

CHARLES LARRY GARNER
 Founding Dean
 College of Business Administration
 Texas A&M University – Central Texas

Contact Information

US mail: 1001 Leadership Place, Killeen, TX 76549

EDUCATION

Ph.D. (1998) -- University of Texas at Austin
 MS-HRM (1988) -- Houston Baptist University
 BS-Industrial Management (1964) -- Georgia Institute of Technology

ACADEMIC EXPERIENCE

Texas A&M University – Central Texas	Founding Dean College of Business Administration	2014-Present	CEO and Chief Administrator of the College of Business Administration
Texas A&M University – Central Texas	Dean (Interim), College of Business Administration and College of Arts & Sciences	2013 - 2014	CEO and Chief Administrator of the College of Business Administration and the College of Arts and Sciences
Texas A&M University – Central Texas	Director School of Business Administration and School of Arts & Sciences (Interim Director)	2012 - 2013	CEO and Chief Administrator of the School of Business Administration and the School of Arts and Sciences
Texas A&M University – Central Texas	Director School of Business Administration	2011-2012	Administrator of the School of Business Administration, with limited teaching responsibilities
Texas A&M University – Central Texas	Associate Professor & Graduate Faculty, with Tenure.	2009 - 2011	Teaching and other duties of an Associate Professor and Graduate Faculty Member
Tarleton State University	Associate Professor & Graduate Faculty, with Tenure.	2005 – 2009	Teaching and other duties of an Associate Professor and Graduate Faculty Member
Tarleton State University	Assistant Professor & Graduate Faculty	1999 –2005	Teaching and other duties of an Assistant Professor and Graduate Faculty Member

St. Edwards University	Adjunct Professor	1999	Teaching graduate course in Marketing
Concordia University at Austin	Director of Organizational Learning and Adjunct Professor	1996-1999	Development and Administration of the Organizational Learning Program of the University. Teaching undergraduate courses in Management and Marketing.
Austin Community College	Adjunct Professor and Instructor	1984-2010	Teaching and other duties of an instructor in Management and Marketing
Central Texas College	Instructor	1983	Teaching courses in Aviation Management
Los Angeles Metropolitan Community College	Instructor	1983	Teaching courses in Business Management
United States Air Force	Instructor Pilot and Chief of Academic Training	1973-1980	Academic and flight instructor in tactical fighter systems and tactics.

COURSES TAUGHT

Personnel/Human Resource Management, Employment Law, Labor Relations and Law, HR Consulting Skills, Job Analysis, Human Resource Development, Creating Productive Relationships, Recruitment and Selection, Business Statistics, Supervision, Employee Benefits, Principles of Management, Business Strategy, Organization Behavior, Leadership.

WORK EXPERIENCE

As a founding partner of **CORE Consulting**, an organization development consulting group, I served as a consultant in manufacturing and health-care industries, small service businesses, and with Federal, state and local government agencies. After completing my undergraduate studies, I entered the United States Air Force, and served principally as a fighter pilot, flying the F-4 Phantom II, the F-15 Eagle and the AT-38 Talon. During a twenty-one year career, I served four overseas tours in Asia and Europe. My duties included managerial and staff officer positions in areas of personnel, operations, training, and aircraft maintenance. I served as operational planning staff officer for two fighter wings in the Pacific theater, developing both tactical and strategic operations plans. As Chief of Quality Control for Aircraft Maintenance, I played a significant role in the achievement of the unit placing second in the 1973 Daedalian Trophy Competition award given to the best aircraft maintenance unit in the USAF. As Chief of Academic Training, I lead the design and development of the academic classroom and simulation training portions of the USAF Fighter Lead-In Training Program in which new fighter pilots received their initial fighter tactics training and served as the first Chief of Academics. As a staff officer in the Headquarters United States Air Forces Europe, I served a Chief of Air Defense Readiness, having a principal role in designing training exercises for European fighter units, the identification of readiness shortfalls in the air defenses and management of strategies to remedy those shortfalls. During a tour in Korea, I served as Senior Air

Liaison Officer to the Korean Army. As a junior officer, I lead work studies of aircraft maintenance units and development manning tables for those organizations.

MEMBERSHIPS

Southwest Academy of Management
Academy of Management
Federation of Business Disciplines
Society for Human Resource Management
American Society for Training and Development
Phi Kappa Phi National Honor Society

PUBLICATIONS

Garner, Larry (2006). **Joanna Cotton Mills: The Story of W.H. Regnery and His Company, Innovative Management in the 1950s.** Proceedings of the Southwest Academy of Management 2006, USA.

Garner, Charles L. (1998). **Team Building and Organizational Effectiveness.** *Dissertation Abstracts International, DAI-A 60/07, p. 2572, Jan 2000.*

Tway, Duane, Bettye Blain, and Charles L. Garner. (1991). **Vision, Purpose and Leadership: How Teambuilding Affects Group Dynamics.** Proceedings of the Sixth Texas Conference on Organizations. Lago Vista, TX. April 1991.

SCHOLARLY PRESENTATIONS AND CONFERENCES

Garner, Larry. (2017, March) **Remarks by SWAM 2016 Educator of the Year,** Southwest Academy of Management, Annual Conference, Oklahoma City, OK. Speaker.

Garner, Larry. (2017, March) **Roundtable Discussion,** Southwest Academy of Management, Annual Conference, Oklahoma City, OK. Panelist.

Garner, Larry. (2016, March) **Doctoral Student Consortium,** Southwest Academy of Management, Annual Conference, Oklahoma City, OK. Panelist.

Garner, Larry. (2016, March) **Back to the Future: A Panel Discussion with Past Presidents of SWAM**, Professional Development Workshop, Southwest Academy of Management, Annual Conference, Oklahoma City, OK. Panelist.

Garner, Larry. (2015, March) **Doctoral Student Consortium**, Southwest Academy of Management, Annual Conference, Houston, TX. Panelist.

Rockett, Tracy; Alix Valenti, Tim Carey, Larry Garner, Christina Sue-Chan. (2014, August. **The power of words: Is there only one career choice for academics?** Academy of Management Annual Conference, Boston, MA. Invited Panelist.

Garner, Larry. (2014, March) **Doctoral Student Consortium**, Southwest Academy of Management, Annual Conference, Dallas, TX. Panelist.

Garner, Larry. (2012, March) **Doctoral Student Consortium**, Southwest Academy of Management, Annual Conference, New Orleans, LA. Panelist.

Garner, Larry. (2011, March) **Doctoral Student Consortium**, Southwest Academy of Management, Annual Conference, Houston, TX. Organizer, Panelist, and Chair.

Garner, Larry. (2010, March) **Doctoral Student Consortium**, Southwest Academy of Management, Annual Conference, Dallas, TX. Organizer, Panelist, and Chair.

Garner, Larry. (2009, March) **Doctoral Student Consortium**, Southwest Academy of Management, Annual Conference, Oklahoma City, OK. Panelist.

Ryan, Reid, Jay Miller, & Larry Garner. (2008, March) **Management in Professional Sports: The Phenomenal Development of the Houston Astros' AAA Minor League Baseball Affiliate, the Round Rock Express**. Southwest Academy of Management, Annual Conference, Houston, TX.

Garner, Larry, Barbara Lyon, & Claudette Peterson. (2006, March). **"Applying the Principles of Andragogy (Adult Learning Theory) to the College Classroom."** Symposium conducted at the Annual Meeting of the Southwest Academy of Management, Oklahoma City, OK.

Garner, Larry & David Purkiss, Lt. USN, (2005, August) **"US Navy Ship's Crew Training: The Development Of A Mission Ready Crew for a New Burke Class Aegis Destroyer, The Story of The USS Chafee (DDG90)."** Presented at the Annual Meeting of the Academy of Management, Honolulu, HI.

SCHOLARLY SERVICE

Member of Editorial Board of the **Journal of the Federation of Business Disciplines**, 2012-Present.

Discussant, Southwest Academy of Management, Annual Conference, March 2013.

Reviewer Midwest Academy of Management Annual Conference, Fall 2012. Named outstanding reviewer.

Reviewer Academy of Management, Human Resource Division, Annual Conference, Montreal, August 2010.

Reviewer and Session Chair, Southwest Academy of Management Annual Conference, Oklahoma City, March 2009.

Member of Federation of Business Disciplines, Site Selection Committee, 2008.

Reviewer Academy of Management, Human Resource Division, Annual Conference, Anaheim, August 2008.

Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference, Houston, March 2008.

Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. San Diego. March 2007.

Reviewer, Human Resource Management Division, Academy of Management, Annual Conference, 2007.

Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. San Diego. March 2007.

Reviewer and Discussant, Human Resource Management Division, Academy of Management, Annual Conference, 2006.

Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. Oklahoma City. March 2006.

Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. Dallas. March 2005.

Reviewer, Discussnt and Session Chair, Southwest Academy of Management Annual Conference. Orlando. March 2004.

Reviewer and Session Chair, Human Resource, Labor and Industrial Relations Issues. Southwest Academy of Management Annual Meeting. Houston. March 2003.

Chair, Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. St. Louis. March 2002.

Chair, Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. New Orleans. March 2001.

Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. San Antonio. March 2000.

Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Houston. March 1999.

Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Dallas. March 1998.

Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. San Antonio. March 1996.

Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Houston. March 1995.

Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Dallas. March 1994.

Discussant. Eighth Texas Conference on Organizations. Lago Vista, TX. April 1993.

Discussant. Seventh Texas Conference on Organizations. Lago Vista, TX. April 1992.

Presenter and Discussant. Sixth Texas Conference on Organizations. Lago Vista, TX. April 1991.

RESEARCH EFFORTS

Current research effort is in two areas: Developing a theory which compares Management & Leadership to educational theories of Pedagogy and Andragogy, Management history work is focused on presenting the innovative management practices of the 1950s.

A small grant has been received to complete two articles for the German Historical Society on two German immigrants who succeeded as prominent American Businessmen and Industrialist. The grant picks up on the research previously done on W.H. Regnery and Joanna Mills. This article will be published in late 2017.

Another management history research project in progress the compilation of the history of Joanna Western Mills from the 1890s to 1980s.

SERVICE

UNIVERSITY SERVICE:

1. Texas A&M University – Central Texas Standing Committees:
 - a. University Council, 2011- Present
 - b. University Graduate Council, 2011-2015
 - c. University Academic Council, 2011 - Present.
 - d. University Curriculum Committee, 2010-2011.
 - e. Faculty Development Committee, Chair, 2009-2012.
 - i. Developed and lead Faculty Development Day for all TAMUCT Faculty, October 2009.
 - ii. Developed and lead Faculty Development Day for all TAMUCT Faculty, April 2011.
 - f. Business Division Graduate Admission Committee, 2009-2011
 - g. Student Advising Committee, 2009-Present.
 - h. Member of Faculty Senate, 2010-2011.
2. Tarleton State University Standing Committees:
 - a. Employee Benefits Committee, 2000-2009.
 - b. Faculty Development Committee, 2002-2009.
 - i. TSU-CT Sub-Committee Chair, 2004-2009.
3. School and Departmental Committees and Task Forces:
 - a. Business Division Graduate Admissions Committee, 2009-2011.
 - b. Business Division Curriculum Committee, Chair, 2009-2011.
 - c. Management & Marketing Department Curriculum Committee, Chair, 2009-2011.
 - d. COBA Graduate Admissions Committee, 2003-2009.

- e. COBA Curriculum Review Committee, 2003-2009.
- f. COBA/MMAS MS-HRM Curriculum Review Committee, 2001-2002. Committee reviewed the MS-HRM curriculum and developed major revisions, including course redesign.

4. Academic Advising:

This is an area of my duties that I particularly enjoy and take very seriously. My advising load is approximately fifty undergraduate HRM majors and a few management majors. As our Central Texas students are mostly non-traditional students with extensive work from two or more other institutions, their situations are very different from that of traditional students. Often, it takes a bit of creativity to maximize the useful credit of that prior work. Many still have some lower level work to complete concurrently at other schools. These factors require careful planning to enable them to complete the remaining degree requirements in a reasonable time frame. I also delight in aiding students in the pursuit of career advancement. One rewarding situation was seeing an US Army degree completion student selected to go on to graduate school to become a member of the faculty at West Point. Another student, BBA-HRMG graduate and current MS-HRM student was recently hired as benefits manager with a local manufacturing firm, with the intent of replacing the HRM manager in about six months. Besides working with students in their Academic planning, I have often been called upon to counsel with students regarding various issues in their personal lives.

5. Faculty Staff Search Committees:

- a. Chair and member of many faculty searches, TAMUCT, 2012-2014. Recruited some twelve new faculty.
- b. Member, TSU-CT/MMAS Faculty Search Committee, 2009. Recruited one new faculty member.
- c. Chair, TSU-CT/MMAS Faculty Search Committee, 2008. Recruited two new faculty members.
- d. Member of TSU-CT Executive Director Search Committee, 2007. Recruited Executive Director, Tarleton State University – Central Texas.

PROFESSIONAL SERVICE:

Membership in professional organizations:

- a. Southwest Business Deans Association

- b. Southern Business Administration Association
- c. Academy of Management
- d. Southwest Academy of Management
- e. Federation of Business Disciplines
- f. Society for Human Resource Management.
- g. American Society for Training and Development.
- h. International Society for Performance Improvement. Past member and Chapter Board of Directors

Other professional service:

- a. Past-President and Board Member, Federation of Business Disciplines, 2014-2015.
- b. President, Federation of Business Disciplines, 2012-2013.
- c. Vice-President and General Program Chair, Federation of Business Disciplines, 2011-2012.
- d. Vice-President and Program Chair-Elect, Federation of Business Disciplines, 2010-2011.
- e. President, Southwest Academy of Management 2008-2009.
- f. Member of Federation of Business Disciplines, Site Selection Committee, 2008.
- g. Member of Board of Directors, Federation of Business Disciplines, 2007-2009. 2010-Present.
- h. President-Elect, Southwest Academy of Management 2007-2008
- i. Program Chair, Southwest Academy of Management 2006-2007.
- j. Program Chair-Elect, Southwest Academy of Management. 2005-2006.
- k. Editor, Southwest Academy of Management Newsletter. 2003-2005.

- l. Reviewer Academy of Management, Human Resource Division, Annual Conference, Atlanta, August 2006.
- m. Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. Oklahoma City. March 2006.
- n. Reviewer Academy of Management, Human Resource Division, Annual Conference, Honolulu, August 2005.
- o. Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. Dallas. March 2005.
- p. Reviewer, Discussant and Session Chair, Southwest Academy of Management Annual Conference. Orlando. March 2004.
- q. Reviewer, Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Houston. March 2003.
- r. Reviewer for **“Managing for Legal Compliance and Success.”** A proposed text to be published by McGraw-Hill. October 2002.
- s. Chair, Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. St. Louis. March 2002.
- t. Reviewer for **“Employment Law for Managers.”** An on-line continuing education program for managers. Published by McGraw-Hill. Summer 2002.
- u. Reviewer for **“Employment Law, 3rdEd.”** By Bennett-Alexander and Hartman. Published by McGraw-Hill. This review focused upon improvements to be included in the 4th Ed. Spring 2002.
- v. Chair, Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. New Orleans. March 2001.
- w. Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. San Antonio. March 2000.
- x. Reviewer. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Houston. 1999.
- y. Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Dallas. March 1997.

- z. Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. San Antonio. March 1996.
- aa. Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Houston. March 1995.
- bb. Reviewer and Discussant. Human Resource, Labor and Industrial Relations Track. Southwest Academy of Management Annual Meeting. Dallas. March 1994.

PUBLIC SERVICE:

- a. Republican Party of Texas, State Convention, Temporary & Permanent Resolutions Committee, 2008.
- b. Senate District 14 Republican Convention, Temporary & Permanent Resolutions Committee Chair, 2006, 2008, 2010 & 2012. Committee Member: 1996, 2000, 2002, 2004.
- c. Delegate to Republican Party of Texas, State Conventions: 1992, 1994, 1996, 1998, 2000, 2002, 2004, 2006, 2008, 2010.
- d. Member Citizens Bond Advisory Board, Austin Independent School District, 1996-2001.
- e. Member Austin Republican Club, 1988-Present.
- f. Capital Area Council, Boy Scouts of America. Past District Commissioner, Past District Committee Member. Past Committee Member Troop 5, BSA.
- g. Advisor to Rep. John Shields, Texas House of Representatives, on Higher Education issues. 2001 Legislative Session.
- h. Election Judge for Travis County and City of Austin, 1986-2006.
- i. Member Austin Plan Task Force, and Sector Chairman, City of Austin, 1985-1989.
- j. Member of Hyde Park Baptist Church. Sunday school teacher for 3rd Grade Class, 2000-2001, and 4th Grade, 2007-2008
- k. Science Fair Judge. Hart Elementary School. April 2002.