

# BONNIE S. O'NEILL

## University Address:

Marquette University  
College of Business Administration  
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10320 W. Saint Martins Road  
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## **RESEARCH INTERESTS:**

Fairness perceptions and social comparison processes in the workplace, with particular interest in referent selection, organizational justice, self-efficacy, organizational climate, sense-making processes, and individual differences; psychological contracts in organizations; human resource management issues; and knowledge management/sharing issues.

## **EDUCATION:**

### **University of Wisconsin-Milwaukee**

Ph.D. in Management Science, December 2000

Major: OB and HRM; Minor: Administrative Leadership/Adult Education

Dissertation Title: *A Contingency Approach to Referent Selection: A Model & Empirical Test*

### **University of Wisconsin-Milwaukee**

M.S. in Management. Focus: Human Resources Management, December 1996

### **University of Wisconsin-Milwaukee**

B.B.A. in Management, *magna cum laude*, May 1994

## **ACADEMIC EXPERIENCE:**

Associate Professor, College of Business Administration, Marquette University, 2008-present

Director, Masters in Human Resource Program, Marquette University, 2012-2014

Assistant Professor, College of Business Administration, Marquette University, 2000-2008

Doctoral Fellow, School of Business Administration, UW-Milwaukee, 1999-2000.

Instructor, School of Business Administration, UW-Milwaukee, 1998-1999.

Courses taught: Bus Admin 330 - Organizational Behavior

Graduate Teaching Assistant, School of Business Administration, UW-Milwaukee, 1997-1999.

Courses taught: Bus Admin 210, Business Statistics; Bus Admin 330 - Organizational Behavior

## **MANAGERIAL EXPERIENCE:**

20+ years managerial and human resources experience in the health care industry, the legal services industry, and a public utility.

**PUBLICATIONS:**

- O'Neill, B.S.**, Cotton, J. (2017 Forthcoming) Putting the Horse Before the Cart: The Influence of Trigger Events on Justice Perceptions and Work Attitudes. *Journal of Managerial Issues*, 29(4).
- O'Neill, B.S.** (April 2014). Psychological contracts and the employment relationship: What managers should know. In *Sponsored Research Administration: A Guide to Effective Strategies and Recommended Practices* (pp. 89-94). Washington, D.C.: National Council of University Research Administrators.
- Ow, T., **O'Neill, B.S.** & Naquin, C. (2014). Computer-aided tools in negotiation: Negotiable issues, counterfactual thinking, and satisfaction. *Journal of Organization Computing and Electronic Commerce*, 24(4). 297-311.
- Cotton, J., **O'Neill, B.S.** & Griffin, A.E.C. (2014). Whiteness of a name: Is "white" the baseline? *Journal of Managerial Psychology*, 29(4), 405-422.
- Keaveny, T., **O'Neill, B.S.** & Inderrieden, E. (2013). Factors associated with preferences regarding selected forms of variable pay: A replication and extension. *International Journal of Business and Social Sciences*, 4(4), 24-31.
- O'Neill, B.S.** & Nilson, T. (2008). Achieving high performance outcomes through trust in virtual teams. *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM*, Volume 1, 1-6. Hershey: PA, IGI Global (formerly Idea Group Inc.).
- Cotton, J., **O'Neill, B.S.** & Griffin, A. (2008). The 'Name Game': Affective Reactions to First Names. *Journal of Managerial Psychology*, 23(1), 18-39.
- O'Neill, B.S.** & Arendt, L. (2008). Psychological climate and work attitudes: The importance of telling the right story. *Journal of Leadership and Organizational Studies*, 14(4), 353-370.
- O'Neill, B.S.** & Adya, M. (2007). Knowledge sharing and the psychological contract: Managing knowledge workers across different stages of employment. *Journal of Managerial Psychology*, 22(4), 411-436.
- O'Neill, B.S.**, Halbesleben, J.R.B. & Edwards, J.C. (2007). Integrating employment contracts and comparisons: What one can teach us about the other. *Journal of Managerial Issues*, 19(2), 161-185.
- O'Neill, B.S.** & Mone, M.A. (2005). Psychological influences on referent choice. *Journal of Managerial Issues*, 17(3), 273-292.
- Holtom, B.C. & **O'Neill, B.S.** (2004). Job embeddedness: A theoretical foundation for developing a comprehensive nurse retention plan. *Journal of Nursing Administration*, 34(5), 216-227.
- O'Neill, B.S.** & Mone, M.A. (1998). Investigating equity sensitivity as a moderator of relations between self-efficacy and workplace attitudes. *Journal of Applied Psychology*, 83(5), 805-816.

**CONFERENCE PROCEEDINGS:**

- O'Neill, B.S.** & Kauanui, S. (2011). Using clickers in a negotiation exercise: Integrating active learning in two management contexts. Proceedings of the Organizational Behavior Teaching Conference, CD-ROM.
- O'Neill, B.S.** & Adya, M. (2003). How do psychological contracts influence knowledge sharing? An examination of mitigating organizational factors. *Proceedings of the International Human Resource Management*, CD-ROM.
- O'Neill, B.S.** & Edwards, J. (2002). Contracts and comparisons: What one can teach us about the other. *Proceedings of the Southern Management Academy*, 256-262.
- O'Neill, B.S.** (1996). The effects of equity sensitivity and self-efficacy on the relationship between education level (relative to others) and effort. *Proceedings of the Southwest Academy of Management*, 262-267.

**PRESENTATIONS:**

- O'Neill, B.S.**, Employing smart phone and tablet technology in real time to enhance opportunities for student input and critical thinking. Presentation at the 2016 Academy of Management Conference, Anaheim, CA, August 2016.
- O'Neill, B.S.** & Cotton, J. The influence of organizational justice and workplace triggers on attitudes. Paper presented at the 2015 Academy of Management Conference, Vancouver, Canada, August 2015.
- O'Neill, B.** Teaching with Technology: Using Simple Digital Tools to Create More Open Classroom Governance. Presentation at the 2015 Academy of Management Conference, Vancouver, Canada, August 2015.
- O'Neill, B.** Using Technology to Communicate Negotiation Outcomes. Presentation at the 2014 Academy of Management Conference, Philadelphia, PA, August 2014.
- O'Neill, B.S.** Psychological contracts and the employment relationship: What managers should know. Presentation at the 2013 National Council of University Research Administrators (NCURA) Region IV Conference, Milwaukee, WI April 16, 2013.
- O'Neill, B.S.** & Kauanui, S. Using clickers in a negotiation exercise: Integrating active learning in two management contexts. Paper presented at the 2011 Organizational Behavior Teaching Conference, Milwaukee, WI June 2011.
- Cotton, J.L., Griffin, A., & **O'Neill, B.S.** (2008). Whiteness of a name: When "White" is the baseline. Paper presented at The 2008 SIOP conference, San Francisco, CA, April 2008.
- Keaveny, T. J., Inderrieden, E. J. & **O'Neill, B.S.** (2008). Perceptions regarding alternative forms of variable pay. Paper presented at the 2008 Labor and Employment Relations Conference, Washington, DC, January 2008.
- O'Neill, B.S.** (2009, 2008, 2007). Using Hand-Held Technology in the Classroom. Presentation at the annual meeting of the Academy of Management, Chicago, IL, August 2009, Anaheim, CA, August 2008 and Philadelphia, PA, August 2007.
- O'Neill, B.S.** (2006). HR Research in the Classroom. Presentation at the annual meeting of the Academy of Management, Atlanta, GA, August 2006.

**PRESENTATIONS (continued):**

- Adya, M. & **O'Neill, B.S.** (2005). Organizational communication of knowledge sharing initiatives: Fitting the message to the media. Paper presented at the annual meeting of the Academy of Management, Oahu, Hawaii, August 2005.
- O'Neill, B.S.** & Adya, M. (2005). Managing the psychological contract for improved knowledge sharing: The role of human resource management. Paper presented at the annual meeting of the Academy of Management, Oahu, Hawaii, August 2005.
- Cotton, J., **O'Neill, B.S.** & Griffin A.E.C. (2005). The "Name Game:" Investigating attitudes and discriminatory behavior in hiring based on first names. Paper presented at the annual American Psychological Society meeting, Los Angeles, CA, May 2005.
- O'Neill, B.S.** & Adya, M. (2003). How do psychological contracts influence knowledge sharing? An examination of mitigating organizational factors. Paper presented at the annual meeting of the International Human Resource Management, Limerick, Ireland, June 2003.
- O'Neill, B.S.** & Edwards, J. (2002). Contracts and comparisons: What one can teach us about the other. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA, November 2002.
- O'Neill, B.S.** & Mone, M.A. (2001). Is the grass really greener? A contingency approach to referent selection. Paper presented at the annual meeting of the Academy of Management, Washington, D.C., August 2001.
- Mone, M.A. & **O'Neill, B.S.** (2001). The efficacy of self-efficacy in a dynamic environment. Symposium presented at the annual meeting of the Western Academy of Management, Sun Valley, Idaho, April 2001.
- O'Neill, B.S.** & Mone, M.A. (2000). An empirical look at social comparisons and education levels: Do they influence how hard we work? Paper presented at the annual meeting of the Western Academy of Management, Waikoloa Beach, Hawaii, April 2000.
- O'Neill, B.S.** & Mone, M.A. (1998). Investigating equity sensitivity as a moderator of relations between self-efficacy and workplace attitudes. Paper presented at the annual meeting of the Academy of Management, San Diego, August 1998.
- O'Neill, B.S.** & Mone, M.A. (1998). Social outcomes involving education level and work outcomes: An exploratory study. Paper presented at the annual meeting of the Academy of Management, San Diego, August 1998.
- O'Neill, B.S.** (1998). Critical thinking in the workplace: Can organizations afford it? Paper presented at the annual meeting of the Midwest Academy of Management, Kansas City, MO, April 1998.
- O'Neill, B.S.** (1998). Critical thinking in the workplace. Presentation at the *Best Practices in Staff Development* conference, Milwaukee, April 1998.
- O'Neill, B.S.** (1996). The effects of equity sensitivity and self-efficacy on the relationship between education level (relative to others) and effort. Paper presented at the annual meeting of the Southwest Academy of Management, San Antonio, March 1996.

**WORK IN PROCESS:**

**O'Neill, B.S.** & Adya, M. Psychological contracts in strategic information systems: A review of research on outsourced contract workers and permanent workers across contract types and outcomes. *Proposal under review at Journal of Strategic Information Systems.*

**O'Neill, B.S.** & Cotton, J. Understanding trigger events and psychological contracts in healthcare. *Target: Journal of Managerial Issues.*

**O'Neill, B.S.** Mediators between triggers and justice perceptions: Effects of equity sensitivity and counterfactual thinking. *Target: Journal of Managerial Psychology.*

**O'Neill, B.S.** & Ow, T. Using clickers in a negotiation exercise: Counterfactual thinking, perceived usefulness and perceived ease of use. *Target: Communications of the ACM.*

**TEACHING-RELATED EXPERIENCE AND ACTIVITIES:**

*Associate Professor* – Marquette University, Milwaukee, WI

*Courses Taught:*

MANA 3001, Behavior and Organizations – Undergraduate program (Fall 2000 to present)

HURE 4030, Staffing Organizations – Undergraduate program (Spring 2016 to present)

BUAD 6100, Organizational Behavior – MBA program (Spring 2001 to present)

EXBU 6191, Team Building - Executive MBA Program (Fall 2001 to present)

BUAD 6114, Team Building - MBA Program (Fall 2002 to present)

HURE 6530, Staffing Organizations – Masters in HR Program (Spring 2003 to present)

BUAD 6931, Staffing Essentials for Managers – MBA program (Fall 2015 to present)

*Academic Workshops Conducted:*

HCTM 298: Special Topics in Healthcare Technology Mgmt for Engineers–Teambuilding; annually

EMBA Workshop at Universidad Alberto Hurtado, Santiago, Chile – Teambuilding

*Dissertation Committee*, College of Education - Sharon Chaplock – Spring 2010 to December 2011

*Independent Studies Supervised:*

Adam Stout (Fall 2015)

Jumei Guan (Spring 2012)

Pingsu Li (Spring 2010)

Nicholas Flanagan (Fall 2006)

*Undergraduate Instructor* – University of Wisconsin-Milwaukee, WI

Bus Admin 330: Organizations, Spring 1999; Fall 1998

*Teaching Assistant* – University of Wisconsin-Milwaukee, WI

Bus Admin 330: Organizations, Spring 1999; Fall 1998

Bus Admin 210: Business Statistics, Spring 1998; Fall 1997

**CHAired SESSIONS AND ACADEMIC REVIEWING:**

Ad Hoc Reviewer: *Academy of Management Review*, *Human Relations*, *Journal of Managerial Issues*,  
*Journal of Organizational Behavior*, *Journal of Applied Social Psychology*, *European Journal of Work  
and Organizational Psychology*, *Management and Organization Review*  
Reviewer, *Society for Industrial/Organizational Psychology Conference*, 2005 to 2014  
Reviewer, Organizational Behavior Division, *Academy of Management Conference*, 1999-present  
Reviewer, Human Resource Division, *Academy of Management Conference*, 2003  
Chairperson, Organizational Behavior Division, *Academy of Management Meeting*, 2000-present  
Chairperson/Discussant, Organizational Behavior Division *Academy of Management Meeting*, 2004, 2016  
Chairperson, Discussant and Reviewer, Management Education & Development Division, *Academy of  
Management Meeting*, Chicago, August 1999  
Discussant, Organizational Behavior Division, *Academy of Management Meeting*, Boston, August 1997  
Reviewer, *Midwest Academy of Management Meeting*, St. Louis, April 1997  
Discussant and Reviewer: *Southwest Academy of Management Meeting*, San Antonio, April 1996

**AWARDS & HONORS:**

2011 OBTS Conference Site Coordinator - Marquette University, 2011  
Marquette University, "Who Counts: Math Across the Curriculum for Global Learning," \$3500 Grant, 2009-2010  
Outstanding Reviewer Award – Organizational Behavior Division, 2005 *Academy of Management National  
Meeting*, awarded August 2005.  
Marquette University, College of Business Admin. – 2005 Helen Way Klingler Summer Research Award  
Marquette University, College of Business Administration – 2004 Fall "Mini" Research Grant Award  
Marquette University, College of Business Administration – 2004 Summer Research Grant  
Marquette University, *MANRESA* Ignatian Pilgrimage Award – Trip to Spain/Rome, 2004  
Marquette University, *MANRESA* Course Development Grant – focus on vocations, 2004  
Outstanding Reviewer Award - Management Education & Development Division, 1999 *Academy of Management  
Meeting*, awarded August 1999  
UWM Graduate School Dissertation Fellowship - received competitive, university-wide fellowship for 1999-2000  
academic year  
School of Business Administration Dissertation Scholarship - received one of two competitive scholarships for  
Summer 1999  
School of Business Administration Graduate Teaching Assistant award - received nomination for highly  
competitive, departmental teaching award  
School of Business Administration Project Assistantship - received one of two competitive Assistantships awarded  
for 1998-1999 academic year  
Outstanding Reviewer - Management Education & Development Division, *Midwest Academy of Management  
Meeting*, awarded April 1997  
Outstanding Graduate Student Reviewer - Management Education & Development Division, *Midwest Academy of  
Management Meeting*, awarded April 1997  
Outstanding Young Woman of America, awarded Fall 1997  
Nomination for Outstanding Conceptual Paper Award - *Southwest Academy of Management Meeting*, April 1996

**COMMITTEE MEMBERSHIPS:**

Bridge to Business For Engineers - Executive Education Development Committee, 2016 to present  
Marquette University Mission Week Committee, 2014 to 2016  
CBA Teaching Committee, 2014 to 2016  
MBA Subcommittee on Curriculum, 2014 to present  
HR Advisory Board, 2013 to present  
Non-Traditional Student Task Force, Fall 2013  
OBTC Board of Directors, 2010 to 2012  
Faculty Research Support Committee, 2010 to 2013  
International Business Committee, 2010 to 2013  
MBA Committee, 2003 to 2006, 2007 to 2009  
Committee on Faculty Welfare, 2002-2004; 2005- 2010  
University Core Curriculum Review Committee, Fall 2005  
Undergraduate Committee, 2002 to 2003  
MANRESA Assessment Committee, 2003 to 2005  
Membership Committee, Member, Academy of Management, 2000 to 2004  
Ph.D. Program Committee, UW-Milwaukee, Student Representative, 1997 to 1999  
Logistics Committee, Chairperson, New Doctoral Student Consortium, *Academy of Management Meeting*, 1998

**PROFESSIONAL AFFILIATIONS:**

Academy of Management - 1994 to present  
American Psychological Association - 1998 to present  
Society for Industrial and Organizational Psychologists - 2000 to present  
Society for Human Resource Management - 1988 to present  
OBTS Teaching Society for Management Educators - 2002 to 2012  
Association for Psychological Science - 2005 to 2006

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