

BOWLING GREEN STATE UNIVERSITY
COLLEGE OF BUSINESS

FACULTY RESEARCH AND EXPERTISE

FACULTY MEMBER

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BIO: Dr. Deborah A. O'Neil is an Associate Professor of Organizational Behavior in the Department of Management and the Director of the Master of Organization Development program.

Dr. O'Neil's research is focused on the processes that assist individuals and organizations in being effective, successful, and productive. She has published articles on career, leadership, and organization development. Her work has appeared in such venues as Career Development International, Human Resource Management, Journal of Applied Behavioral Science, Journal of Business Ethics, Journal of Managerial Psychology, and Journal of Change Management. She is an Associate Editor for Career Development International and Frontiers in Psychology/ Organizational Psychology section, and on the Editorial Board of the Organization Development Practitioner. She is also the Chair of the Organization Development Education Association, an international learning consortium of schools and programs in Organization Development whose purpose is to advance and enhance education in the field through knowledge exchange and sharing best practices across programs.

AREAS OF EXPERTISE

- Organization Development
- Leadership Development
- Career Development
- Emotional Intelligence
- Gender, Diversity, and Inclusion
- Executive Coaching (Board Certified Coach)
- Strategic Change Management.

RESEARCH INTERESTS

- Gender and diversity in organizations
- Women in Leadership
- Career development
- Leadership development
- Inclusive organizations
- Scholar-Practitioners

CONSULTING PROJECTS

- Emotional and Social Intelligence competency development
- Executive Coach for senior leadership teams
- Design and deliver organizational mentoring program