University of North Texas
College of Business Administration Denton, Texas
Teaching/Research Fellow 2008-2011

Springfield Public School District Springfield, Missouri
Substitute K-12 2006-2008

Missouri State University Springfield, Missouri
Academic Advisor and Tutor 2004-2007

Courses Taught

Class	Format	Level
Organizational Behavior	Online, Day, Weekend	Graduate, Undergraduate
Business Strategy and Policy	Online, Day, Night, Hybrid	Graduate, Undergraduate
Principles of Management	Online, Day, Night, Hybrid	Undergraduate
Career Development	Online, Day, Night	Undergraduate
Human Resource Management	Online, Day, Night, Hybrid	Undergraduate
Managing Organizations	Online, Day	Undergraduate
Introduction to Leadership	Online, Day, Night	Undergraduate
Organizational Theory	Online, Night	Undergraduate
Great World Leaders	Online, Day, Night	Undergraduate
Management Concepts	Online, Hybrid	Undergraduate
Entrepreneurship	Online, Day, Night, Hybrid	Undergraduate
E-Commerce for Small Business	Online	Undergraduate
Budgeting and Forecasting	Online	Undergraduate
Human Resources	Day	Graduate
Labor Relations Management	Day	Graduate
Entrepreneurship & New Ventures	Online	Graduate
Small Business Human Resources	Online	Graduate
Venture Finance	Online	Graduate
Entrepreneurial Marketing	Online	Graduate
International New Venture Planning	Online	Graduate
Entrepreneurship Boot Camp	Online, Weekend, Hybrid	Graduate
Emotional Intelligence	Executive Campus	Executive Education
Management Development	Executive Campus	Executive Education
Leadership Skills	Executive Campus	Executive Education

PUBLICATIONS

McLaughlin, Erin. 2021 (Accepted and forthcoming). Budding Entrepreneurs: The Effects of Parental Role Models. Journal of Applied Business and Economics, 22(14).

McLaughlin, Erin & Daspit, Joshua. 2016. *Facilitating Student Teams: Enhancing the Internal Environment and Team Effectiveness*. Business Education and Innovation Journal, 8(2), 110-114.

Cox, Marcus, Daspit, Josh, McLaughlin, Erin, & Jones, Raymond. 2012. *Strategic Management: Is it an Academic Discipline?* Journal of Business Strategies, 29(1), 25-42.

BarNir, Anat & McLaughlin, Erin. 2011. Effects of Parental Business Experience on the Activities, Motives, and Funding of Nascent Entrepreneurs: An Exploratory Investigation. Journal of Developmental Entrepreneurship, 16(3), 371-392.

McLaughlin, Erin. 2010. The 'Real-World' Experience: Students' Perspectives on Service-Learning Projects. American Journal of Business Education, 3(7), 109-117.

McLaughlin, Erin. 2009. Acquiescence and Aspiration: Organization Goals in Stratified Fields. *Journal of Academy of Business and Economics*, 9(2), 140-148.

UNDER REVIEW

McLaughlin, Erin. *Cognitive Ability and Emotional Intelligence as Predictors of Leadership Performance: The Impact on Human Resource Practices*. (Revise and Resubmit: Human Resources Management Review)

McLaughlin, Erin. *The Strategic Actions of Entrepreneurial Firms: Do Parental Role Models Have an Effect?* (Revise and Resubmit: Journal of Entrepreneurship Education)

McLaughlin, Erin. *The Role of Emotional Intelligence in Entrepreneurship: Investigating the Mediating Effects of Interpersonal Tasks and Environmental Factors*. (Under Review: Business Journal for Entrepreneurs)

IN PROGRESS

Jones, Raymond, McLaughlin, Erin, Daspit, Josh & Cox, Marcus. *Strategic Management: A Historical Development*. (In preparation for submission to the Academy of Business Journal)

McLaughlin, Erin. *Emotional Intelligence and Self-Efficacy as Predictors of Entrepreneurial Intentions: The Need for Curriculum Development*. (In preparation for submission to the Journal of Entrepreneurship Education)

McLaughlin, Erin. *Emotional Intelligence and Entrepreneurial Success: The Mediating Role of Competencies* (In progress)

Watson, Warren & McLaughlin, Erin. *Emotional Intelligence and Self-Monitoring: A Quantitative Analysis*. (In progress)

McLaughlin, Erin & Hix, Joanne. *A Comparison of Emotional Intelligence Scales: An evaluation of Skill-based Measures and Ability-Based Measures* (In progress)

PRESENTATIONS

McLaughlin, Erin. 2018. *Experiential Learning: The Intersection of Emotional Intelligence and Entrepreneurial Success*. Presented at the ICBTS International Research Conference, Las Vegas, NV.

McLaughlin, Erin. 2017. *An Empirical Investigation on the Role of Emotional Intelligence in Entrepreneurship*. Presented at the annual meeting of the Academy of Management, Atlanta, GA. *Best Track Paper

McLaughlin, Erin. 2017. *Emotional Intelligence: Where are we Now?* Academic and Business Research Institute Conference, Asheville, NC.

McLaughlin, Erin. 2016. *Human Resource Management: The Role of Cognitive and Emotional Intelligence in Top Performing Leaders*. International Conference for Academic Disciplines by the International Journal of Arts and Sciences, Las Vegas, NV.

McLaughlin, Erin. 2016. *A Hierarchical Linear Modeling Look at Customers' Perceived Service Quality*. Presented at the International Academic Business Conference, New Orleans, LA.

McLaughlin, Erin. 2015. *An Explication of Emotional Intelligence in the Field of Entrepreneurship*. Presented at the International Academy of Business and Economics Conference, Orlando, FL.

McLaughlin, Erin. 2015. *Exploring the Role of Emotional Intelligence in Entrepreneurial Careers*. Presented at the Annual meeting for the Center of Scholastic Inquiry, Charleston SC.

McLaughlin, Erin. 2014. *Reality of Ownership: The Role of Human Resources in our Entrepreneurship Curriculum*. Presented at the Annual meeting of the Southwest Academy of Management, Dallas, TX.

McLaughlin, Erin. 2013. *An Explication of Emotional Intelligence*. Presented at the Academic and Business Research Institute International Conference, New Orleans, LA.

McLaughlin, Erin. 2013. *Facilitating Online and Face-to-Face Student Team: Best Practices for Enhancing the Internal Environment and Team Effectiveness*. Presented at the annual meeting of the Academy of Management Teaching and Learning Conference, Lake Buena Vista, FL.

Mims, Tina & McLaughlin, Erin. 2012. *Horror Stories: Qualitative Analysis of Short Stories through the Eyes and Ears of College Students*. Presented at the annual meeting of the Association of Small Businesses and Entrepreneurship, San Antonio, TX.

McLaughlin, Erin. 2012. *Identifying Predictors of Math Achievement: Addressing the Concerns of College Math Abilities*. Presented at the Clute International Academic Conference, Las Vegas, NV. *Best Paper Award

McLaughlin, Erin. 2011. *Entrepreneurial Orientation as Organizational Identity: A Discussion of Fortune 500, Inc. 500 and Franchise 500 Group Differences*. Presented at the annual meeting of the Decision Sciences Institute, Boston, MA. *Distinguished Paper Award

Jones, Raymond, McLaughlin, Erin, Daspit, Josh, Cox, Marcus, McKee, Victoria, Rigsbee, Carolee & Ramachandran, Indu. 2011. Panel Symposium: *Emerging Paradigms: The Evolution and Future Directions of Strategic Management*. Presented at the annual meeting of the Southern Management Association, Savannah, GA.

McLaughlin, J. Patrick & McLaughlin, Erin. 2011. *Relevancy of Simple Estate Planning Concepts for College Students*. Presented at the annual meeting of the International Academy of Business and Economics, Las Vegas, NV.

Mendes, Anthony & McLaughlin, Erin. 2011. *Opportunities and Challenges of Community Outreach Curriculum in Graduate-level Entrepreneurship Courses*. Presented at the annual meeting for the United States Association of Small Business and Entrepreneurship, Hilton Head, SC.

Jones, Raymond, McLaughlin, Erin, Daspit, Josh, Cox, Marcus, McKee, Victoria, & Cole, Brooklyn, 2010. Professional Development Workshop: *Strategy as a Discipline*. Presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

McLaughlin, Erin. 2010. *The Effects of Parental Role Models on the Strategic Actions of Entrepreneurial Firms*. Presented at the annual meeting of the Decision Sciences Institute, San Diego, CA.

Cox, Marcus, Daspit, Josh, McLaughlin, Erin, Jones, Raymond, McKee, Victoria, & Cole, Brooklyn. 2010. *Strategic Management: Is it an Academic Discipline?* Presented at the annual meeting of the Decision Sciences Institute, San Diego, CA.

McLaughlin, Erin. 2010. *The Role of Emotional Intelligence and Self-Efficacy in Developing Entrepreneurial Career Intentions*. Presented at the annual meeting of the Academy of Management, Montreal, Quebec. *Best Paper Award

BarNir, Anat & McLaughlin, Erin. 2009. *Effects of Parental Business Experience on the Activities, Motives, and Funding of Nascent Entrepreneurs: An Exploratory Investigation*. Presented at the annual meeting of the Decision Sciences Institute, New Orleans, LA. *Best Paper Award

McLaughlin, Erin. 2009. *Acquiescence and Aspiration: Organization Goals in Stratified Fields*. Presented at the annual meeting of the International Academy of Business and Economics, Las Vegas, NV.

McLaughlin, Erin. 2009. *Gaining "Real-World" Experience: Perspectives on Service-Learning Projects*. Presented at the International Applied Business Research Conference, San Antonio, TX. *Best Paper Award

McLaughlin, Erin. 2009. *Principal Components Analysis versus Common Factor Analysis: Similarities and Differences*. Presented at the annual meeting of the Southwest Educational Research Association, San Antonio, TX.

McLaughlin, J. Patrick & McLaughlin, Erin. 2008. *The Introductory Insurance Course: Connecting the Dots*. Presented at the annual meeting of the Academy of Economics and Finance, Nashville, TN.

McLaughlin, Erin. 2008. *Presenting Service Learning As an Opportunity: An Ethnographic Study*. Presented at the annual meeting of the Academy of Business Education, Hilton Head, SC.

McLaughlin, J. Patrick & McLaughlin, Erin. 2007. *What do Finance Students Really Know About Insurance? A Classroom Study*. Presented at the annual meeting of the Academy of Economics and Finance, Jacksonville, FL.

OTHER BUSINESS EXPERIENCE

Organization	Position	Location	Dates
<i>Island Time Charters</i>	CFO/Co-Owner	Hilton Head, SC	2007-present
<i>Betera</i>	Executive Board Member	Atlanta, GA	2015-2018
<i>Executive Education</i>	Trainer	Ft. Lauderdale, FL	2011-present
<i>Eagles Pointe Golf Club</i>	Golf Hospitality	Hilton Head, SC	2005-2007
<i>Pala Mesa Resort</i>	Clubhouse Hospitality	Fallbrook, CA	2004

PROFESSIONAL ACTIVITIES

University Service and Honors

Advisor for Women in Business Leadership student organization (2020-present)
Students' Choice Award for Teaching in Online Courses, College of Business
Honor Roll (2020)
Panel member for Pulse session on Collaborative Learning (2020)
Online Teaching Excellence Award, Honors Day, UAH College of Business (2018)
Judge for Boeing Business Plan Competition (2018)
Co-Advisor for Women's Business Leaders student organization (2017-2018)
Week of Welcome Festivities, College of Business representative (2017)
Chair of AACSB Task Force Engagement, Innovation and Impact (2016-2017)
Founder and Editor for the MAKO Journal: Nova Southeastern University Undergraduate
Research Journal (2016-2017)
Accreditation Self-Assessment, Honors College, Chair: Administrative Structures,
Member: Faculty Governance (2016-2017)
Moderator for Distinguished Lecture Series, Honors College: Daniel Dawes (2016)
University Honors First-Week Scholarship Reviewer (2016, 2015)
Commencement Faculty Marshall, voted on by students and faculty (2016, 2014)
Convocation Faculty Volunteer (Fall 2015)
Honors College Faculty: courses, research events and social activities (2014-2017)
Honors Faculty Coordinating Committee Member (2014-2017)
Honors College Curriculum Committee (2014-2017)
Chair of the Management Undergraduate Curriculum Committee (2014-2015)
First-Year Experience Committee Member (2014-2015)
Full-time Faculty Hiring Committee Member, 12 faculty hired (2013-2017)
Chair of Part-Time Participating Faculty Hiring Committee, 5 faculty hired (2013-2015)
Course Assessment Leader: MGT 2050 Principles of Management (2012-2017)
Course Assessment Leader: MGT 4880 Business Strategy and Policy (2012-2017)
Department of Management Curriculum Committee (2012-2017)
SharkLearn Faculty Advisory Committee (2012-2014)
University Internal Review Committee (2012-2013)
Assurance of Learning Committee (2012-2013)
Online Education and Learning Committee (2012-2013)
AACSB Committee (2012-2013)
Department of Management Curriculum Sub-committee (2012-2013)
Honor Student Research Mixer (Fall 2012)
Online Education Training Seminar (Fall 2012)

AACSB Annual Meeting, Nova Southeastern University Representative (Fall 2012)
Business Plan Mentor (Fall 2011-2017)
President's Faculty Research and Grant Committee (2011-2014)
Supervising Faculty Undergraduate Leadership Program (2011-2012)
Undergraduate Student Grievance Committee (2011-2012)
Supervising Faculty, Undergraduate Leadership (2011-2012)
Undergraduate Minor's Fair, Leadership (Fall 2011)

Ad hoc Reviewer:

Academy of Management Teaching and Learning Conference
Decision Sciences Institute Annual Meeting
Academy of Management
United States Association for Small Business and Entrepreneurship
International Academy of Business and Economics
Southwest Educational Research Association
Financial Education Association Annual Meeting

Session Chair/Discussant:

Academy of Management Teaching and Learning Conference
International Academy of Business and Economics Meeting
Clute International Academic Conference
Decision Sciences Institute Annual Meeting
Academy of Business Education Annual Meeting
Financial Education Association Annual Meeting

Community Service:

PGA of America Junior League, Coach
First Tee of America, Sponsor and Golf Instructor
Get Golf Ready, Golf Counselor
Wounded Warriors, Volunteer
Warrior Games, Morale Welfare and Recreation Volunteer
Habitat for Humanity, Volunteer and Team Leader
Girl Scouts of America, Gold Award Recipient, Troop Leader and Lifetime Member