

# **Regina O'Neill**

## Full Professor

### **Education**

PhD, University of Michigan, Ann Arbor, MI, 1997  
MBA, Dartmouth College, Hanover, NH, 1990  
BS, University of Massachusetts, Boston, MA, 1982

### **Teaching Interests**

### **Research Interests**

### **Honors/Awards**

#### **Scholarship/Research**

2009: Using bibliometric methods, my article Reading the wind: How middle managers assess the context for selling issues to top managers, published in Strategic Management Journal, was identified as among the most influential studies having to do with dynamic capabilities., December 2009 issue of Industrial and Corporate Change.

### **ACADEMIC EXPERIENCE**

#### **Courses Taught**

Effective Career Planning  
Management Seminar

### **INTELLECTUAL CONTRIBUTIONS**

#### **Refereed Journal Articles**

Blake-Beard, S., O'Neill, R. M., Shapiro, M., Ingols, C. (2010). Social sustainability, flexible work arrangements and diverse women. *Gender in Management: An International Journal*.

Shapiro, M., Ingols, C., O'Neill, R. M., Blake-Beard, S. (2009). Making sense of women as career self-agents: Implications for human resource development. *Human Resources Development Quarterly*, 2(4), 477-501.

Shapiro, M., Ingols, C., Blake-Beard, S., O'Neill, R. (2009). Canaries in the mineshaft: Women signaling a shifting career model. *People & Strategy*, 32(3), 52-59.

Roberts, D., Morgan Roberts, L., O'Neill, R. M., Blake-Beard, S. (2008). The invisible work of managing visibility for social change: Insights from the leadership of Reverend Dr. Martin Luther King, Jr.. *Business And Society*, 47(4), 425-456.

Levesque, L. L., O'Neill, R. M., Nelson, T., Dumas, C. (2005). Sex differences in the perceived importance of mentoring functions. *Career Development International*, 10(6/7), 429-443.

O'Neill, R. (2005). An examination of organizational predictors of mentoring functions. *Journal Of Managerial Issues*, XVII(4), 439-460.

#### **Book Chapters**

O'Neill, R., Blake-Beard, S., McGowan, E. (2007). Blind dates? The importance of matching in successful formal mentoring relationships. In B. R. Ragins and K. E. Kram (Ed.), *Handbook of Mentoring*. Thousand Oaks, CA: Sage Publications.

O'Neill, R. M. (2006). Reverse mentoring. In J. Greenhaus and G. Callanan (Ed.), *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage Publications.

#### **Conference Proceedings**



processes.

- reported back to faculty in various stages to inform colleagues of our progress
- drafted a report of a new faculty governance structure by compiling our colleagues' wishes and researching the various ways such a structure could look.
- solicited and incorporated feedback from faculty into the document
- successfully brought the proposal to the faculty for approval via faculty vote..

2007: Graduate Program Committee; I served as a member of the Graduate Program Committee during Fall 2007 until I became a member of the Governance Task Force..

2006: Tenure Appeals Committee; I serve as an elected member of the Tenure Appeals Committee (TAC) for the 2006-2007 AY.

2004 - 2005: ad hoc MBA committee for the Assurance of Learning Program; Member of the ad hoc MBA committee for the attached Assurance of Learning Program.

2001 - 2004: Undergraduate Curriculum Revision Project; I served as a task force member of the ad hoc faculty subcommittee for the undergraduate curriculum revision project that Professor Ruth Ann McEwen led..

### **Faculty Advisor**

1998 - 2007: Undergraduates Advising; I advise undergraduate students.

### **Faculty Mentor**

2007: Faculty leader for MBA Boardroom Leadership Scholars Program; I was faculty leader for MBA Boardroom Leadership Scholars (BLS) Program. I assigned readings to BLS, worked with BLS to prepare them for a meeting with Robert Kraft, attended the meeting and provided students with feedback. March - May, 2007.

### **Faculty Sponsor**

2003 - 2006: Program Director for MBA 600; Program Director for MBA 600.

### **Other Institutional Service Activities**

2004 - 2005: Director of Leadership Programs for the Institute for Executive Education and Lifelong Learning; Director of Leadership Programs.

### **Student Placement**

2006 - 2007: Interviewed EXEC MBA candidates; I interviewed EXEC MBA candidates during Spring and Summer, for admission into the EMBA Program..

2006: Student Advising; I advise undergraduate students on course selection, major selection, and other issues.

2005: Student Recommendations; I regularly write recommendations for former students. One student was accepted to the University of Michigan Law School, and is now attending that school..

## **University Assignments**

### **Committee Member**

2009 - 2010: NEASC committee, Standard Four: The Academic Program; Committee Overview: Suffolk's academic programs are consistent with and serve to fulfill its mission and purposes. Suffolk works systematically and effectively to plan, provide, oversee, evaluate, improve and assure the academic quality and integrity of its academic programs and the credits and degrees awarded. Suffolk develops the systematic means to understand how and what students are learning and to use the evidence obtained to improve the academic program.

### **Faculty Advisor**

2005: Undergraduate advising; I worked informally with Lauren Mahoney to determine new directions for the undergraduate advising program.

1998 - 2004: Undergraduate Program Advisors; I served as an Achievement Advisor for the Program Advisors.

### **Faculty Mentor**

2007: Represented Management Department at the Suffolk University Sophomore/Faculty Dinner; I represented the Management Department at the Suffolk University Sophomore/Faculty Dinner on Feb 22, 2007.

### **Other Institutional Service Activities**

- 2009: Management Department Representative at Undergraduate Major Open House; Management Department Representative at Undergraduate Major Open House on November 5, 2009.
- 2006: Gave presentation at MBA Information Session; I gave a presentation called Managing Crisis at Work: Making Lemons into Lemonade at the Suffolk University MBA Programs Information Session on October 18, 2006.
- 2006: Presentation to the Board of Visitors Annual Meeting May 12, 2006; I gave a presentation to the Board of Visitors at the first annual meeting on May 12, 2006. One faculty member from each of the three schools was asked by the Provost to make such a presentation. My talk, Immersing students in the experiential learning process, represented the Business School for The Evolving Educational Experience.
- 2005: Presentation at Suffolk MBA Information Session; I gave a presentation called Managing Crisis at Work: Making Lemons into Lemonade at the Suffolk University MBA Programs Information Session on November 8, 2005.

### **Student Placement**

2006 - 2007: Student Recommendations; I write recommendation letters for students. Some recommendations are for graduate school and some are for jobs.

## **Department Assignments**

### **Faculty Advisor**

2006 - 2007: Coordinated undergraduate advising model; I helped develop a coordinated model for undergraduate advising in the management department..

### **Faculty Sponsor**

2006: Management Department Representative for Undergraduate Students; I represented the Management Department at the "choose your major" meeting for undergraduate students on November 14, 2006. I was the Management Major representative.

### **Other Institutional Service Activities**

- 2007: Management Dept - Recruiting for OB position; I played a lead role recruiting an OB colleague for the Management Department.
- 2006: Management Department Recruiting; I was active in the interviewing process for the management department faculty positions..
- 2006: Management Department; I participated in Management Department initiatives around undergraduate and graduate curriculum issues, students, advising, and other related matters..
- 1997 - 2006: Management Department; I took an active role in the Management Department's recruiting efforts, most particularly with taking the lead in the initial screening of all OB application vitas for interview at the Academy of Management meetings in August 2006..
- 2005: Management Department Initiatives; I participated in Management Department initiatives around undergraduate and graduate curriculum issues, students, advising, and other related matters..
- 1997 - 2004: Management Department; I participated in Management Department initiatives around undergraduate and graduate curriculum issues, students, advising, and other related matters..

## **Professional Service**

### **Board of Advisors of a Company**

2003 - 2008: Human Capital Institute; Member of National Board of Advisors.

### **Committee Member**

1999 - 2006: The Academy of Management's Mentoring Program; Committee Member.

**Reviewer, Journal Article**

2002 - 2008: Journal of Managerial Issues; Review journal articles.

2002 - 2004: Review articles for Journal of Management Education; Review journal articles.

**Public Service**

**Committee Member**

2008: Tenacre Country Day School; Was a member of a committee for Diversity and Inclusion at Tenacre Country Day School. To accomplish our goal of hiring a diversity and inclusion consultant for the school, our committee defined objectives, wrote an RFP, reviewed proposals from candidates, conducted telephone interviews to identify finalists, interviewed finalists in person, discussed and debated the best consultant for the position, and make a recommendation to the Board of Trustees. Our recommendation was enthusiastically embraced by the Board as well as teachers, staff, parents, and others in the community..

**Guest Speaker**

2008: Strong Women Strong Girls; Provided pro bono work on mentoring to Strong Women Strong Girls, including a presentation to the Board on best practices in mentoring.