

O'Neill, Regina (Full Professor)

Refereed Journal Articles

Journal Article, Academic Journal

- O'Neill, R. M., Levesque, L. L. (2025). Employee Support for Unionization at Starbucks? A Peer-Influence Negotiation. *Management Teaching Review*.
- Kroll, J., O'Neill, R. (2025). Leading Group Mentoring. *International Journal of Evidence Based Coaching & Mentoring*, 23(1), 252-266. DOI: 10.24384/zy2b-2s34
- Levesque, L. L., O'Neill, R. (2025). Upset, yet loyal: Employee voice amidst unionization at Starbucks. *The Case Journal*, 21(1), 90-116. <https://doi.org/10.1108/TCJ-10-2023-0218>
- Boehler, B., MacLean, T., O'Neill, R. (2023). Collaboration, Compliance, and Cupcakes: A Classroom Exercise. *Management Teaching Review*, 8(2), 170-179. <https://doi.org/10.1177/23792981211054505>
- Dumas, C., O'Neill, R. (2022). An Exercise in Practicing Functional Stress Management Skills to Enhance Student Well-Being. *Journal of Organizational Behavior Education*.
- 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.
- Kroll, J., Blake-Beard, S., O'Neill, R. M. (2022). Women's Ways of Mentoring: Peer Group Mentorship as a Meaningful Developmental Experience. *Mentoring & Tutoring: Partnership in Learning*, 30(5), 634-653.
- 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., Amone, 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., Ingols, C. (2009). *Flexible Work Arrangements as a Source of Sustainability: Access and Impact across Diverse Women*. Academy of Management.

Presentations

O'Neill, Regina (Leader), Academy of Management, "Facilitator for the Management Education and Learning Writers Workshop; Management Education and Development Division," Academy of Management, Boston, MA. (August 2023).

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).