

THOMAS A. O'NEILL
Professor
Curriculum Vitae (Updated: Nov 2022)
✉ Department of Psychology
University of Calgary
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EDUCATION AND DEGREES

Doctor of Philosophy (Ph.D.) The University of Western Ontario Dissertation: "An Integrative Model of Conflict and Conflict Management in Organizational Work Teams"	2011
Master of Science (M.Sc.) The University of Western Ontario	2007
Bachelor of Arts (B.A. Honours) University of Calgary	2005

ACADEMIC APPOINTMENTS

Professor Department of Psychology University of Calgary	2021-Current
Associate professor Department of Psychology University of Calgary	2016-2021
Assistant professor Department of Psychology University of Calgary	2011-2016
Adjunct Professor Future of Work Institute Faculty of Business and Law Curtin University, WA, Australia	2020-Current

KEY ROLES

Leadership Roles

President of the Canadian Society for Industrial and Organizational Psychology 2018-2020
 Head, Industrial Organizational Psychology, University of Calgary 2015-2017; 2018-Present

Visiting Researcher

Curtin University – Australia	2020 Jan – 2020 Mar
Curtin University - Australia	2019 Jan – 2019 Mar
ISCTE – Portugal	2018 Mar – 2018 May
Curtin University – Australia	2018 Jan – 2018 Mar

Special Issue Guest Editor

Computers in Human Behavior	2022-2023
Organizational Dynamics	2020-2021
Canadian Journal of Behavioral Science	2019-2021
Human Resource Management Review	2017-2018

MAJOR FUNDING AWARDS

*PI = Principal Investigator

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| 22. Partnership Development Grant, O'Neill (PI)
Social Sciences and Humanities Research Council of Canada
Co-applicants: Drs. Matthew McLarnon and Cristina Gibson
<i>Time for Flexible Remote Work?</i>
<i>Developing the Capabilities of Leaders and Individual Contributors</i>
Value: \$500,000 | 2021-2024 |
| 21. Discovery Grant, Australian Research Council
Drs. Marylène Gagné (PI), Thomas O'Neill, Ramón Rico, & Mark Griffin
<i>Motivating Work Teams: An Emergence-Based Process Model</i>
Value: \$335,985 | 2021-2024 |
| 20. Insight Grant, O'Neill (PI), No Co-Applicants
Social Sciences and Humanities Research Council of Canada
<i>Conflict Profiles in Organizational Work Teams: A New Frontier</i>
Value: \$238,115 | 2019-2024 |
| 19. Haydn Williams Fellowship, Curtin University, Australia
Nominated by Drs. Marylène Gagné, Nicoleta Maynard, and Amy Tian
2 awards per year, to support two visits to the institutions of at least 1 month
<i>"The Haydn Williams Fellowships are reserved for academics with an outstanding global reputation"</i>
Value: \$29,400 AUD | 2019-2020 |

18. NSERC CREATE 2017-2023
 Eaton, D. (PI) ... O'Neill, T. A. (Collaborator)
 Responsible Development of Low-Permeability Hydrocarbon Resources (ReDeveLoP)
 Value: \$1,650,000
17. Insight Grant, Donia (PI), O'Neill (Co-Applicant) 2016-2020
 Social Sciences and Humanities Research Council of Canada
 Leading Multicultural Global Virtual Teams
 Value: \$109,997
16. Maternal Newborn Child & Youth Strategic Clinical Network™ 2017-2019
 (MNCY SCN™) Health Outcomes Improvement (HOI) Fund
 Gilfoyle, E. (PI) ... O'Neill, T.A. (Co-Applicant)
 Improving patient safety during pediatric resuscitation: Team performance and error
 Value: \$49,818
15. NSERC Chair in Design Engineering in Energy Systems 2016-2021
 (Co-Investigators: Brennan & Li; Co-Applicants: O'Neill, Eggermont, Cowe-Falls)
 Develop, implement, and evaluate cutting-edge team competency and team dynamics training in
 student engineering design teams in the Schulich School of Engineering, University of Calgary
 Value: \$1,800,000
14. Joint Canada Foundation for Innovation and Provincial Ministry of 2013-2018
 Innovation and Advanced Education Infrastructure and Technology Grant
 (Co-PIs: Tom O'Neill & Kibeom Lee) The Virtual Team Performance, Innovation,
 and Collaboration Laboratory
 Value: \$515,826
13. Partnership Development Grant, O'Neill (PI) 2016-2019
 Social Sciences and Humanities Research Council of Canada
 The Intersection of Teamwork, Culture, and Technology: Enhancing Soft Skill
 Development in Post-Secondary Education through Student-Centered Feedback
 Value: \$436,500
12. Insight Grant, O'Neill (PI) 2014-2019
 Social Sciences and Humanities Research Council of Canada
 Configural Dispersion in Virtual Teams and the Role of Constructive Controversy
 Value: \$171,087
11. Taylor Institute for Teaching and Learning, 2016-2019
 Teaching Scholars Program Research Grant
 O'Neill, T. A., Boyce, M., Eggermont, M., & Onen, D.
 Developing Student Teamwork Skills through Feedback on Personality and Conflict
 Management Styles
 Value: \$40,000

10. Insight Development Grant, Donia (PI), O'Neill (Co-Applicant) 2014-2016
 Social Sciences and Humanities Research Council of Canada
 The Use of Peer Feedback for Enhancing Performance in Virtual Teams
 Value: \$74,703
9. Society for Human Resources Management, Taras (PI), O'Neill (Co-Applicant) 2014-2016
 Free-Riding in Global Virtual Teams:
 An Experimental Study of Antecedents and Strategies to Minimize the Problem
 Value: \$73,325
8. Insight Development Grant, O'Neill (PI) 2012-2014
 Social Sciences and Humanities Research Council of Canada
 Constructive Controversy in Decision-making Teams with Different Degrees of Virtuality
 Value: \$68,749
7. Chair in Design Engineering in Energy Systems 2013-2017
 Co-Investigators: Rosehart & Brennan; co-Associates: Eggermont, Hugo, & O'Neill
 My role in the current grant is to develop, implement, and evaluate cutting-edge team
 competency and team dynamics training in student engineering design teams in the Schulich
 School of Engineering, University of Calgary
 Value: O'Neill's allocation was \$30,000 per year
6. Scholarship of Teaching & Learning Research Grant, University of Calgary 2014-2016
 Building Teamwork and Communication Competencies in Engineering Education:
 Investigating a Customized Peer Feedback Intervention
 O'Neill, T.A., Eggermont, M., Rosehart, W., Brennan, R., & Hugo, R.
 Value: \$40,000
5. Insight Development Grant, Iaria (PI), O'Neill (Co-Applicant) 2012-2014
 Social Sciences and Humanities Research Council of Canada
 The Relationship Between Psychosocial Outcomes and Topographical Orientation Skills
 Value: \$30,000
4. Post-doctoral Fellowship (with Dr. Piers Steel) 2011
 Social Sciences and Humanities Research Council of Canada
 Value: \$81,000, declined
3. Doctoral Fellowship 2007-2010
 Social Sciences and Humanities Research Council of Canada
 Value: \$105,000
2. Ontario Graduate Scholarship 2007
 Value: \$20,000, declined
1. Canadian Graduate Scholarship 2005
 Social Sciences and Humanities Research Council of Canada

Value: \$17,500

BOOKS

1. Gilson, L., O'Neill, T. A., & Maynard, M. T. (in press). *Handbook of Virtual Work*. Edward Elgar Publishing, UK.

JOURNAL ARTICLES

79. Brykman, K., & O'Neill, T. A. (in press). How conflict expressions affect recipients' conflict management behaviors. *Organizational Behavior and Human Decision Processes*.
78. Espinoza, J. A., O'Neill, T. A., & Donia, M. B. L. (in press). Big five factor and facet personality determinants of conflict management styles. *Personality and Individual Differences*.
77. Henke, J. B., Jones, S. K., & O'Neill, T. A. (in press). Skills and abilities to thrive in remote work: What have we learned? *Frontiers in Psychology*.
76. Rose, S., Asna Ashari N., Davies, J. M., Solis, L., & O'Neill, T. A. (in press). Inter-professional clinical event debriefing - Does it make a difference? Attitudes of emergency department care providers to INFO clinical event debriefings. *Canadian Journal of Emergency Medicine*.
75. Schelble, B.G., Flathmann, C., McNeese, N.J., O'Neill, T., Pak, R., & Namara, M. (in press). Investigating the effects of perceived teammate artificiality on human performance and cognition. *International Journal of Human-Computer Interaction*. doi: 10.1080/10447318.2022.2085191
74. Wang, S., McLarnon, M. J. W., O'Neill, T. A., & Turner, A. (in press). Location, location, location: Centrality in team conflict networks and individual outcomes. *Group Dynamics*.
73. Donia, M.B.L., Mach, M., O'Neill, T.A., & Brutus, S. (2022). Student satisfaction with use of an online peer feedback system. *Assessment and Evaluation in Higher Education*, 47, 269-283. doi: 10.1080/02602938.2021.1912286.
72. Gorenko, J. A., Konnert, C. A., O'Neill, T. A., Hodgins, D. C. (2022). Psychometric properties of the Problem Gambling Severity Index among older adults. *International Gambling Studies*, 22, 142-160.
71. Handke, L., Klonek, F. E., O'Neill, T. A., & Kerschreiter R. (2022). Unpacking the role of feedback in virtual team effectiveness. *Small Group Research*, 53, 41-87.

70. O'Neill, T. A., McNeese, N. J., Barron, A. H., & Schelble, B. G. (2022). Human-autonomy teaming: A review and analysis of the empirical literature. *Human Factors*, 64, 904-938. *100-page monograph format. doi.org/10.1177/0018720820960865
69. Brykman, K., & O'Neill, T. A. (2021). Beyond aggregation: How voice disparity relates to team conflict, satisfaction, and performance. *Small Group Research*, 52, 288-315. doi: 10.1177/1046496420956391
68. Costa, P. L., Handke, L., & O'Neill, T. A. (2021). Are all lockdown teams created equally? Work characteristics and team perceived virtuality. *Small Group Research*, 52, 600-628.
67. Deacon, A. O'Neill, T. A., Gilfoyle, E. (2021). Family presence during resuscitation: A needs assessment of the education, policy, and opinion in Canada. *Canadian Journal of Anesthesia*, 68(7), 1008-1017. doi: 10.1007/s12630-021-01972-w
66. Gilson, L., Costa, P., O'Neill, T. A., Maynard, M. T. (2021). The role of leaders in putting the "TEAM" back into virtual teams. *Organizational Dynamics*, 100847.
65. Gilson, L., O'Neill, T. A., & Costa, P. (2021). Introduction to the special issue on virtual teams. *Organizational Dynamics*, 100848.
64. Handke, L., Costa, P. L., Klonek, F. E., O'Neill, T. A., & Parker, S. K. (2021). Team perceived virtuality: An emergent state perspective. *European Journal of Work and Organizational Psychology*. 30(5), 624-638.
63. Hofmans, J.*, Morin, A.J.S.*, Breitsohl, H., Ceulemans, E., Chénard-Poirier, L.A., Driver, C.C., Fernet, C., Gagné, M., Gillet, N., González-Romá, V., Grimm, K.J., Hamaker, E.L., Hau, K.-T., Houle, S.A., Howard, J.L., Kline, R.B., Kuijpers, E., Leysen, T., Litalien, D., Mäkikangas, A., Marsh, H.W., McLarnon, M.J.W., Meyer, J.P., Navarro, J., Olivier, E., O'Neill, T.A., Pekrun, R., Salmela-Aro, K., Solinger, O.N., Sonnentag, S., Tay, L., Tóth-Király, I., Vallerand, R.J., Vandenberghe, C., Van Rossenberg, Y.G.T., Vantilborgh, T., Vergauwe, J., Vullings, J.T., Wang, M., Wen, Z., & Wille, B. (2021). The baby and the bathwater: On the need for substantive-methodological synergy in organizational research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 497-504.
62. McLeod, P...O'Neill, T. A... (2021). Hacking teamwork in healthcare: Addressing adverse effects of ad hoc team composition in critical care medicine. *Health Care Management Review*, 46(4), 341-348. (17 authors, all 2nd authors made equal contributions.)
61. Musick, G., O'Neill, T. A., Schelble, B. G., McNeese, N. J., Henke, J. B. (2021). Human-autonomy teaming: What happens when humans believe their teammate is an AI? *Computers in Human Behavior*, 106852. doi: 10.1016/j.chb.2021.106852

60. Roulin, N., Bourdage, J., Hamilton, L., O'Neill, T. A., & Shen, W. (2021). Emerging research in industrial and organizational psychology in Canada. *Canadian Journal of Behavioural Sciences*, 53(2), 91-97. (Last four authors made equal contributions.)
59. Schmidt, J., O'Neill, T. A., Dunlop, P. (2021). The effects of team context on peer ratings of task and citizenship performance. *Journal of Business and Psychology*, 36, 573–588. doi: 10.1007/s10869-020-09701-8
58. Deacon, A., O'Neill, T. A., Delaloye, N., & Gilfoyle, E. (2020). A qualitative exploration of the impact of a distressed family member on pediatric resuscitation teams. *Hospital Pediatrics*, 10, 758-766.
57. Deacon, A., O'Neill, T. A., & Gilfoyle, E. (2020). A scoping review of the impact of family presence on pediatric resuscitation team members. *Pediatric Critical Care Medicine*, 21(12), e1140-e1147.
56. Delaloye, N. J., Tobler, K., O'Neill, T., Kotsakis, A., Cooper, J., Bank, I., & Gilfoyle, E. (2020). Errors during resuscitation: The impact of perceived authority on delivery of care. *Journal of Patient Safety*, 16, 73-78. doi: 10.1097/PTS.0000000000000359
55. Larson, N. L., McLarnon, M. J., & O'Neill, T. A. (2020). Challenging the “static” quo: Trajectories of engagement in team processes toward a deadline. *Journal of Applied Psychology*, 105, 1145-1163. doi: 10.1037/apl0000479
54. O'Neill, T. A., Boyce, M. A., & McLarnon, M. J. W. (2020). Team health is improved when peer evaluation scores affect grades on team projects. *Frontiers in Education*, Vol 5, Article 49, p. 1-10. doi: 10.3389/educ.2020.00049
53. O'Neill, T. A., Hancock, S., McLarnon, M. J. W., & Holland, T. (2020). When the SUIT fits: Constructive controversy training in face-to-face and virtual teams. *Negotiation and Conflict Management Research*, 13, 44-59. doi: 10.1111/ncmr.12154
52. O'Neill, T. A., Pezer, L., Solis, L., Larson, N., Maynard, N., Dolphin, G., Brennan, R., & Li, S. (2020). Team dynamics feedback for post-secondary student learning teams: Introducing the “Bare CARE” assessment and report. *Assessment and Evaluation in Higher Education*, 45, 1121-1135. doi: 10.1080/02602938.2020.1727412
51. McLarnon, M. J. W., O'Neill, T. A., Taras, V., Law, D., Donia, M. B. L., & Steel, P. (2019). Global virtual team communication, coordination, and performance across three peer feedback interventions. *Canadian Journal of Behavioural Science*, 51, 207-218.
50. O'Neill, T. A., Larson, N., Smith, J., Deng, C., Donia, M., Rosehart, W., & Brennan, R. (2019). Introducing a scalable peer feedback system for learning teams. *Assessment and Evaluation in Higher Education*. 44, 848-862.

49. Woodley, H., McLarnon, M. J. W., & O'Neill, T. A. (2019). The emergence of group potency and its implications for team effectiveness. *Frontiers in Psychology, 10*, 1-13.
48. Acai, A., Sonnadara, R. R., & O'Neill, T. A. (2018). Getting with the times: A review of the literature on group decision making in virtual environments and implications for clinical competency committees. *Perspectives on Medical Education, 7*(3), 147-155.
47. Bok, H. G. J., de Jong, L. H., O'Neill, T. A., Maxey, C., & Hecker, K. G. (2018). Validity evidence for programmatic assessment in competency-based education. *Perspectives on Medical Education, 7*, 362–372. doi: 10.1007/s40037-018-0481-2.
46. Donia, M. B. L., O'Neill, T. A., & Brutus, S. (2018). The longitudinal effects of peer feedback in the development and transfer of student teamwork skills. *Learning and Individual Differences, 61*, 87-98.
45. McLarnon, M. J. W., & O'Neill, T. A. (2018). Extensions of auxiliary variable approaches for the investigation of mediation, moderation, and conditional effects in mixture models. *Organizational Research Methods, 21*, 955-982.
44. O'Neill, T. A., Law, S. J., McCarthy, J., & Jelley, R. B. (2018). Test-taking motivation in promotional employment re-examinations. *Canadian Journal of Behavioural Science, 50*(2), 71-76.
43. O'Neill, T. A., & McLarnon, M. J. (2018). Optimizing team conflict dynamics for high performance teamwork. *Human Resource Management Review, 28*(4), 378-394.
42. O'Neill, T. A., McLarnon, M. J. W., Hoffart, G., Onen, D., & Rosehart, W. (2018). The multilevel nomological net of team conflict profiles. *International Journal of Conflict Management, 29*(1), 24-46.
41. O'Neill, T. A., McLarnon, M. J. W., Hoffart, G.C., Woodley, H. J., & Allen, N.J. (2018). The structure and function of team conflict profiles. *Journal of Management, 44*(2), 811-836.
40. O'Neill, T. A., & Salas, E. (2018). Creating high performance teamwork in organizations. *Human Resource Management Review, 28*(4), 325-331.
39. O'Neill, T. A., & Steel, P. (2018). Weighted composites of personality facets: An examination of unit, rational, and mechanical weights. *Journal of Research in Personality, 73*, 1-11.
38. O'Neill, T. A., White, J., Delaloye, N., & Gilfoyle, E. (2018). A taxonomy and rating system to measure situation awareness in resuscitation teams. *PloS ONE, 13*(5), p.e0196825.
37. O'Neill, T. A., Hoffart, G. C., McLarnon, M. J. W., Woodley, H. J., Eggermont, M., Rosehart, W., & Brennan, R. (2017). Constructive controversy and reflexivity training

- promotes effective conflict profiles and outcomes in student learning teams. *Academy of Management Learning and Education*, 16, 257-276.
36. O'Neill, T. A. (2017). An overview of interrater agreement on Likert scales for researchers and practitioners. *Frontiers in Psychology*, 8, 777-792.
 35. O'Neill, T. A., Deacon, A., Gibbard, K., Larson, N., Hoffart, G., Smith, J., & Donia, M. (2017). Team dynamics feedback for post-secondary student learning teams. *Assessment and Evaluation in Higher Education*, 43, 571-585.
 34. O'Neill, T. A., Lewis, R. J., Law, S. J., Larson, N. L., Hancock, S., Radan, J., Lee, N. M., & Carswell, J. J. (2017). Forced-choice pre-employment personality assessment: Construct validity and resistance to faking. *Personality and Individual Differences*, 115, 120-127.
 33. Law, S. J., Bourdage, J., & O'Neill, T. A. (2016). To fake or not to fake: Antecedents of interview faking, warning instructions, and its impact on applicant reactions. *Frontiers in Psychology*, 7, 1-13.
 32. O'Neill, T. A., Hancock, S., Zivkov, K., Larson, N. L., Law, S. J., (2016). Team decision making in virtual and face-to-face environments. *Group Decision and Negotiation*, 25, 995-1020. doi: 10.7007/s10726-015-9465-3
 31. O'Neill, T. A., McLarnon, M., Xiu, L., & Law, S. (2016). Core self-evaluations, perceptions of group potency, and job performance: The moderating role of individualism and collectivism cultural profiles. *Journal of Occupational and Organizational Psychology*, 89, 447-473.
 30. Allen, N. J., & O'Neill, T. A. (2015). The trajectory of emergence of shared group-level constructs. *Small Group Research*, 46, 352-390.
 29. O'Neill, T. A., Deacon, A., Larson, N., Hoffart, G.C., Brennan, R., Eggermont, M., & Rosehart, W. (2015). Life-long learning, conscientious disposition, and longitudinal measures of academic engagement in engineering design teamwork. *Learning and Individual Differences*, 39, 124-131.
 28. O'Neill, T. A., McLarnon, M. J. W., & Carswell, J. J. (2015). Variance components of job performance ratings. *Human Performance*, 28, 66-91.
 27. Szeto, A. C. H., O'Neill, T. A., & Dobson, K. S. (2015). The association between personality and individual differences and stigma toward people with mental disorders. *American Journal of Psychiatric Rehabilitation*, 18, 303-332.
 26. Burles, F., Guadagni, V., Hoey, F., Arnold, A. E. G. F., Levy, R. M., O'Neill, T. A., & Iaria, G. (2014). Neuroticism and self-evaluation measures are related to the ability to form cognitive maps critical for spatial orientation. *Behavioural Brain Research*, 271, 154-159.

25. Irwin, K. C., Konnert, C., Wong, M., & O'Neill, T. A. (2014). Posttraumatic stress disorder symptoms and pain in Canadian military veterans. *Journal of Traumatic Stress, 27*, 175-181.
24. O'Neill, T. A., & Allen, N. J. (2014). Team task conflict resolution: An examination of its linkages to team personality composition and team effectiveness outcomes. *Group Dynamics: Theory, Research, and Practice, 18*, 159-173.
23. O'Neill, T. A., Hambley, L. A., & Chatellier, G. (2014). Cyberslacking, engagement, and personality in distributed work environments. *Computers in Human Behavior, 40*, 152-160.
22. O'Neill, T. A., Hambley, L. H., & Bercovich, A. (2014). Prediction of cyberslacking when employees are working away from the office. *Computers in Human Behavior, 34*, 291-298.
21. O'Neill, T. A., McLarnon, M. J. W., Schneider, T. J., & Gardner, R. C. (2014). Current misuses of multiple regression for investigating bivariate hypotheses: An example from the organizational domain. *Behavior Research Methods, 46*, 798-807.
20. Bonaccio, S., Chiochio, F., Forget, A., Forget, C., Foucher, R., Kelloway, E. K., & O'Neill, T. A. (2013). Bridging divides in industrial and organisational psychology in Canada: An action-oriented collaborative framework. *Canadian Psychology, 54*, 213-222. [The last four authors made equal contributions.]
19. O'Neill, T. A., Allen, N. A., & Hastings, S. E. (2013). Examining the 'Pros' and 'Cons' of Team Conflict: A Team-Level Meta-Analysis of Task, Relationship, and Process Conflict. *Human Performance, 26*, 236-260.
18. O'Neill, T. A., Lee, N. M., Radan, J., Law, S. J., Lewis, R. J., & Carswell, J. J. (2013). The impact of "non-targeted traits" on personality test faking, hiring, and workplace deviance. *Personality and Individual Differences, 55*, 162-168.
17. Chiochio, F., Grenier, S., O'Neill, T. A., Willms, J. D., & Savaria, K. (2012). Multilevel effects of collaboration on performance: A validation in service project teams. *International Journal of Project Organisation and Management, 4*, 1-37.
16. O'Neill, T. A., & Allen, N. A. (2012). Team meeting attitudes: Conceptualization and investigation of a new construct. *Small Groups Research, 43*, 186-210.
15. O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2012). The use of random coefficient modeling for understanding and predicting job performance ratings: An application with field data. *Organizational Research Methods, 15*, 436-462.
14. O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2012). The teamwork-knowledge, skills, and abilities test: Its validity and psychometric properties. *International Journal of Selection*

and Assessment, 20, 36-52.

13. O'Neill, T. A., & Allen, N. A. (2011). Personality and the prediction of team performance. *European Journal of Personality, 25, 31-42.*
12. O'Neill, T. A., Lewis, R. J., & Carswell, J. J. (2011). Employee personality, justice perceptions, and the prediction of workplace deviance. *Personality and Individual Differences, 51, 595-600.*
11. O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2010). Test-taking motivation and personality test validity. *Journal of Personnel Psychology, 9, 117-125.*
10. O'Neill, T. A., & Hastings, S. E. (2010). Explaining workplace deviance behavior with more than just the "Big Five." *Personality and Individual Differences, 50, 268-273.*
9. Paunonen, S. V., & O'Neill, T. A. (2010). Self reports, peer-ratings, and construct validity. *European Journal of Personality, 24, 189-206.*
8. Hastings, S. E., & O'Neill, T. A. (2009). Predicting workplace deviance using broad and narrow personality traits. *Personality and Individual Differences, 47, 289-293.*
7. MacDonnell, R., O'Neill, T. A., Kline, T. J. B., & Hambley, L. H. (2009). Bringing group-level personality to the electronic realm: A comparison of face-to-face and virtual contexts. *The Psychologist-Manager Journal, 12, 1-24.*
6. O'Neill, T. A., Goffin, R. D., & Tett, R. P. (2009). Content validation is fundamental for optimizing the criterion validity of personality tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2, 509-513.*
5. O'Neill, T. A., Hambley, L. A., Greidanus, N., MacDonnell, R., & Kline, T. J. B. (2009). Predicting teleworker success: An exploration of personality, motivational, situational, and job characteristics. *New Technology, Work, and Employment, 24, 144-162.*
4. O'Neill, T. A., & Kline, T. J. B. (2008). Personality as a predictor of teamwork: A business simulator study. *North American Journal of Psychology, 10, 65-77.*
3. Hambley, L. A., O'Neill, T. A., & Kline, T. J. B. (2007). The effects of leadership and communication medium on team interaction styles and outcomes. *Organizational Behavior and Human Decision Processes, 103, 1-20.*
2. Hambley, L. A., O'Neill, T. A., & Kline, T. J. B. (2007). Virtual team leadership: Perspectives from the field. *International Journal of e-Collaboration, 3, 40-64.*
1. Reprinted In J. Kisielnicki (Eds.), *Virtual technologies: Concepts, methodologies, tools, and applications* (pp. 1231-1253). Hershey, PA: IGI Global.

BOOK CHAPTERS

9. Gilson, L., Maynard, M. T., O'Neill, T. A., Hughes, J. M., & Easton, N. (in press). Introduction and framework to the handbook of virtual work. In L. Gilson, T. Maynard, & T. A. O'Neill (Eds.), *Handbook of virtual work*. Edward Elgar Publishing, UK.
8. O'Neill, T. A., Maynard, M. T., Gilson, L. L., Hughes, J. M., & Easton, N. (in press). Virtual work: Where do we go from here: Setting a research agenda. In L. Gilson, T. Maynard, & T. A. O'Neill (Eds.), *Handbook of virtual work*. Edward Elgar Publishing, UK.
7. Abrantes, A. C. M., O'Neill, T. A., & Passos, M. A. (2020). A temporal perspective on teams. In Y. Griep, & S. D. Hansen (Eds.), *Handbook of Temporal Dynamics in Organizational Behavior* (pp. 274-289). Northampton, MA: Edward Elgar Publishers, Inc.
6. Varty, C. T., O'Neill, T. A., & Hambley, L. A. (2017). Leading anywhere workers: A scientific and practical framework. In Y. Blount & M. Gloet (Eds.), *Anywhere working and the new era of telecommuting* (pp. 47-88). Hershey, PA: IGI Global.
5. Allen, N. J., & O'Neill, T. A. (2015). Team composition and performance: Considering the project team challenge. In E. K. Kelloway, B. Hobbs, & F. Chiocchio (Eds.), *The psychology and management of project teams: An interdisciplinary perspective* (pp. 301-328). Oxford University Press.
4. O'Neill, T. A., Goffin, R. D., & Rothstein, M. G. (2013). Personality and the need for personality-oriented work analysis. In N. Christiansen & R. P. Tett (Eds.), *Handbook of Personality at Work* (pp. 226-253). New York: Routledge.
3. O'Neill, T. A., & Paunonen, S. V. (2013). Breadth in personality assessment: Implications for the understanding and prediction of work behavior. In N. Christiansen & R. P. Tett (Eds.), *Handbook of Personality at Work* (pp. 299-333). New York: Routledge.
2. O'Neill, T. A., & Kline, T. J. B (2010). Virtual teams: Difficult groups across all factors of process, context, and structure. In S. Schuman (Ed.), *The handbook for working with difficult groups: How they are difficult, why they are difficult, what you can do* (pp. 189-206). San Francisco: Jossey-Bass.
1. O'Neill, T. A., Lewis, R. J., & Hambley, L. A. (2008). Leading virtual teams: Potential problems and simple solutions. In J. Nemiro, M. Beyerlein, S. Beyerlein, & L. Bradley (Eds.), *Handbook of high performance virtual teams: A toolkit for collaborating across boundaries* (pp. 213-238). San Francisco: Jossey Bass.

NON-REFEREED CONTRIBUTIONS

4. O'Neill, T. A. (2020). Enriched student teamwork experiences are possible online! *White paper posted to <https://www.itpmetrics.com/team.resources>*
3. O'Neill, T. A. (2019). Chair's column: Board amendments, Virtual AGM, Negotiations with CPA, and Recruitment for Executive. *Canadian Society for Industrial and Organizational Psychology, 36*, 1-2. *I wrote ~20 columns in this newsletter over my involvement from 2010-2020. My 3-year term as chair ended July 31, 2020.
- 2.* Hoffart, G., Ferguson, C., Sears, C., & O'Neill, T. A. (2015). *Preparing graduates to meet industry's growing needs: Advisory workshop*, Calgary, AB: Schulich School of Engineering.
*This is an example of dozens of such reports my team and I have prepared for universities and industry.
1. O'Neill, T. A. (2008). *Test and item bias: Meaning, sources, and detection*. Ottawa, ON, Canada: Directorate of Human Resources Research and Evaluation, Department of National Defense.

INVITED SPEAKER

77. O'Neill, T. A. (2022, Oct). *How do modern teams succeed? The evolution of research and discovery from individual thought to teaming*. Keynote given at the CANARIE (Canada National Research and Education Network) Summit, Stronger Together: Celebrating Inspiring Collaborations & Remarkable Successes, Toronto, Canada.
76. O'Neill, T. A. (2022, July). *The future of work in a hybrid world*. Presentation given to the DLA Open Lecture Series at Frier Univesity, Berlin.
75. O'Neill, T. A. (2022, June). *Here, there, and everywhere: Creating hybrid workplace policies that work for everyone*. 40th Annual Labour Arbitration and Policy Conference, Calgary, Canada.
74. Hambley, L. A., & O'Neill, T. A. (2021, Sept). *Navigating the Transition to the Hybrid Workplace*. Presentation given to the Strategic Capabilities Network, Calgary, AB, Canada.
73. O'Neill, T. A. (2021, Aug). *Effective Team Member Behaviors Makes for High-Performance Teamwork!* Webinar provided for the Math to the Power of Industry Workshop, Virtual.
72. O'Neill, T. A. (2021, July). Future Research on Human-Autonomy Teaming. In Endsley, M. (Chair), *Human-AI Teaming Through Warfighter-Centered Designs Workshop*. National Academy of Sciences, Virtual.

71. O'Neill, T. A. (2021, June). *Introducing Dr. Marylène Gagné as the Plenary Session Keynote Speaker for the Annual Meeting of the Canadian Psychological Association*. Presented at the Annual Meeting of the Canadian Psychological Association, Virtual.
70. O'Neill, T. A. (2021, Apr). *Trends and Myths of Remote Work, and How to Thrive*. Presentation given to the Libraries and Cultural Resources – Personal Development Day, Calgary, AB, Canada.
69. O'Neill, T. A. (2021, Apr). *Encouraging Conflict in High-Performing Remote & Hybrid Teams*. Presentation organized by Teamit Recruiting, Calgary, AB, Canada.
68. O'Neill, T. A. (2021, Mar). *Outside the Office: A Changing Landscape of Remote Work*. Presentation given to the Ontario Network for Industrial-Organizational Psychology, Toronto, ON, Canada.
67. O'Neill, T. A. (2021, Mar). *Managing, Leveraging, and Mitigating Conflict*. Presentation given to the Georgia Clinical & Translational Science Alliance, Team Science Skill Series, GA, USA.
66. O'Neill, T. A. (2021, Jan). *Creating Effective Student Teams: Research, Practice, and Experience*. Presentation given to the University of Texas – Arlington Professional Learning Community, Arlington, TX, USA.
65. O'Neill, T. A. (2021, Jan). *The Latest Research on the Myths and Realities of Working Remotely*. Presentation given to the Calgary Public Library Speaker Series, Calgary, AB, Canada.
64. O'Neill, T. A. (2020, Dec). *Myths and Reality: A Closer Look at Working Remotely*. Presentation given to Alberta Health Services President's Lecture Series, Edmonton, AB, Canada.
63. O'Neill, T. A. (2020, Dec). *Myths and Reality: A Closer Look at Working Remotely*. Presentation given to Alexion Pharmaceuticals Future of Work Committee, Calgary, AB, Canada.
62. O'Neill, T. A. (2020, Oct). *Flexible Remote Work: Fostering Fulfilling Work Through People Post COVID-19*. Presentation given to the City of Calgary's City Manager's Office and Directors, Calgary, AB, Canada.
61. O'Neill, T. A. (2020, Sept). *Flexible Remote Work: Fostering Fulfilling Work Through People Post COVID-19*. Presentation given to Alberta Health Services Relaunch and Reimagine Steering Committee, Edmonton, AB, Canada.
60. O'Neill, T. A. (2020, May). *Leaders! Set Your Teams Up for Success!* Presentation given to the North Rotary Club of Calgary, Calgary, AB, Canada.

59. O'Neill, T. A. (2020, Apr.). *Leading Teams During COVID: Considerations from the Science of Virtual Teaming*. Webinar conducted through the Instituto Tecnológico Autónomo de México (ITAM), Mexico City, Mexico.
58. O'Neill, T. A. (2020, Mar). *New Interventions that Create Healthier Student Learning Teams*. Platinum speaker presentation given to the Department of Chemical Engineering, Monash University, Melbourne, Australia.
57. O'Neill, T. A., & Maynard, N. (2020, Mar). *Metrics for Creating Healthier Teams*. Workshop given to tutors in the Department of Chemical Engineering, Monash University, Melbourne, Australia.
56. O'Neill, T. A. (2020, Feb). *Leaders! Set Your Team Up For Success!* Public business lecture given at the Perth Central Business District as the Haydn Williams Research Fellow, Curtin University, Perth, Australia.
55. O'Neill, T. A. (2020, Feb). *Using ITPmetrics to Enhance Teamwork*. Workshop given at the University of Western Australia, Perth, Australia.
54. O'Neill, T. A. (2020, Feb). *The Final Frontier: Human-Autonomy Teaming*. Presentation given to the Future of Work Institute, Perth, Australia.
53. O'Neill, T. A. (2019, Feb). *Developments in High Performance Teamwork, Multiple Team Systems, and Human-Autonomy Teaming*. Keynote lecture delivered at the Future of Work / Bankwest Curtin Economics Center Conference at Curtin University, Perth, Australia.
52. O'Neill, T. A. (2018, May). *Team Resilience: What is it and is it dynamic?* In J. Raver and M. Spitzmuller (Chairs), Team Resilience Conference. Queen's University, Kingston, ON, Canada.
51. Raver, J., & O'Neill, T. A. (2019, Apr). *Coaching the team health CARE model*. Workshop given to the Team Coaches in the Smith School of Business, Queen's University, Kingston, ON, Canada.
50. O'Neill, T. A., Zivkov, K., Pezer, L., & Lee, C. (2019, Apr). *Leading high performance teamwork in the academy*. Workshop given to members of the Academic Leadership Academy, University of Calgary, AB, Canada.
49. O'Neill, T. A. (2019, Apr). *The Structure and Function of Team Conflict State Profiles*. Presentation given to the Organizational Behavior and Human Resource research group at the Lazaridis School of Business & Economics, Wilfrid Laurier University, ON, Canada.

48. O'Neill, T. A. (2019, Feb). *Promoting Team Health and the "Right" types of team conflict*. Presentation given jointly to the Organizational Behavior and Engineering Education units at Curtin University, WA, Australia.
47. O'Neill T. A. (2019, Feb). *Two Studies: Conflict in Capital Projects and Recurring Episodes of Team Processes*. Presentation given to the Future of Work Institute, Curtin University, WA, Australia.
46. O'Neill, T. A. (2019, Feb). *How to Choose a Journal and Write a Paper*. Panelist at the Western Australia Business Faculties Research Students Festival, Curtin University, WA, Australia.
45. O'Neill, T. A. (2019, Jan). *The Structure and Function of Team Conflict Profiles*. Presentation given to the Telfer School of Management OB Group, University of Ottawa, Ottawa, ON, Canada.
44. O'Neill, T. A. (2018, Nov). *An integrative view of team task, relationship, and process conflict in organizational work teams*. Presentation given the School of Business at the Instituto Tecnológico Autónomo de México (ITAM).
43. O'Neill, T. A. (2018, Oct). *Capacitando Alunos para Trabalho em Equipe com o Individual and Team Performance Metrics (ITPmetrics.com)*. Presentation given the Faculty of Management at the Universidade de Brasilia, Brazil.
42. O'Neill, T. A. (2018, Oct). *Optimizing teamwork effectiveness*. Presentation given at the Post Graduate Medical Education Simulation Symposium. Calgary, AB, Canada.
41. O'Neill, T. A. (2018, June). *A team-centered approach to team conflict*. Presentation given to the College of Business Administration, Capital University of Economics and Business, Beijing, China.
40. O'Neill, T. A. (2018, June). *A team-centered approach to team conflict*. Presentation given to the School of Economics and Management of Beijing, University of Chemical Technology, Beijing, China.
39. O'Neill, T. A. (2018, May). *Personality and Teamwork Over Time*. In E. Salas (Chair), Team Science Summit, The Science of Teamwork – Discoveries, Findings, and Promises. Rice University, Houston, TX.
38. O'Neill, T. A. (2018, April). *A Team-Centered View of Intra-Team Conflict*. Presentation given to the Smith School of Business, Queen's University, Kingston, ON, Canada.
37. O'Neill, T. A. (2018, March). *Enabling Energized Teams*. Presentation given to the Senior Talent Management Team and Organizational Development, Encana, Calgary, AB, Canada.

36. O'Neill, T. A. (2018, Feb). *An Integrative View of Team Task, Relationship, and Process Conflict in Organizational Work Teams*. Presentation given to the University of New South Wales Business School, Management Group. Sydney, NSW, Australia.
35. O'Neill, T. A. (2018, Feb). *Patterns of Team Conflict Types in Work Teams*. Presentation given to the University of Sydney Business School, Management Group. Sydney, NSW, Australia.
34. O'Neill, T. A. (2018, February). *Team Conflict, Processes, and Performance*. Presentation given to the University of Western Australia Business School, Organizational Behavior Group. Perth, WA, Australia.
33. O'Neill, T. A. (2018, February). *Feedback Tools and Techniques for Effective Teamwork*. Presentation given to the Curtin University Faculty of Science and Engineering, EFPC Group. Perth, WA, Australia.
32. O'Neill, T. A. (2018, February). *Training Teams to be Healthy*. Presentation given to the Curtin University Faculty of Science and Engineering, T&L Group. Perth, WA, Australia.
31. O'Neill, T. A. (2018, January). *Individual and Team Performance (ITP) Metrics: Implementing Assessment Tools for Teams*. Presentation given to the College of Business at Camosun College, Victoria, BC, Canada.
30. O'Neill, T. A. (2017, November). *Making Sense of Team Conflict from a Team-Centered Perspective*. Presentation given to the Department of Psychology, Clemson University, Clemson, SC.
29. O'Neill, T. A. (2017, November). *Teamwork Training in Pediatric Resuscitations and Self/Team Awareness Development*. Presentation given to the Senior Leadership Team and Organizational Development Staff, Greenville Health Systems, Greenville, SC.
28. O'Neill, T. A. (2017, October). *Understanding Intrateam Conflict from a Team-Centric Perspective*. Presentation given to the Teaming Inside and Out meeting attendees, HEC, Université de Montréal, Montréal, QC, Canada.
27. O'Neill, T. A. (2017, September). *Identifying and Nurturing Aptitude for Remote Teams*. Panelist in the annual meeting of Telecommuting, Remote work, and Distributed work (TRaD) organized by Flexjobs, Washington, D.C.
26. O'Neill, T. A., & Zivkov, K (2017, August). *Individual and Team Performance (ITP) Metrics: Implementing Assessment Tools for Teams*. Half-day workshop given to the College of Engineering Technology at Purdue Polytechnic, West Lafayette, IN, USA.
25. O'Neill, T. A. (2017, April). *A Systems Perspective on High Performance Teamwork in Organizations*. Presentation given to the Strategic Capabilities Network, Calgary, AB.

24. O'Neill, T. A. (2017, April). *Building High Performance Teams in Academia and Industry*. Presentation given at the Research to Impact event, Innovate Calgary, AB, Canada.
23. O'Neill, T. A. (2017, March). *A Systems Perspective on High Performance Teamwork in Organizations*. Presentation given to the organizational behavior group at the Southern Alberta Institute of Technology, Calgary, AB, Canada.
22. O'Neill, T. A. (2017, March). *A Systems Perspective on High Performance Teamwork in Organizations*. Live webinar produced by the Conference Board of Canada.
21. O'Neill, T. A. (2017, March). *Building an Effective Team*. Presentation given to the Calgary-site Canadian Child Health Clinician Scientist Program, Calgary, AB, Canada.
20. O'Neill, T. A., & Hambley, L. A. (2017, March). *Virtual Work Success: Thriving When Working Apart*. Half-day workshop presented at SxSW, Austin, TX.
19. O'Neill, T. A. (2017, February). *High Performance Teamwork*. Presentation given to Skunkworks at the University of Calgary, AB, Canada.
18. O'Neill, T. A. (2017, February). *Developing Distributed Team Effectiveness*. Half-day workshop given to Business Fights Poverty, Oxford, UK.
17. O'Neill, T. A., & Larson, N. (2017, January). *Implementing Self and Peer Assessment Tools for Teams – How, When and Where*. Full-day workshop given to TeamSworx at Royal Roads University, Victoria, BC, Canada.
16. O'Neill, T. A., Hoffart, G., & Kendall, M. (2017, January). *Navigating Conflict*. Half-day workshop given to the Faculty of Science Dean's Executive Team at the University of Calgary, AB, Canada.
15. O'Neill, T. A. (2016, November). *Research on Teamwork in Organizations*. Presentation given to the Ward of the 21st Century, Foothills Hospital, Calgary, AB, Canada.
14. O'Neill, T. A. (2016, November). *Conflict in Teams*. Presentation given to the Department of Psychology, Brooklyn College, Brooklyn, New York.
13. O'Neill, T. A. (2016, November). *Conflict in Teams*. Presentation given to the Department of Psychology, Hofstra University, Hempstead, New York.
12. O'Neill, T. A. (2016, October). *Conflict in Teams*. Presentation given to the Department of Psychology, Oakland University, Rochester Hills, Michigan.
11. O'Neill, T. A. (2016, October). *Teamwork, Emotional Intelligence, and Collaboration*. Keynote speaker for the annual Retreat of the Department of Family Medicine, South Health Campus, University of Calgary, AB, Canada.

10. O'Neill, T. A. (2016, May). *High performance teamwork in organizations*. Keynote speaker for the Department of Family Medicine's 2016 Annual Meeting, Calgary, AB, Canada.
9. O'Neill, T. A. (2016, May). *Individual and team work*. Presentation given to the Schulich Faculty of Engineering Leadership and Staff, Canada Olympic Park, Calgary, AB, Canada.
8. O'Neill, T. A. (2016, March). *Welcome to the ITP lab*. Presentation given to the Bissett School of Business, Mount Royal University, Calgary, AB, Canada.
7. O'Neill, T. A. (2016, January). *Welcome to the ITP lab*. Presentation given to the Centre for Teaching and Educational Technologies, Royal Roads University, Victoria, BC, Canada.
6. O'Neill, T. A. (2015, December). *Welcome to the ITP lab*. Presentation given to the Telfer School of Management, University of Ottawa, ON, Canada.
5. O'Neill, T. A., Buchner, D. C., Calliou, B. L., Eggermont, M., Hugo, R., Khinda, N., Sager, R. L., Uggerslev, K. L., & Wilson, K. (2015, November). *Networks and nodes: Preparing PSE students for 21st century teams*. Panel presented at the 3rd Skills and Post-Secondary Summit, Edmonton, AB, Canada.
4. O'Neill, T. A. (2015, June). What attributes make a good collaborator? In L. Little (Chair), *Collaboration in a Changing, Challenging E&P Market*. Symposium presented at the annual meeting of the Society for Petroleum Engineers, Calgary, AB, Canada.
3. O'Neill, T. A. (2015, June). *Assessing and developing teamwork skills during post-secondary education*. Honorary presentation at the annual meeting of the Canadian Psychological Association, Ottawa, ON, Canada.
2. Hambley, L. A., & O'Neill, T. A. (2015, April). How does personality influence the success of employees working remotely? In R. Bews (Chair), *Workshift and the transformation of work*. Presentation to Nova Scotia government municipalities, Halifax, NS, Canada.
1. O'Neill, T. A. (2015, January). WORKshift success: Assessing people's fit. In R. Bews (Chair), *The transformation of work*. Presentation for members of Metrolinx Toronto, Toronto, ON, Canada.

BRIDGE JOURNAL AND MAGAZINE CONTRIBUTIONS

11. Delaloye, N., Grant, E., Krueger, C., Deacon, A., O'Neill, T. A., Koot, D., & Gilfoyle, E. (2016). The interaction between teamwork and leadership in pediatric resuscitation. *Critical Care Medicine*, 44(12), p. 156.

10. Hambley, L. A., & O'Neill, T. A. (2016). *How to be a leader when you work remotely*. Work Design Magazine.
9. Hambley, L. A. & O'Neill, T. A. (2014). *Culture and community without the workplace – Creating outstanding work experiences in a distributed world*. The Better Workplace Conference, Conference Board of Canada, Calgary, AB, Canada.
8. Chatellier, G., O'Neill, T. A., & Hambley, L. A. (2015). Cyberslacking, engagement, and personality issues in distributed work. *Direccion Estrategica*, 51.
7. Hambley, L. A., O'Neill, T. A., & Varty, C. (2015). Managing people in a workshift: Discovering the leadership capabilities that matter. *Business Voice Magazine*, 24(8), 24-25.
6. O'Neill, T. A., & Jelley, R. B. (2014). Integrating practical experience in I/O courses. *The Industrial-Organizational Psychologist*, 52, 142-153.
5. O'Neill, T. A., Powell, D. M., Jelley, R. B. (2014). Pre-employment personality assessment in personnel selection. *Canadian Psychological Association*: <http://www.cpa.ca/psychologyfactsheets>
4. O'Neill, T. A., Chapman, D., & Jelley, R. B. (2013). Hire better job applicants using a structured interview. *Canadian Psychological Association*: <http://www.cpa.ca/psychologyfactsheets>
3. Hambley, L. A., & O'Neill, T. A. (2012). Personality and workshift success. In R. Bews (Chair), *The psychology of workshift*. Presented in Calgary, AB, Canada.
2. O'Neill, T. A., & Jelley, R. B. (2012). Toward evidence-based practice in organizations. *Psynopsis: Canada's Psychology Magazine*, 34(2), 16-17.
1. O'Neill, T. A., Gilfoyle, E., Cheng, A., & Caird, J. (2012). How industrial and organizational psychology can impact innovation in health care. *Psynopsis: Canada's Psychology Magazine*, 34(4), 20-20.

WEBINARS & BLOGS

8. Dyrda, A., O'Neill, T. A. (2020, Sept). Introduction to Distributed Work Webinar: The New, Flexible Workplace at Bay-Flex. [Webinar]. In *Baytex Webinar Series*.
7. Hambley, L. A., & O'Neill, T. A. (2020, July). Albertans Return to the Office or to Work? Why the Hybrid Workplace Wins. <https://www.cphrab.ca/albertans-return-office-or-work-why-hybrid-workplace-wins>
6. Hambley, L. A., & O'Neill, T. A. (2020, May). Everyone Working Remote or Together: Why Not a Middle Ground? <https://www.workevolution.com/everyone-working-remote-or-together-why-not-a-middle-ground/>

5. Hambley, L. A., & O'Neill, T. A. (2020, March). Building Trust in Distributed Work Environments. <https://www.sigmaassessmentssystem.com/building-trust/>
4. O'Neill, T. A. (2018, January 9). Top Tips that Build Student Teams that Excel. [Webinar]. In *The University of Calgary Explore Initiative*.
3. O'Neill, T. A., Hambley, L. A. (2015, December 3). Leading in the mobile world: How to successfully lead from a distance. [Webinar]. In *The Conference Board of Canada Webinar Series*.
2. O'Neill, T. A., Hambley, L. A. (2015, November 10). When your office is anywhere: Adapting and performance in a mobile work environment [Webinar]. In *The Conference Board of Canada Webinar Series*.
1. O'Neill, T. A. (2012). Canadian scholars working to bridge the perceived scientist-practitioner gap. *The Industrial-Organizational Psychologist*, 49(4), 63-65.

CONFERENCE PRESENTATIONS

183. Maynard, N., O'Neill, T. A., Jones, S. K., & Szymakowski, J. (2022, Dec). Better than carrots and sticks – holistic approaches in teamwork skills development in engineering education. Workshop presented at the annual meeting of the Australasian Association for Engineering Education, Sydney, Australia.
182. Handke, L., O'Neill, T. A., McLarnon, M., Simone, K. (2023, July). What goes around comes around – The relationship between part-time telework and work design. *European Association of Work and Organizational Psychology*.
181. Sandra, M., Rico, R., Gagne, M., O'Neill, T. A. (2023, July). A study on the dynamics of the interpersonal feedback loop and its impact on team motivation. *European Association of Work and Organizational Psychology*.
180. Gilson, L., Maynard, T., O'Neill, T. A., Easton, N., & Hughes, J. (2022, Aug). *Understanding virtual work*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Seattle, WA.
179. Ferguson, A. J., Lu, Li. (2022, Aug). *Configurational research in teams*. Panelist at the annual meeting of the Academy of Management, Seattle, WA.
178. Jones, S. K., O'Neill, T. A., Gibson, C., & McLarnon, M. J. W. (2022, Aug). *The individual differences and competencies of hybrid workers: A systematic review*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.
177. Strake, S., & Georganta, E. (2022, Aug). *Looking forward: Introducing artificial intelligence in teams*. Discussant at the annual meeting of the Academy of Management, Seattle, WA.

176. Costa, P., Gilson, L., Maynard, T., O'Neill, T. A., Rico, R. (2022, July). *Virtual work: What has changed, what has stayed the same as it has become more of the norm?* Panel presented at the annual meeting of the International Network for Group Research, Hamburg, Germany.
175. Handke, L., Hanavan, B., Costa, P., O'Neill, T. A. et al. (2022, July). *Understanding compositional factors, processes, and emergent states affecting virtual team effectiveness.* Symposium presented at the annual meeting of the International Network for Group Research, Hamburg, Germany.
174. O'Neill, T. A. & Jones, S. (2022, June). *Making teamwork effective in engineering design using state of the art team diagnostics.* Workshop presented at the annual meeting of the Canadian Engineering Education Association, Toronto, Canada.
173. O'Neill, T. A. & Jones, S. (2022, June). *Making teamwork effective in engineering design using state of the art team diagnostics.* Workshop presented at the annual meeting of CDIO, Reykjavik, Iceland.
172. Adriasola, E., & O'Neill, T. A. (2022, May). *Top-down and bottom-up processes for shared leadership: The context provided by team members' self-schemas, dyadic and team processes.* Paper presented at International Perspectives on Leadership Symposium, Mykonos, Greece.
171. Foster, J., Harms, P. D., Steel, P., Wood, D., & O'Neill, T. A. (2022, May). We predict job performance really well; It's predicting ratings we struggle with. Panel presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
170. Handke, L., O'Neill, T. A., Gilson, L., Kozlowski, K., Salas, E., & Cogliser, C. (2022, May). *Past, present, and future of virtual teamwork in organizations.* Panel presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
169. Schmidt, J. A., Dunlop, P. D., O'Neill, T. A. (2022, May). *Understanding the structure of perceiver effects in ratings of team constructs.* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
168. Junaid, S., Isaac, S., & O'Neill, T. A. (2022, Apr). *Intercultural and conflict management skills in teams.* European Engineering Education Society, Hybrid.
167. Gorenko, J., Konnert C., O'Neill, T., & Hodgins, D. (2022, June 23 - 25). *Psychometric properties of the Problem Gambling Severity Index in older adults* [Accepted poster presentation]. Alberta Gambling Research Institute's 21st Annual Conference, Banff, AB. Banff, Alberta.

166. Handke, L., Klonek, F. E., O'Neill, T. A., & Kerschreiter, R. (2022, Jan). *Unpacking the Role of Feedback in Virtual Team Effectiveness*. Paper presented at the European Association for Work and Organizational Psychology conference, Glasgow, UK.
165. Larson, N. L., O'Neill, T. A. (2021, Nov). *Team PLAYER: Teaching Students to Excel in a Team Environment*. Workshop held at the Deakin Learning and Teaching Conference, Melbourne, VIC.
164. Park, S., Bendersky, C., & O'Neill, T. A. (2021, Aug). *Power and Conflict Roundtable Discussion: Future Research Directions*. Presentation given at the annual meeting of the Academy of Management, Virtual.
163. Costa, P., Handke, L., O'Neill, T. A. (2021). *Are all virtual teams created equally? Work characteristics and Team Perceived Virtuality*. Presentation given at the annual meeting of the Academy of Management, Virtual.
162. O'Neill, T. A. (2021, Aug). *Developing High Performing Student Virtual Teams with Assessments and Feedback at ITPmetrics.com*. In I. Gokham & L. DeChurch (Co-chairs), *Innovations in teaching teamwork*. Presentation given at the annual meeting of the Academy of Management, Virtual.
161. Daljeet, K.N., Moon, B., Harwood, H., Awad, W., Beletski, L., & O'Neill, T.A. (2021, June 7-25). A Pairwise Meta-Analysis of Faking Warnings [Poster Presentation]. 82nd Annual Convention for the Canadian Psychological Association.
160. Moon, B., Daljeet, K.N., Awad, W., Harwood, H., Beletski, L., & O'Neill, T.A. (2021, June 7-25). Comparing the effectiveness of faking warnings within pre-employment personality tests: A Network Meta Analysis [Poster Presentation]. 82nd Annual Convention for the Canadian Psychological Association.
159. Maynard, N., O'Neill, T. A., Kim, M. (2020, Dec). *Teamwork through constructive controversy*. Workshop presented at the Australian Association for Engineering Education, Sydney, Australia, Virtual.
158. Donia, M.B.L., Mach, M., Ronen, S., O'Neill, T., Brutus, S. (2020, Aug). *Student satisfaction with use of a peer feedback system*. Academy of Management Conference Annual Meeting, Virtual.
157. Wang, S., McLarnon, M. J. W., & O'Neill, T. A. (2020, August). *Location, location, location: The effects of centrality in conflict network on team member experiences and effectiveness* [Paper session]. 15th Annual Meeting of the International Network for Group Research, Seattle, WA, Virtual.
156. Adriasola, E., & O'Neill, T. A. (2019, July). *Top-down and bottom-up processes for shared leadership: The context provided by team members' self-schemas, dyadic and team*

- processes*. Paper accepted for presentation at International Perspectives on Leadership Symposium, Mykonos 2019 (now moved to 2020).
155. Handke, L., O'Neill, T. A., Tartler, D., & Kauffeld, S. (2020, July 30). The effects of process feedback on affect and performance in virtual teams. In C. H. Antoni (Chair), Team feedback and adaptation [Symposium]. 16th Annual INGroup Conference, Seattle, WA, Virtual.
 154. Lieu, E. & O'Neill, T. (2020, July). *An examination of conflict in engineering multi-team systems*. In J. L. Wildman & N. S. Duong (Co-chairs), Conflict in organizations across time, levels, and methods. Symposium to be presented at the annual meeting of Interdisciplinary Network for Group Research (INGROUP), Virtual.
 153. Li, S., O'Neill, T. A., Brennan, R., Gress, G., Ebufegha, A. J., Lee, M. (2020, June). *Informing team dynamics of capstone projects using peer evaluation scores*. Paper published in the proceedings of the annual conference of the Canadian Engineering Education Association, Montreal, QC, Canada. (conference canceled).
 152. Grocutt, A., Barron, A., Khakhar, M., O'Neill, T. A., Rosehart, W. D., Brennan, R., Li, S. (2020, June). *Development of the individual and team work attribute among undergraduate engineering students: Trends across 4 years of assessment*. Paper published in the proceedings of the annual conference of the Canadian Engineering Education Association, Montreal, QC, Canada. (conference canceled).
 151. Grocutt, A., Onen, D., O'Neill, T., Brennan, R., & Li, S. (2020, June). *Individual and team performance (ITP) metrics: A suite of online assessment and feedback reports for team development*. Workshop was to be presented at the annual conference of the Canadian Engineering Education Association, Montreal, QC, Canada. (conference canceled).
 150. Handke, L. & O'Neill, T. A. (2020, April). *Past, present, and future of virtual teamwork in organizations*. Panel discussion with Leslie A. DeChurch (Northwestern University), Lucy Gilson (University of Connecticut), Steve W. J. Kozlowski (Michigan State University), and Eduardo Salas (Rice University). 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX (conference canceled).
 149. Sangar, P., Grocutt, A., O'Neill, T. A., Brennan, R., & Li, S. (2020, April). *Individual and team performance (ITP) metrics: A suite of online assessment and feedback reports for team development*. IEEE EDUCON 2020 – Global Engineering Education, Lisbon, Portugal. (conference canceled).
 148. Maynard, N., O'Neill, T. A., Brennan, R., & Li, S. (2019, December). *Learn to use evidence-based team development assessments at ITPmetrics.com for free*. Australasian Association for Engineering Education, Brisbane, Australia.
 147. Grocutt, A., Granger, S., Turner, N., & O'Neill, T. A. (2019, November). *HRM systems & employee injuries: Worker involvement & work intensification as competing*

- mechanisms*. Poster presented at the 13th Work, Stress and Health conference, Philadelphia, PA.
146. O'Neill, T. A. (2019, Aug). ITPmetrics.com: Free online assessment tools for teams. In I Gokham & L. DeChurch (Co-chairs), *Innovations in teaching teamwork*. Presentation given at the annual meeting of the Academy of Management, Boston, MA.
145. O'Neill, T. A., Khakhar, M., Barron, A., McLarnon, M. J. W., & Larson, N. (2019, August). *Team activity toward deadlines over multiple sequential performance episodes*. In N. Quigley & C. Collins (Chairs), *Exploration of team dynamics: Advances in theory and methodology*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.
144. Taras, V., Tullar, W., McLarnon, J. W., & O'Neill, T. A. (2019, Nov). *Free-riding in global virtual teams: An experimental study of antecedents and strategies to minimize the problem*. To be presented at the Association of International Business, San Antonio, TX.
143. O'Neill, T. A., McLarnon, M. J. W., & Taras, V. (2019, July). *Profiles of unhealthy conflict in global virtual teams*. Presented at the European Association for Work and Organizational Psychology Small Group Meeting on Virtual Teams.
142. Tasa, K., & O'Neill, T. A. (2019, July). *Political skill at the bargaining table: Linking social competence to negotiation outcomes*. Presented at the annual meeting of the International Association for Conflict Management, Dublin, Ireland.
141. Tasa, K., O'Neill, T. A., & Darvazehban, T. (2019, July). *The impact of political skill on team member effectiveness and team performance: A multilevel investigation*. Presented at the annual meeting of the International Network for Group Research, Lisbon, Portugal.
140. Schmidt, J., O'Neill, T. A., Dunlop, P. (2019, May). *The effects of group context on peer ratings of task performance*. Presented at the annual meeting of the European Association for Work and Organizational Psychology, Turin, Italy.
139. Kramer, W. S., O'Neill T. A., Shuffler, M. L., & McLarnon, M. J. W. (2019, May). *Capturing complexity across levels: A team-centered approach to profiles*. Presented at the annual meeting of the European Association for Work and Organizational Psychology, Turin, Italy.
138. O'Neill, T. A. (2019, April). Panelist In J. Wildman, & K. P. Nyein, *Longitudinal team research: Lessons learned and moving forward*. Panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
137. O'Neill, T. A., & Shuffler, M. (2019, April). *Strategic HRM practices for high performance teamwork*. Panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

136. Woodley, H., McLarnon, M. J. W., O'Neill, T. A., Allen, N. J. (2019, April). *Group potency: Emergence, dynamics, and team effectiveness implications*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
135. Deacon, A.K., O'Neill, T.A., Gilfoyle, E. (2019, March). *A Thematic Analysis of Family Presence During Resuscitation (FPDR) in a Paediatric Population*. Paper presented at the International Symposium on Human Factors and Ergonomics in Health Care 2019, Chicago, IL.
134. O'Neill, T. A., Barron, A., & McNeese, N. (2019, January). *Insights, theories, and models for human-agent teaming from the organizational and psychological science literature*. Presented at the 52nd Annual Hawaii International Conference on Systems Sciences, Wailea, HI.
133. Deng, C., Peschl, H., Larson, N., & Peschl, R., & O'Neill, T. A. (2018, Oct). *Development of entrepreneurial thinking in undergraduate students*. Presented at the annual conference of the International Society for the Scholarship of Teaching and Learning, Bergen, Norway.
132. Acai, A., Sonnadara, R. R., & O'Neill, T. A. (2018, Oct). *Getting with the times: Group decision making in virtual environments and implications for competence committees*. Poster presented at the 11th Annual International Conference on Residency Education, Halifax, NS, Canada.
131. Bok, H. G. J., de Jong, L. H., O'Neill, T. A., Maxey, C., & Hecker, K. G. (2018, Aug). *Programmatic assessment in competency-based workplace learning and the efficiency of learning over time: when theory meets practice*. Poster presented at the Association for Medical Education, Basal, Switzerland.
130. Larson, N., O'Neill, T. A., & McLarnon, J. W. (2018, Aug). A longitudinal study of antecedents and outcomes of team conflict dynamics. In G. Todorova and S. Park (Co-chairs), *New directions in research on conflict dynamics*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
129. O'Neill, T. A. (2018, Aug). ITPmetrics.com: Free online assessment tools for teams. In I Gokham & L. DeChurch (Co-chairs), *Innovations in teaching teamwork*. Presentation given at the annual meeting of the Academy of Management, Chicago, IL.
128. O'Neill, T. A. (2018, Aug). Effective use of Teamwork in the Classroom Through Course Design and ITP Metrics Assessments. In *Taylor Institute Teaching Days*. Calgary, AB.
127. McLarnon, M., O'Neill, T.A., Vasyi, T., Barron, A., Khakhar, M., Donia, M.B.L., & Steel, P. (2018, July). *Peer feedback in global virtual teams*. Poster presented at the Annual Meeting of the International Network for Group Research, Washington, DC.

126. Gibbard, K., Grocutt, A., Turner, A., O'Neill, T., Brennan, R., & Li, S. (2018, June). *Assessment of Individual and teamwork attributes in undergraduate engineering students*. Presented at the annual conference of the Canadian Engineering Education Association, Vancouver, BC, Canada.
125. Grocutt, A., Maynard, N., O'Neill, T. A., Zivkov, K., Brennan, R., & Li, S. (2018, June). *Teamwork assessment tools: Use for undergraduate engineering students*. Workshop to be presented at the annual international conference of Conceive Design Implement Operate, Kanazawa, Japan.
124. O'Neill, T. A., & Maynard, N. (2018, June). *How to make peer feedback in teams useful: An empirical study*. Presented at the annual conference of the Canadian Engineering Education Association, Vancouver, BC, Canada.
123. Turner, A.L.E., Barron, A.H., & O'Neill, T. (2018, June). *The Role of Personality on the Relationship Between Coping and Stress*. Poster presented at the 29th International Congress of Applied Psychology, Montreal, ON, Canada.
122. Boyce, M., & O'Neill, T. A. (2018, May). *Collaborative learning as a tool to support student well-being*. Presented at the annual conference of Postsecondary Teaching and Learning, University of Calgary, AB, Canada.
121. Deng, C., Peschl, H., Larson, N., & Peschl, R., & O'Neill, T. A. (2018, May). *Development of entrepreneurial thinking in undergraduate students*. Presented at the annual conference of Postsecondary Teaching and Learning, University of Calgary, AB, Canada.
120. Dyck, T., Larson, N., O'Neill, T. A., & Shah-Preusser, N. (2018, May). *Take the stress out of teamwork: Practical tools and coaching for the effective implementation of teamwork in post-secondary education*. Workshop presented at the annual BC Festival of Learning: Collaborative Teaching and Learning in Higher Education, Vancouver, BC, Canada.
119. Grocutt, A., Larson, N., Zivkov, K., O'Neill, T.A., Brennan, R., & Li, S. (2018, May). *Student learning of teamwork: The problem of team conflict*. Workshop presented at the annual conference of Postsecondary Teaching and Learning, University of Calgary, AB, Canada.
118. Hambley, L., & O'Neill, T.A. (2018, April). *Leading from a distance: The keys to distributed leadership and team success*. Workshop presented at HR Undefined, Calgary, AB, Canada.
117. McLarnon, M. J. W., Larson, N. L., & O'Neill, T. A. (2018, April). *A latent transition analysis of team conflict profiles*. Poster presented at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
116. O'Neill, T. A., Hambley, L. A., & VanHoutte, P. (2018, March). *So you're leading from a distance...now what? Presentation given at SxSW, Workplace Stream*. Austin, TX.

115. Hambley, L. A., Balli, R., & O'Neill, T. A. (2018, March). Feeling connected in the virtual workplace. "*Meet Up*" facilitated at *SxSW, Workplace Stream*. Austin, TX.
114. Hambley, L. A. & O'Neill, T. A. (2018, March). Distributed work success. In VanHoutte, P. (chair), *Maverick World of Work*. Austin, TX.
113. Bok, H. G. J., de Jong, L. H., O'Neill, T. A., Maxey, C., & Hecker, K. G. (2018, Mar). *Programmatic assessment in competency-based workplace learning and the efficiency of learning over time: when theory meets practice*. Poster to be presented at Ottawa-ICME, Abu Dhabi, UAE.
112. Davies, J. M., Merchant, R., O'Neill, T., & Carli, F. (2017, Oct). *Canadian Anesthesiologists, fasting policies, trust and enhanced recovery programs*. To be presented at the Australian Society of Anesthetists National Scientific Congress, Perth, Australia.
111. O'Neill, T. A., Deacon, A., Gibbard, K., Larson, N., Hoffart, G., Smith, J., & Donia, M. M. (2017, August). *Team dynamics feedback for post-secondary student learning teams*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
110. Larson, N. L., O'Neill, T. A., & Peschl, H. (2017, July). *A longitudinal study of the relationship between team member personality, team processes, and team performance*. Presentation given at the annual meeting of the Interdisciplinary Network for Groups Research, St. Louis, MO.
109. O'Neill, T. A., Cunningham, Q., Larson, N., LeNoble, C., & Shuffler, M. (2017, July). *RAMS: Researchers Advancing Medical-teams Solutions*. Winners of the inaugural INGRoup Hack-man-athon competition at the annual meeting of the Interdisciplinary Network for Groups Research, St. Louis, MO.
108. Hoffart, G., Gibbard, K., O'Neill, T., Nygren, A., & Rosehart, W. (2017, June). *Assessing and developing the individual and teamwork attribute*. Presented at the annual meeting of the Canadian Engineering Education Conference, Toronto, ON, Canada.
107. Larson, N., Hoffart, G., O'Neill, T. A., Eggermont, M., & Rosehart, W. (2017, June). *Diversity in engineering education: Building and tracking interpersonal and teamwork skills in engineering students*. Workshop presented at the annual meeting of the Canadian Engineering Education Conference, Toronto, ON, Canada.
106. Maynard, N., & O'Neill, T. A. (2017, June). *Getting along with others while getting the job done: Embedding teamwork skills in engineering education*. Roundtable presented at the annual international conference of Conceive Design Implement Operate, Calgary, AB, Canada.

105. O'Neill, T. A. (2017, June). *High performance teamwork in organizations*. Symposium presented at the annual meeting of the Canadian Psychological Association, Toronto, ON, Canada.
104. O'Neill, T. A. (2017, June). *SUIT team training for CDIO design competition*. Workshop presented at the annual international conference of Conceive Design Implement Operate, Calgary, AB, Canada.
103. Smith, J., & O'Neill, T. A. (2017, June). *Peer feedback over time*. Poster presented at the annual meeting of the Canadian Engineering Education Conference, Toronto, ON, Canada.
102. O'Neill, T. A. (2017, May). *Team conflict, virtual communication, and behavior in emergencies*. Presented at the Buzz Aldrin Space Institute Mars Meeting of the Social Sciences, Kennedy Space Center, Florida.
101. Peschl, H., Hoffart, G., Larson, N., Grocutt, K., & O'Neill, T. (2017, May). *Entrepreneurship education – Experimental education at scale*. Presentation given at the 2017 CCSBE/CCPME Conference, Quebec City, QC, Canada.
100. Hoffart, G., Gibbard, K., Larson, N., Peschl, H., O'Neill, T. A. (2017, May). *Exploring innovation: How entrepreneurs can capitalize on exploratory learning behaviours*. Presentation given at the annual meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.
99. Larson, N., Hoffart, G., Peschl, H., O'Neill, T. A. (2017, May). *The dynamic nature of trust: A longitudinal study of intrateam trust, innovation, and team member wellbeing*. Presentation given at the annual meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.
98. McLarnon, M. J. W., Law, D., O'Neill, T. A., Taras, V., Donia, M. B. L., & Steel, P. (2017, May). *Influence of peer feedback on the relations between communication, coordination, and performance in global virtual teams*. Paper presented at the Annual Meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.
97. McLarnon, M. J. W., Weinhart, J. M., O'Neill, T. A., & Dumaisnil, A. (2017, May). *A person-centered approach to expressed humility in leadership*. Presentation given at the annual meeting on Interdisciplinary Perspectives in Leadership, Mykonos, Greece.
96. O'Neill, T. A., & McLarnon, M. J. W. (2017, May). *Team conflict types, profiles, and management: Introducing the team conflict dynamics model*. Poster presented at the annual meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.

95. O'Neill, T. A., Varty, C., & Hambley, L. A. (2017, May). *Collective team identity and effective virtual team leadership behavior*. Presentation given at the annual meeting on Interdisciplinary Perspectives in Leadership, Mykonos, Greece.
94. Varty, C., O'Neill, T. A., & Hambley, L. A. (2017, May). *The development and application of a taxonomy of virtual leadership effectiveness behaviors*. Poster presented at the annual meeting of the European Association of Work and Organizational Psychology, Dublin, Ireland.
93. Christiansen, N., Foster, J., Labrador, J. R., O'Neill, T. A., Tafero, T., Tett, R. P., & Vasilopoulos, N. L. (2017, April). *Best practices in personality-oriented job analysis*. Panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
92. McLarnon, M. J. W., Weinhardt, J. M., O'Neill, T. A., & Dumaisnil, A. (2017, April). *Profiles of expressed humility in leadership*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
91. O'Neill, T. A. (2017, April). Session discussant. In Feitosa, J., O'Neill, T. A. *Studying the dynamics of team dynamics*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
90. Switzer, F. S. III, Verhoeven, D. C., Bell, S. T., Contractor, N., Kozlowski, S. W. J., Landen, L. B., & O'Neill, T. A. (2017, April). *More than just average: Novel approaches to measurement in teams*. Panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
89. Delaloye, N., Grant, E., Krueger, C., Deacon, A., O'Neill, T. A., Koot, D., & Gilfoyle, E. (2017, Jan). *The interaction between teamwork and leadership in pediatric resuscitation*. Paper presented at the Society of Critical Care Medicine Congress, Honolulu, HI.
88. Delaloye, N., Ellaway, R., Oddone Paolucci, E., Kassam, A., Deacon, A., O'Neill, T. A., & Gilfoyle, E. (2016, Oct). *Provisional model of deference behavior observed within pediatric resuscitation*. Poster presented at the annual meeting of Leaders in Medicine, Calgary, AB.
87. Deacon, A., O'Neill, T. A. (2016, August). *Team membership change and the role of behavioural integration*. Paper presented at the Annual Meeting of Academy of Management, Anaheim, CA.
86. Deacon, A., O'Neill, T.A., Murari, K. (2016, June). *Team membership change and the critical role of communication*. Paper presented at the Annual American Society for Engineering Education Conference, New Orleans, LA.
85. Hancock, S., O'Neill, T. A., & Holland, T. (2016, June). *Constructive controversy training for face-to-face and virtual teams*. Poster presented at the annual meeting of the

Canadian Psychological Association, Victoria, B.C.

84. Hoffart, G., O'Neill, T. A., Larson, N., Eggermont, M., & Rosehart, W. (2016, June). *Enhancing teamwork skills in undergraduate students: Empirical evidence for training program and demo*. Workshop presented at the annual international conference of Conceive Design Implement Operate, Turku, Finland.
83. Larson, N., O'Neill, T. A., Hoffart, G., Eggermont, M., & Rosehart, W. (2016, June). *An evidence-based approach to assessing and developing teamwork skills in undergraduate engineering students*. Paper presented at the annual international conference of Conceive Design Implement Operate, Turku, Finland.
82. Larson, N., Hoffart, G., Eggermont, M., O'Neill, T. A., & Rosehart, W. (2016, June). *Team learning behaviors: Supporting team-based learning in a first-year design and communications course*. Paper presented at the annual meeting of the American Society of Engineering Education, New Orleans, LA.
81. Law, D. S., O'Neill, T. A., & Donia, M. (2016, June). *Configural dispersion and use of technology matters for performance ratings*. Poster presented at the annual meeting of Canadian Psychological Association, Victoria, BC.
80. McLarnon, M., O'Neill, T. A., Taras, V., & Steel, P. (2016, June). *Trajectories of interpersonal conflict in teams*. Poster presented at the annual meeting of the Canadian Psychological Association, Victoria, B.C.
79. Smith, J., Hoffart, G., & O'Neill, T. A. (2016, June). *Peer feedback on teamwork behaviors: Reactions and intentions to change*. Paper presented at the annual meeting of the American Society of Engineering Education, New Orleans, LA.
78. Taras, V., Steel, P., O'Neill, T. A., Tullar, W., & McLarnon, M. (2016, June). *Free-riding in global virtual teams: An experimental study of antecedents and strategies to minimize the problem*. Paper presented at the annual meeting of Academy of International Business, New Orleans, LA. *Best Paper Award.
77. Deacon, A., Gilfoyle, E., O'Neill, T. A. (2016, May) *Family presence during resuscitation on increased error in medical teams*. Poster to be presented at the Patient-Oriented Research Summer Institute: Connecting, Engaging & Capacity-Building, Calgary, AB.
76. Hambley, L. A., & O'Neill, T. A. (2016, May). *Let's stop guessing! Exploring the attributes that matter for distributed workers, leaders, and teams*. Presentation at the annual meeting of the International Facilities Management Association, Montreal, QC.
75. O'Neill, T. A. Brennan, R., Eggermont, M., Peschl, H., & Weinhardt, J. (2016, May). *Creative designs and tools that enhance the learning experience II*. Symposium presented at the annual meeting of University of Calgary Conference on Postsecondary Learning and Teaching, Calgary, AB.

74. Hambley, L. A., O'Neill, T. A., Varty, C., Vanhoutte, & Wright-Schwietz, S. (2016, April). *Combining science and practice to develop world class distributed leaders*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
73. Larson, N. L., Hoffart, G. C., O'Neill, T. A., Eggermont, M., & Rosehart, W. (2016, April). *The temporal transition of team exploratory and exploitative learning*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
72. Varty, C., O'Neill, T. A., Hambley, L. A., & Kendall, M. (2016, April). *A taxonomy of virtual team leadership effectiveness behaviors*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
71. Delaloye, N., Charles, J., O'Neill, T. A., Kotsakis, A., Bank, I., & Gilfoyle, E. (2016, April). *The consequences of hierarchy in resuscitation*. Presented at the annual The Canadian Conference on Medical Education, Montreal, QC.
70. O'Neill, T. A. (2016, April). *Preparing students for career success*. Alternative session format presented at the annual meeting of the Alberta Career Development Conference, Calgary, AB.
69. Delaloye, N., Charles, J., O'Neill, T. A., Kotsakis, A., & Gilfoyle, E. (2016, February). *The hidden curriculum: Hierarchy in acute care medicine*. Symposium presented at the Health and Medical Education Scholarship Symposium, Calgary, AB.
68. Taras, V., Steel, P., O'Neill, T. A., & Tullar, W. (2015, November). *Free-riding in global virtual teams: An experimental study of antecedents and strategies to minimize the problem*. Paper presented at the annual meeting of Academy of International Business, Savannah, GA.
67. Davies, J. M., Merchant, R., O'Neill, T. A., & Carli, F. (2015, September). *Canadian anesthesiologists and enhanced recovery programs*. Paper presented at the annual meeting of Australian Society of Anesthetists, Darwin, AUS.
66. Donia, M., O'Neill, T. A., & Brutus S. (2015, August). *Peer feedback increases team member performance, confidence and work outcomes: A longitudinal study*. Paper presented at the annual meeting of Academy of Management, Vancouver, BC. *Best Paper Proceedings.
65. Deacon, A., O'Neill, T. A., Larson, N., Eggermont, M., & Rosehart, W. D. (2015, August). *Implementation of community-based experiential learning: Challenges, opportunities and insights*. In C. Willness (Chair), *Student perceptions of service learning and non-service learning in engineering team projects*. Paper presented at the annual meeting of Academy of Management, Vancouver, BC.

64. Taras, V., Steel, P., O'Neill, T. A., Jimenez, A., Shah, G., & Donia, M. (2015, August). *Data sharing, research crowdsourcing, and open collaboration: Latest developments and opportunities in management research*. Panel presented at the annual meeting of Academy of Management, Vancouver, BC.
63. Brennan, R., Clitheroe, H., Deacon, A., Eggermont, M., Larson, N., O'Neill, T.A., & Rosehart, W. (2015, June). *Diversity in engineering undergraduate education: A case for noncognitive variables in engineering admissions*. Paper presented at the annual meeting of the Canadian Engineering Education Association, Hamilton, ON.
62. Donia, M., O'Neill, T. A., & Brutus, S. (2015, June). *The power of awareness: Increasing student performance in teams through repeated exposure to peer feedback*. Poster presented at the annual meeting of the Canadian Psychological Association, Ottawa, ON.
61. Eggermont, M., Brennan, R., & O'Neill, T. A. (2015, June). *The impact of project-based learning on self-directed learning readiness*. Paper presented at the annual meeting of the Conference on Engineering Education for Sustainable Development, Vancouver, CA.
60. Hoffart, G., Ferguson, C., & O'Neill, T. A. (2015, June). *Influence climate: Exploring team-level influence tactics*. Poster presented at the annual meeting of Canadian Psychological Association, Ottawa, ON.
59. Hoffart, G., Larson, N., O'Neill, T. A., McLarnon, M., Eggermont, M., Brennan, R., & Rosehart, W. (2015, June). *Evaluating a communication framework for team effectiveness in a first-year design and communication course*. Paper presented at the annual meeting of the American Society of Engineering Education, Seattle, WA.
58. Larson, N. L., Hoffart, G., O'Neill, T. A., Rosehart, W., Brennan, R., & Eggermont, M. (2015, June). *Team CARE model: Assessing team dynamics in first-year engineering student teams*. Poster presented at the annual meeting of the American Society for Engineering Education, Seattle, WA.
57. O'Neill, T. A., Park, S., Larson, N., Deacon, A., Hoffart, G., Brennan, R., Eggermont, M., & Rosehart, W. (2015, June). *Peer ratings and intentions to change: Adopting the CATME to explore outcomes of peer ratings*. Paper presented at the annual meeting of the American Society of Engineering Education, Seattle, WA.
56. O'Neill, T. A. Brennan, R., Eggermont, M., Peschl, H., & Weinhardt, J. (2015, May). *Creative designs and tools that enhance the learning experience*. Symposium presented at the annual meeting of University of Calgary Conference on Postsecondary Learning and Teaching, Calgary, AB.
55. Law, S. J., O'Neill, T. A. & Bourdage, J. S. (2015, April). Recent development in interview impression management and faking research. In J. S. Bourdage & N. Roulin (Chairs), *Interview faking: Investigation of who engages in IM and why*. Paper presented at the

- annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
54. McLarnon, M. J. W., Woodley, H., O'Neill, T. A. & Hoffart, G. C. (2015, April). *Team conflict profiles and the mediating role of conflict management*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
53. Park, S., Larson, N., Hoffart, G. C., Deacon, A. & O'Neill, T. A. (2015, April). Multilevel models of learning and motivation. In J. E. Mathieu & Park, S (Co-Chairs), *Motivation individuals in teams: Cross-level influence of relationship conflict*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
52. Brennan, R., Eggermont, M., Deacon, A., Larson, N., & O'Neill, T. A. (2014, June). *Assessing life-long learning in a first-year design and communication course*. Paper presented at the annual meeting of the Canadian Education Engineering Association, Banff, AB.
51. Deacon, A., Larson, N. L., O'Neill, T. A., Brennan, R., Eggermont, M., & Rosehart, W. (2014, June). *The self-directed learning readiness scale, conscientiousness, and the prediction of student learning outcomes*. Paper presented at the annual meeting of the Canadian Education Engineering Association, Banff, AB.
50. Hoffart, G., O'Neill, T. A., Ferguson, C., & Hastings, S. E. (2014, June). *Identifying the Vengeful employee: An investigation of negative exchange ideology, injustice, and organizational deviance in the workplace*. Poster presented at the annual meeting of the Canadian Psychological Association, Vancouver, BC.
49. Larson, N., Deacon, A. & O'Neill, T. A. (2014, June). *Conscientiousness and learning: Using narrow facets to understand student motivation, engagement, self-directed learning, and satisfaction with work*. Poster presented at the annual meeting of the Canadian Psychological Association Conference, Vancouver, BC.
48. McLarnon, M.J.W., O'Neill, T. A., Woodley, H.J., Allen, N.J. (June, 2014). *Teams, conflict, and types: A latent profile examination of team conflict*. Poster presented at the annual meeting of the Canadian Psychological Association, Vancouver, BC.
47. O'Neill, T. A., Hoffart, G., McLarnon, M. J. W., Eggermont, M., Rosehart, W., & Brennan, R. (2014, June). *Constructive conflict team training: Empirical evidence and demon*. Paper presented at the annual meeting of the Canadian Education Engineering Association, Banff, AB.
46. O'Neill, T. A., & Steel, P. (2014, June). *Personality and the prediction of work behavior: Narrow is better*. Symposium presented at the annual meeting of the Canadian Psychological Association Conference, Vancouver, BC.

45. O'Neill, T. A., & Steel, P. (2014, June). *Subject matter experts, relevance ratings, and the prediction of CWB*. In T. A. O'Neill & P. Steel (Co-Chairs), *Personality and the prediction of work behaviour: Narrow is better*. Presented at the annual meeting of the Canadian Psychological Association, Vancouver, BC.
44. O'Neill, T. A., Xiu, L., Law, S. J., & Lee, K. (June, 2014). *Core self evaluations and group efficacy perceptions: Moderation of individualism and collectivism*. Poster presented at the annual meeting of the Canadian Psychological Association, Vancouver, BC.
43. Law, S. J., O'Neill, T. A., McCarthy, J. M., & Jelley, R. B. (2014, May). *Test-taking motivation and promotional exam performance*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
42. Lee, N. M., O'Neill, T. A., Radan, J., Law, S. J., Lewis, R. J., & Carswell, J. J. (2014, May). *The faking warning in conventional and forced-choice personality measures*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
41. MacDonnell, R., Hambley, L. A., Martin, B. H., Wright-Schwietz, S., & O'Neill, T. A. (2014, May). *Workshift, Telework, Flexwork: The Psychology of Work Outside The Office*. Alternative session type presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
40. O'Neill, T. A., Hancock, S., Larson, N., Law, S. J. & Zivkov, K. (2014, May). *How virtuality and task demonstrability affect decision-making teams*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI
39. O'Neill, T. A., McLarnon, M. J. W., Woodley, H., & Allen, N. J. (2014, May). *A team-centric view of conflict: Implications for team outcomes*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. *Top Poster Award
38. O'Neill, T. A., & Steel, P. (2013, August). SME prediction of CWB with factor and facet level data. In T. A. O'Neill & P. Steel (Chairs), *Broad factors versus narrow facets: Prediction at optimal resolution*. Symposium presented at the annual meeting of the Academy of Management, Orlando, FL.
37. Steel, P., & O'Neill, T. A. (2013, August). Prediction of OCB at the factor and facet level. In T. A. O'Neill & P. Steel (Chairs), *Broad factors versus narrow facets: Prediction at optimal resolution*. Symposium presented at the annual meeting of the Academy of Management, Orlando, FL.
36. Arthurson-McColl, Z., Hoffart, G., O'Neill, T. A., & Hastings, S. E. (2013, June). *Hell hath no fury like an employee scorned: An investigation of negative exchange ideology*. Poster presented at the annual meeting of the Canadian Psychological Association, Quebec, QC.

35. Bonaccio, S., Chiochio, F., Forget, A., Forget, C., Foucher, R., Kelloway, E. K., & O'Neill, T. A.* (2013, June). *Bridging Divides in Industrial and Organisational Psychology in Canada: An Action-Oriented Collaborative Framework*. Panel discussion presented at the annual meeting of the Canadian Psychological Association, Quebec, QC. *Last four authors contributed equally.
34. Lee, H. H., Woodley, J. R., Allen, N. J., & O'Neill, T. A. (2013, June). *Predicting team conflict with the five-factor personality model*. Poster presented at the annual meeting of the Canadian Psychological Association, Quebec, QC.
33. Larson, N. L., Lewis, R. J., O'Neill, T. A., & Carswell, J. J. (2013, April). *Are Forced Choice Personality Measures Contaminated by General Mental Ability?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
32. O'Neill, T. A., Lewis, R. J., Carswell, J. J., & Law, S. (2013, April). *Pre-employment Personality Test Faking and the Forced-Choice Method*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
31. Law, S. J., O'Neill, T. A., Lewis, R. J., & Carswell, J. J. (2013, January). *Psychometric properties of D. N. Jackson's forced-choice personality measure*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
30. Woodley, H., O'Neill, T. A., Thusu, S., Marcotte, E., & Allen, N. (2012, July). *Group potency and team performance: The moderating role of team cohesion*. Poster presented at the annual meeting of the International Network for Group Research, Chicago, IL.
29. Arthurson-McColl, Z., O'Neill, T. A., & Hastings, S. E. (2012, June). *Broad and narrow core self evaluations and the prediction of workplace criteria*. Poster presented at the annual meeting of the Canadian Society for Industrial and Organizational Psychology, Halifax, NS.
28. McLarnon, M. J. W., O'Neill, T. A., & Carswell, J. J. (2012, June). An examination of job performance ratings using multilevel factor analysis. In T. Oliver (Chair), *Graduate student research in I-O psychology*. Symposium presented at the annual meeting of the Canadian Society for Industrial and Organizational Psychology, Halifax, NS.
27. McLarnon, M. J. W., O'Neill, T. A., & Schneider, T. (2012, April). *Current practices in the use (and misuse?) of regression coefficients*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
26. O'Neill, T. A., Carswell, J. J., & McLarnon, M. J. W. (2012, April). *Performance ratings have large rater and small ratee components, usually*. Poster presented at the annual meeting of of the Society for Industrial and Organizational Psychology, San Diego, CA.

25. O'Neill, T. A., & Allen, N. J. (2011, August). Presenting a new measure of task conflict and an integrative model of team conflict and conflict management. In A. G. Tekleab & N. Quigley (Chairs), *New perspectives in teams research*. Symposium presented at the annual meeting of the Academy of Management, San Antonio, TX.
24. O'Neill, T. A., McLarnon, M., & Gardner, R. C. (2011, June). *Use (and misuse?) of regression coefficients in management research*. Poster presented at the annual meeting of the Canadian Society for Industrial and Organizational Psychology, Toronto, ON, Canada.
23. O'Neill, T. A., & Schneider, T. (2011, June) *Graduate-student research in I-O psychology*. Symposium presented at the annual meeting of the Canadian Society for Industrial and Organizational Psychology, Toronto, ON, Canada.
22. Doyle, K., O'Neill, T. A., & Allen, N. A. (2011, June). *Personality and the prediction of group processes and emergent states*. Poster presented at the annual meeting of the Canadian Society for Industrial and Organizational Psychology, Toronto, ON, Canada.
21. O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2011, April). *Do supervisor ratings of employee performance reflect actual job performance?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
20. Schneider, T., O'Neill, T. A., Stirling, A., & Paunonen, S. V. (2011, April). *Measurement specificity and the relation between personality and emotional intelligence*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
19. O'Neill, T. A., Allen, N. J., & Klammer, J. D. (2010, August). The elusive search for the potentially positive effects of task conflict. In F. Chiocchio (Chair), *Dynamics of team conflict*. Symposium presented at the annual meeting of the Academy of Management, Montreal, QC, Canada.
18. Allen, N. J., & O'Neill, T. A. (2010, July). *The trajectory of emergence: Mining the literature for clues*. Extended abstract presented at the annual meeting of the Interdisciplinary Network for Group Research, Washington, DC.
17. O'Neill, T. A., Goffin, R. D., & Tett, R. P. (2010, June). Personality and behavior in organizations: Can we do better than the "Big Five?" In L. K. Hamilton (Chair), *Applications of personality in organizations: Recent empirical finding and theoretical issues*. Symposium presented at the annual meeting of the Canadian Psychological Association, Winnipeg, Canada.
16. O'Neill, T. A. (2010, April). *A Simple, Parsimonious Overview of Interrater Agreement for Industrial-Organizational Psychologists*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

15. O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2009, August). *The teamwork-knowledge, skills, and abilities test: Its validity and psychometric properties*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Ontario.
14. O'Neill, T. A., & Hastings, S. E. (2009, June). *Predicting workplace deviance using Big Five and non-Big Five personality variables*. Poster presented at the annual meeting of the Canadian Psychological Association, Montreal, QC, Canada.
13. O'Neill, T. A. (2009, June). Team members interacting over time: Do emergent states actually emerge? In N. A. Allen (Chair), *Engineering the study of teams over time*. Symposium presented at the annual meeting of the Canadian Psychological Association, Montreal, QC, Canada.
12. O'Neill, T. A., Goffin, R. D., & Gellatly, I. R. (2009, April). *Test-taking motivation and personality test validity*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
11. Hastings, S. E., & O'Neill, T. A. (2008, June). *Predicting workplace deviance using broad and narrow personality traits*. Poster presented at the annual meeting of the Canadian Psychological Association, Halifax, NS, Canada.
10. Wang, X-H., O'Neill, T. A., Klammer, J., & Allen, N. A. (2008, April). *Committed to the team: Want to, ought to, or have to?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
9. O'Neill, T. A., & Allen, N. A. (2007, July). *Broad versus narrow traits: Assessing the bandwidth-fidelity tradeoff at the team-level*. Poster presented at the annual meeting of the Interdisciplinary Network for Group Research, Lansing, MI.
8. O'Neill, T. A., Allen, N. J., Klammer, J., Ross, S., & Lundberg, E. (2007, June). *Personality in teamwork: An empirical evaluation of "Big Five" factors versus facets*. Poster presented at the annual meeting of the Canadian Psychological Association, Ottawa, ON, Canada.
7. Hambley, L. A., O'Neill, T. A., Greidanus, N., MacDonnell, R., & Kline, T. J. B. (2007, April). *Predicting teleworker success: Personality and motivational traits*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
6. MacDonnell, R., O'Neill, T. A., Kline, T. J. B., & Hambley, L. A. (2007, April). *Personality in virtual teams: A lab-based study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
5. O'Neill, T. A., & Parfyonova, N. M. (2006, July). *Team performance measurement: Problems and pitfalls*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Banff, AB, Canada.

4. O'Neill, T. A., & Kline, T. J. B. (2006, July). *Personality as a predictor of teamwork: A business simulator study*. Poster presented at the annual meeting of the Canadian Psychological Association, Calgary, AB, Canada.
3. Hambley, L. A., O'Neill, T. A., & Kline, T. J. B. (2006, April). *Virtual team leadership: Perspectives from the field*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
2. O'Neill, T. A., Kline, T. J. B., & Hambley, L. A. (2005, August). *The effects of personality and communication medium on team outcomes*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
1. Hambley, L. A., O'Neill, T. A., & Kline, T. J. B. (2005, August). The effects of leadership style and communication medium on team interaction styles and outcomes. In D. A. Waldman (Chair), *Formal and shared leadership in virtual teams*. Symposium conducted at the annual meeting of the Academy of Management, Honolulu, HI.

TEACHING

The University of Calgary

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|---|--------------|
| 1. Identifying and Managing Talent in the Workplace (503) | 2011-2012 |
| 2. Personnel Psychology (421, 483) | 2012-present |
| 3. Advanced Research Design and Analysis II (graduate level, 617) | 2013-2017 |
| 4. Teams in Organizations (graduate level, 739) | 2014, 2020 |
| 5. I/O Research Methods (graduate level, 739) | 2015 |
| 6. Advanced Research Design and Analysis I (graduate level, 615) | 2017-present |

The University of Western Ontario

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|---|------------|
| 1. The Psychology of People, Work, and Organizations (taught 4 times) | 2009-2011 |
| 2. Statistics in Education Research (graduate course) | 2010 |
| 3. Introduction to Industrial and Organizational Psychology | 2009, 2011 |
| 4. Applications of Psychology (online course) | 2008 |

AWARDS & SMALL GRANTS (TOP 5 ARE BOLDED)

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| 24. University of Calgary Department of Psychology Citizenship Award
<i>Faculty member demonstrating outstanding service contributions</i> | 2020-2021 |
| 23. UCVM Veterinary Education Research Fund
Hecker, K., Kirgoloson, O., O'Neill, T. A., Warren, A., Anderson, S., Cortese, F. <i>Optimizing Team Based Learning in Veterinary Medicine Through Hyperscanning.</i> | 2020-2022 |

Value: \$10,000

22. Peak Scholar Award in Entrepreneurship, Innovation, and Knowledge 2019

University of Calgary VPR Office

“Creating Healthy and High-Performance Teamwork in Organizations”

These are scholars whose academic work in knowledge engagement, entrepreneurship, tech transfer, innovation or collaborative research has resulted in a positive social or economic impact in our communities.

21. Association for Medical Education in Europe 2019-2020

Hecker, K., Olave, K., & O'Neill, T. A.

Neuroeducation Mechanisms of Psychosocial Contexts on Team-Based Learning

Value: \$17,000

20. Killam Emerging Research Leader Award 2018

Presented to the individual in the university who has, at an early career stage equivalent to 10 years post-awarding of the highest degree, made outstanding contributions to research at an area of research recognized by the Social Sciences and Humanities Research Council of Canada.”

Value: \$13,000

19. ACHRI Healthy Outcomes Theme Small Equipment Grant 2018

Gilfoyle, E., Brooks, B., Cheng, A., Esser, M., & O'Neill, T. A.

Improving Outcomes from Pediatric Cardiac Arrest and Major Trauma: Evaluation of Impact of Team Performance and Error (\$4820.45).

18. Faculty of Graduate Studies, Graduate Student Career & 2017-2018

Professional Development Curriculum Grant

Curtin, S., O'Neill, T. A., Smith, J. N., & Amistad, C.

Psychology Professional Development Seminar (\$10,000)

17. Scholarship of Teaching & Learning Research Grant, University of Calgary 2016-2018

Well-Being in the U of C Student Body: Developing a Feedback-Based Intervention Program

Weinhard, J., O'Neill, T.A., & Friedman, A.

Value: \$40,000

16. Faculty of Graduate Studies & My Supervisor Skills 2016-2017

GREAT Supervisor Award

15. OHMES Health Science and Medical Education Research 2016-2017

and Innovation Funding Competition.

Deacon, A., Gilfoyle, E., & O'Neill, T. A.

Family Presence During Resuscitation: A Needs Assessment (\$3,887)

14. ACHRI Small Research Grant Competition 2016
 Gilfoyle, E, Oddone-Paloucci, E., Ellaway, E., Kassam, A., O'Neill, T. A.,
 Delaloye, N., & Deacon, A.
*Understanding the Impact of Professional Deference on Compromised Patient Care within a
 Pediatric Resuscitation Environment* (\$3000)
13. Canadian Centre for Advanced Leadership in Business 2016-2017
 Haskayne School of Business
 Peschl, H., & O'Neill, T. A.
Building Teamwork Skills in Entrepreneurs (\$5,950)
12. University of Calgary Research Grants Committee 2015
 Seed Grant – *The Intersection of Teamwork, Culture, and Technology:
 Enhancing Soft Skill Development in Post-Secondary Education through
 Student-Centered Feedback* (\$4,950)
11. Undergraduate Research Supervision Award, Department of Psychology 2015
- 10. Canadian Psychological Association President's New Researcher Award** 2015
*These awards recognize the exceptional quality of the contribution of new researchers to
 psychological knowledge in Canada. Selection of award recipients is based on the examination
 of the applicant's record of early career achievement.* (\$500)
- 9. Faculty of Arts New Scholar Award** 2014
*Research awards consider a faculty member's contributions through research creation, journal
 publications, grantsmanship, conference presentations and invited symposia, exhibitions,
 graduate student supervision, community engagement and other forms of output.*
 (\$1000)
8. Teaching Innovation Award in Service-Learning and Student Engagement 2013
 Tom O'Neill (PI), Marjan Eggermont, & William Rosehart.
*Service-Learning Initiative in Engineering 200: Identifying Sustainable
 Redesigns for the 49 Bridges Destroyed by Flooding in Banff
 National Park.* (\$3,100)
7. Society for Industrial and Organizational Psychology 2012
 Small Grant Competition
 Tom O'Neill (PI), Rhys Lewis, & Julie Carswell
*Combating Pre-employment Personality Test Faking using the
 Forced-Choice Format* (\$7,400)
6. University of Calgary Research Grants Committee 2012
 Seed Grant – *Conflict and Conflict Management in Decision-Making and
 Production Teams* (\$18,000)

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| 5. University of Calgary SSHRC Enhancement Award
<i>Conflict Management in Organizational Work Teams (\$5,000)</i> | 2012 |
| 4. Matthew McLarnon won the RHR Kendall (\$1000) award for the best graduate-student paper submitted to the Canadian Society for Industrial and Organizational Psychology for his paper with me and Julie Carswell
<i>An examination of job performance ratings using multilevel factor analysis</i> | 2012 |
| 3. Communications Coordinator on the executive committee of the Canadian Society for Industrial and Organizational Psychology | 2011-2014 |
| 2. Graduate student representative on the executive committee of the Canadian Society for Industrial and Organizational Psychology | 2010-2011 |
| 1. Nominated for UWO Award of Excellence in Undergraduate Teaching (UWO) | 2010-2011 |

STUDENTS

Post-Doctorate Students Advised

- | | |
|---|-----------|
| 2. Lisa Handke, PhD
<i>Telecommuting Program Effects on Work Design</i>
<i>Current: Post-doctoral fellow in Germany. The system there has post-docs and assistant professors on equivalent levels and it is not unusual to do 5-10 years of post-doc activity. She is clearly on the academic path.</i> | 2019-2020 |
| 1. Matthew McLarnon, PhD
<i>Dynamic Team Processes Through a Team-Centered Lens</i>
<i>Current: Tenure-track assistant professor at Mount Royal University, Canada</i> | 2015-2016 |

Doctoral Students Graduated

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| 2. Amanda Deacon
<i>Team Adaptation in High Reliability Teams</i>
<i>Current: Junior consultant with Plum Assessments, Ontario</i> | 2020 |
| 1. Nicole Larson
<i>Psychological Needs Satisfaction and Trust Emergence in Teams</i>
<i>Current: Tenure-track assistant professor at Deakin University, Australia</i> | 2020 |

Current Doctoral Students

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| 4. Samantha Jones (3 rd year)
<i>A Dynamic Model of Psychological Contracts</i> | 2019-Present |
| 3. Leah Pezer (3 rd year)
<i>Thriving in Organizational Work Teams</i> | 2018-Present |

2. Lorena Solis (3rd year) 2018-Present
Team Diversity, Openness Climate, and Team Effectiveness

1. Renata Godlewski (4th year) 2017-Present
Team Resilience in the Canadian Military

Masters Thesis Advisor

8. Erika Lieu 2020-Present

7. Jonathan Henke 2020-Present

6. Julia Smith 2015-2017

The Impact of Core Self-Evaluations and Team

Conflict on Individual Burnout

5. Genevieve Hoffart 2015-2017

The Structure and Function of Task Conflict:

An Investigation of Quality and Frequency

4. Amanda Deacon 2014-2016

Team Membership Change and the Role of Behavioral Integration on

Team Performance

3. Nicole Larson 2014-2016

The Temporal Transition of Team Exploratory and Exploitative Learning

2. Stephanie Law 2012-2014

Examining the Effect of Warning Instructions in the Interview

1. Luyao Xiu 2011-2013

Relationships Between Core Self-evaluation, Perception of

Group Potency, and Job Performance: The Critical Role of

Individual Cultural Orientations

Honors Thesis Advisor

15. Erika Lieu 2019-2020

A Qualitative Study of Multi-Team System Integration Teams

14. Malika Khakhar 2018-2019

A Longitudinal Study of Team Task Conflict

13. Paul Jones 2018

Activity-Based Working

12. Kyra Grocutt 2016-2017

Peer Feedback Ratings in Teams and the Role of Individual Differences

11. Denise Law 2015-2016

The Effect of Configural Dispersion on Peer Ratings in Teams

10. Genevieve Hoffart 2014-2015

Influence Climate: Team-Level Influence Behaviours

9. Jesse White (Co-Supervised with Dr. Elaine Gilfoyle) 2014-2015

Measuring Situation Awareness in Medical Teams

8. Katarina Zivkov 2014-2015

<i>Configural Dispersion in Organizational Work Teams</i>	
7. Gina Chatellier (Co-Supervised with Dr. Laura Hambley) <i>Personality and Working Remotely: Investing the Traits that Matter for Telework Success</i>	2013-2014
6. Samantha Hancock <i>Constructive Controversy Training for Teamwork</i>	2013-2014
5. Taylor Holland <i>Examining Decision-Making in Face-to-Face and Virtual Teams</i>	2013-2014
4. Angelina Bercovich <i>WORKshifter Personality: Investigating the Traits that Matter to Satisfaction and Success</i>	2012-2013
3. Naomi Lee <i>The Impact of "Non-targeted Traits" on Personality Test Faking, Hiring, and Workplace Deviance</i>	2012-2013
2. Jelena Radan <i>Forced-Choice and the Faking Warning: A Solution to Personality Test Faking?</i>	2012-2013
1. Kevin Doyle <i>Facet-level Personality Predictors of Perceptions of Group Processes</i>	2009-2010

Independent Studies Thesis Advisor

4. Alyssa Grocutt <i>HRM Systems and Safety Outcomes</i>	2018
3. Erika Lieu <i>Conflict in Multi-Team Systems</i>	2018-2019
2. Adam Turner <i>Social Networks in Engineering Teams</i>	2017-2018
1. Alicia Murji <i>Review of the Antecedents of Team Performance</i>	2009-2010

JOURNAL REVIEWS

Special Issue Guest Editor

Computers in Human Behavior	2022-2023
Organizational Dynamics	2020-2021
Canadian Journal of Behavioral Science	2019-2021
Human Resource Management Review	2017-2018

Editorial Board Member

1. Human Resource Management	2022-Present
2. Group and Organization Management	2020-Present
3. Human Resource Management Review	2019-Present
4. Small Groups Research	2011-Present
• Best Reviewer Award	2013

Ad-hoc Reviewer

1. Academy of Management Journal
2. Academy of Management Review
3. Advances in Health Sciences Education
4. Applied Psychology: An International Review
5. Assessment and Evaluation in Higher Education
6. BMC Nursing
7. Canadian Journal of Administrative Sciences
8. Canadian Journal of Behavioural Sciences
9. Computers in Human Behavior
10. Cornell Hospitality Quarterly
11. Current Psychology
12. Cyberpsychology: Journal of Psychosocial Research on Cyberspace
13. Educational Psychology
14. European Journal of Work and Organizational Psychology
15. Frontiers
16. Group Decision and Negotiation
17. Group Dynamics: Theory, Research, and Practice
18. Group and Organization Management
19. Human Performance
20. Human Relations
21. Human Resource Management Review
22. International Journal of Human Computer Interaction
23. International Journal of Human Resource Management
24. International Journal of Psychology
25. Journal of Applied Psychology
26. Journal of Business and Psychology
27. Journal of Business Ethics
28. Journal of Business Research
29. Journal of Cognitive Engineering and Decision Making
30. Journal of Health Organization and Management
31. Journal of Management
32. Journal of Managerial Psychology
33. Journal of Occupational and Organizational Psychology
34. Journal of Organizational Behavior
35. Journal of Personality Assessment
36. Journal of Personnel Psychology
37. Journal of Psychophysiology
38. Nature Human Behavior
39. Negotiation and Conflict Management
40. Organizational Behavior and Human Decision Processes
41. Organizational Dynamics
42. Organization Science
43. Personality and Individual Differences
44. Personnel Psychology
45. Plos One

- 46. Project Management Journal
- 47. SAGE Open
- 48. Scientific Reports
- 49. Small Group Research
- 50. Reviewer for the INGRoup conference (annually) 2017-Present
- 51. Reviewer for the Academy of Management conference (annually) 2006-Present
 - a. Outstanding Reviewer Award 2007, 2009
- 52. Reviewer for the Society of I/O Psychology conference (annually) 2008-Present
- 53. Reviewer for the Canadian Psychological Association conference (annually) 2013-Present

MEMBERSHIPS

- 11. Administrative Sciences Association of Canada 2006
 - 10. American Psychological Association 2009-2011, 2013
 - 9. Academy of Management 2005-Present
 - 8. American Association of Engineering Education 2014-2016
 - 7. Canadian Society for Industrial and Organizational Psychology 2005-Present
 - 6. Canadian Engineering Education Association 2014, 2017, 2019
 - 5. Interdisciplinary Network for Group Research 2007, 2010, 2017-Present
 - 4. Strategic Capabilities Network 2014
 - 3. Society for Human Resource Management 2012-2013
 - 2. Society for Industrial and Organizational Psychology 2005-Present
 - 1. Society for Personality and Social Psychology 2012
- Southwestern Ontario I/O Student Conference**
- 2. Co-founder and co-organizer (conference still going strong) 2006
 - 1. Member of organizing committee 2009