

**B*****University Address:***

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 College of Business Administration  
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10320 W. Saint Martins Road  
 Franklin, WI 53132  
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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 Resources 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, a.96 (e)3.993 ( )8.004 (i)3.04n

***PUBLICATIONS (continued):***

Wangrow, D., ., Cheng, Z. & Cotton, J. (2021). Triggers and psychological contracts: The influence of managerial discretion. *Journal of Managerial Issues*, 33(4), 370-



***PRESENTATIONS (continued):***

Adya, M. & **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.

**I, B.S**

**WORK IN PROGRESS:**

Bejar, A.H.C., **O Neill, B.S.**, & Ow, T. Influential e-commerce platforms: From security signals to trust and usefulness. *Journal of Organization Computing and Electronic Commerce*, Under 1<sup>st</sup> Review December 2022.

Spaid, B., Ow, T. & Shopper perceptions and empowerment: Effects on loyalty and repurchase intentions. *First draft of manuscript in preparation for Spring 2023 submission. Target: Journal of Interactive Marketing.*

**TEACHING-RELATED EXPERIENCE AND ACTIVITIES:**

Associate Professor Marquette University, Milwaukee, WI

*Courses Taught:*

MANA 3001, Behavior and Organizations



**COMMITTEE MEMBERSHIPS (continued):**

OBTC Board of Directors, 2010 to 2012

Faculty Research Support Committee, 2010 to 2013

MBA Committee, 2003 - 2006; 2007 - 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

Society for Industrial and Organizational Psychologists - 2000 to present

Society for Human Resource Management - 1988 to present

American Psychological Association - 1998 to 2019

OBTS Teaching Society for Management Educators - 2002 to 2012