

O'Neill, Regina (Full Professor)

Refereed Journal Articles

Journal Article, Academic Journal

- Kroll, J., Blake-Beard, S., O'Neill, R. M. (in press). Women's Ways of Mentoring: Peer Group Mentorship as a Meaningful Developmental Experience. *Mentoring & Tutoring: Partnership in Learning*.
- Boehler, B., MacLean, T., O'Neill, R. (in press). Collaboration, Compliance, and Cupcakes: A Classroom Exercise. *Management Teaching Review*.
- Shapiro, M., Rivera-Beckstrom, M., Ingols, C., Blake-Beard, S., Gao, L., O'Neill, R., Van Dam, E. (2022). What's power got to do with it? Seeking gender-equity in organizations through male ally initiatives. *Advancing Women in Leadership*, 41, 1-12.
- Webber, S., O'Neill, R., Dossinger, K. (2020). The Empowering Leadership Project. *Journal of Management Education*, 44, 342-361.
- Efstathiou, J., Drumm, M., Paly, J. J., Lawton, D., O'Neill, R., Andrzej, N., Leffert, L., Loeffler, J., Shi, H. (2018). Long-term impact of a faculty mentoring program in academic medicine. *PLOS ONE*, 13(11).
- Nagarur, A., O'Neill, R., Lawton, D., Greenwald, J. (2017). Supporting Faculty Development in Hospital Medicine: Design and Implementation of a Personalized Structured Mentoring Program. *Journal of Hospital Medicine*, 13(2).
- O'Neill, R., Roberts, L. M., Blake-Beard, S., Blockson, L. (2017). Leading Change Through Unprecedented Times: Nancy Sims and the Robert A. Toigo Foundation (Teaching Note). *Case Research Journal*.
- O'Neill, R., Morgan Roberts, L., Blake-Beard, S., Blockson, L. (2016). Leading Change Through Unprecedented Times: Nancy Sims and the Robert A. Toigo Foundation (Case). *Case Research Journal*, 36(4).
- Ornstein, S., O'Neill, R. (2014). Can we get to yes? Business negotiations between two start-ups. *Journal of Organizational Behavior Education*, Volume 7.
- O'Neill, R., Shapiro, M., Blake-Beard, S., Ingols, C. (2013). Understanding women's career goals across ethnic identities. *Advancing Women in Leadership Journal*, 33, 214-226.
- Webber, S., Bishop, K., O'Neill, R. (2012). Trust repair: The impact of perceived organizational support and issue-selling success. *Journal Of Management Development*, 31(7), 724-737.
- Bishop, K., Webber, S., O'Neill, R. (2011). Preparation and prior experience in issue-selling success. *Journal of Managerial Issues*, XXIII(3), 323-340.
- Blake-Beard, S., O'Neill, R., Shapiro, M., Ingols, C. (2010). Social sustainability, flexible work arrangements and diverse women. *Gender in Management: An International Journal*, 25(5), 408-425.
- 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.

- Shapiro, M., Ingols, C., O'Neill, R., 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.
- Roberts, D., Morgan Roberts, L., O'Neill, R., 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., 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.
- O'Neill, R., Blake-Beard, S. D. (2002). The influence of gender in the female mentor-male protégé relationship. *Journal Of Business Ethics*, 37(1), 51-63.
- O'Neill, R., Lambert, D. (2001). Exploring the emotional aspects of price. *Psychology & Marketing*, 18(3), 217-237.
- O'Neill, R., Sankowsky, D. (2001). The Caligula phenomenon: Mentoring relationships and theoretical abuse. *Journal Of Management Inquiry*, 10(3), 206-216.
- Zanzi, A., O'Neill, R. (2001). A comparison of sanctioned versus non sanctioned political tactics. *Journal Of Managerial Issues*, 13(2), 245-262.
- Dutton, J., Ashford, S., O'Neill, R., Lawrence, K. (2001). Moves that matter: Issue selling and organizational change. *Academy Of Management Journal*, 44(4), 716-736.
- Edwards, J., O'Neill, R. (1998). The construct validity of the ways of coping questionnaire: Confirmatory analysis of alternative factor structures. *Educational And Psychological Measurement*, 58(6), 955-983.
- Dutton, J., Ashford, S., O'Neill, R., Wierba, E., Hayes, E. (1997). Reading the wind: How middle managers assess the context for selling issues to top managers. *Strategic Management Journal*, 18(5), 407-425.
- O'Neill, R. M., Quinn, R. E. (1993). The competing values framework: An overview and introduction. *Human Resource Management Journal*, 31(1), 1-7.

Books

Book, Scholarly-New

- Quinn, R., O'Neill, R., St. Clair, L. (2000). *Pressing Problems in Modern Organizations (That Keep Us Up at Night): Transforming Agendas for Research and Practice*. New York: Amacom.

Book Chapters

Book, Chapter in Scholarly Book-New

- Scully, M., Blake-Beard, S., Felicio, D., O'Neill, R. (2017). Climbing the Ladder or Kicking It Over? Bringing Mentoring and Class Into Critical Contact. In Audrey Murrell and Stacy

Blake-Beard (Eds.), *Mentoring Diverse Leaders: Creating Change for People, Processes, and Paradigms*. London: Routledge.

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 (Eds.), *Handbook of Mentoring*. Thousand Oaks, CA: Sage Publications.

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

O'Neill, R. (2002). Gender and race in mentoring relationships: A review of the literature. In D. Clutterbuck and B. R. Ragins (Eds.), *Diversity and Mentoring: An International Perspective*. Oxford, England: Butterworth Heinemann.

O'Neill, R., Horton, S., Crosby, F. (1999). Gender issues in developmental relationships. In A. J. Murrell, F. Crosby & R. J. Ely (Eds.), *Mentoring Dilemmas: Developmental Relationships within Multicultural Organizations*. New York: Lawrence Erlbaum Associates.

Quinn, R., O'Neill, R., Debebe, G. (1997). Confronting the tensions in an academic career. In P. Frost and S. Taylor (Eds.), *Rhythms of Academic Life*. Thousand Oaks, CA: Sage Publications.

Non-Refereed Journal Articles

Journal Article, In-House Journal

O'Neill, R. M. (2003). The six stages of corporate crisis management. *Non-refereed Trade Journal*.

O'Neill, R. (2001). What Keeps Managers Up at Night? Pressing Problems in Today's Organizations. *Non-refereed Trade Journal*.

Other Intellectual Contributions

Magazine/Trade Publication

Shapiro, M., Blake-Beard, S., Carter, S., O'Neill, R., Ingolls, C., Bartolozzi, A., Ogle, M. (2013). *The new breadwinners: How women are increasingly bringing home the bacon*. Management Magazine.

Research Report

Shapiro, M., Blake-Beard, S., Carter, S., O'Neill, R., Ingols, C., Bartolozzi, A., Ogle, M. (2013). *Confronting contradictions: Exploring the tensions of women as breadwinners*. CGO Insight for the Center for Gender in Organizations, Simmons College. www.simmons.edu/som/docs/insights_36.pdf

Written Case with Instructional Material

Stumpf, S., Mullen, T., Arnone, M., O'Neill, R. (2014). *Foodcorp International*.

Conference Proceedings

Conference Proceeding

Arora, R., O'Neill, R., Blake-Beard, S., Rangnekar, S. (2017). *Moderating Role of Gender Composition on Supervisory Mentoring and Career Commitment Relationship*. Atlanta, Georgia: Academy of Management.

Blake-Beard, S., O'Neill, R. M., Shapiro, M., Ingolls, C. (2009). *Flexible Work Arrangements as a Source of Sustainability: Access and Impact across Diverse Women*. Academy of Management.

Presentations

Arora, Ridhi, O'Neill, Regina, Blake-Beard, Stacy, Rangnekar, Santosh, Academy of Management, "Moderating Role of Gender Composition on Supervisory Mentoring and Career Commitment Relationship," Academy of Management, Atlanta, Georgia. (August 2017).

Blake-Beard, Stacy (Presenter & Author), Gakiya, M (Presenter & Author), O'Neill, Regina (Presenter & Author), Academy of Management, "Embracing simultaneity as a catalyst for complexifying the classroom in women's leadership programs. Panel presentation as part of the PDW Advancing Leadership Development for Women: Possibilities, Challenges, and Questions.,," Academy of Management, Orlando, Florida. (August 2013).

Webber, Sheila (Presenter & Author), Bishop, Karen (Author Only), O'Neill, Regina (Author Only), Southern Management Association, "'Trust Repair: Impact of Perceived Organizational Support and Issue-Selling Success'," St. Pete Beach, Florida. (October 2010).

Lawton, Donna (Presenter & Author), Leffert, Lisa (Author Only), O'Neill, Regina (Author Only), Shih, Helen (Author Only), AAMC Group on Faculty Affairs Professional Development Conference, "Piloting a faculty mentoring program at Massachusetts General Hospital (MGH)," Association of American Medical Colleges, Toronto. (August 2010).

Bishop, Karen, Webber, Sheila, O'Neill, Regina, "Doing one's homework: Preparatory moves, prior experience, and issue-selling success," Academy of Management annual conference, Chicago, Illinois. (2009).

Blake-Beard, Stacy, O'Neill, Regina, Shapiro, Mary, Ingols, Cynthia, "Flexible Work Arrangements as a Source of Sustainability: Access and Impact across Diverse Women," Academy of Management annual conference, Chicago, Illinois. (2009).

O'Neill, Regina M., "Mentoring: A Recipe for Individual and Organizational Success," Women in Leadership Conference of The Conference Board, New York, New York. (2008).

O'Neill, Regina M., "Mentoring as a Catalyst for Women's Advancement," Leadership Forum for Women's Advancement, Newton, Massachusetts. (2007).

O'Neill, Regina, "Expanding the Horizons of Mentoring Theory, Research and Practice," Society for Industrial and Organizational Psychology (SIOP), New York, New York. (April 2007).

O'Neill, Regina, "Ethics in Mentoring: Exploring Dilemmas & Tactics to Deal Strategically with Duality," Academy of Management annual conference, Atlanta, Georgia. (August 2006).

O'Neill, Regina M., "Mentoring Models," The Women in Leadership Conference of The Conference Board, New York, New York. (March 2004).

- O'Neill, Regina, "The impact of organizational change on careers.," Academy of Management annual conference, Washington, District of Columbia. (August 2001).
- Blake-Beard, Stacy, O'Neill, Regina, "A time for celebration, contemplation and revelations," Academy of Management annual conference, Toronto, Canada. (August 2000).
- O'Neill, Regina, "Helping behaviors: An integrative approach to mentoring and social support," Academy of Management annual conference, Chicago, Illinois. (August 1999).
- O'Neill, Regina, "Mentoring in a pluralistic environment: Issues, challenges and new directions," Academy of Management annual conference, Chicago, Illinois. (August 1999).
- Blake-Beard, Stacy, O'Neill, Regina, "Mentoring in the new millennium: Advances in research and practice," Academy of Management annual conference, Chicago, Illinois. (August 1999).
- O'Neill, Regina, "The mentee's perspective on mentoring," Academy of Management annual conference, San Diego, California. (August 1998).
- O'Neill, Regina, "The roles of mentors in the academic job search process," Academy of Management annual conference, Boston, Massachusetts. (August 1997).
- O'Neill, Regina, "Mentoring and social support: An integrative theoretical framework," Academy of Management annual conference, Cincinnati, Ohio. (August 1996).
- O'Neill, Regina, Blake-Beard, Stacy, "Mentoring: Theoretical, methodological, and practical issues in research," Academy of Management annual conference, Cincinnati, Ohio. (August 1996).
- O'Neill, Regina, "Mentoring and empowerment in cooperative and competitive contexts: An empirical investigation," Academy of Management annual conference, Vancouver, Canada. (August 1995).
- Dutton, Jane, Ashford, Susan, O'Neill, Regina, Weirba, Elizabeth, Hayes, Erika, "Reading the wind: How middle managers assess the context for issue selling," Academy of Management Annual Conference, Dallas, Texas. (August 1994).
- O'Neill, Regina, "Managing the multicultural classroom: Learning from the stories we tell," Organization Behavior Teaching Conference, Lewisberg, Pennsylvania. (1993).
- O'Neill, Regina M., "The influence of gender in the female mentor-male protégé relationship," IOOB Graduate Student Conference, Toronto, Ontario. (1993).
- Ashford, Susan, Dutton, Jane, O'Neill, Regina, "Selling issues in organizations: Influencing top management's thoughts and actions," Academy of Management annual conference, Miami, Florida. (August 1991).