

TEAL MCATEER
DeGroot School of Business, McMaster University
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CURRENT STATUS AT MCMASTER UNIVERSITY

Associate Professor, Teaching Track: Human Resources and Management Area
(Course Offerings: Strategic Human Resource Management; Organizational Behavior;
Leadership; Strategic Organizational Change; Management Skills)

EDUCATION

Doctor of Philosophy (Ph.D.) in Organizational Behaviour, June 1992
Faculty of Management, University of Toronto, Ontario, Canada (Specialization: Change
and Stress Management; Leadership; Career Management; Counselling; Motivation)

Masters in Industrial Relations (M.I.R.), May, 1984
Centre for Industrial Relations, University of Toronto, Ontario, Canada

Bachelor of Commerce (B.Comm.), May 1982
Queen's University, Kingston, Ontario, Canada

EMPLOYMENT HISTORY

i) Academic

1992-Present Human Resources & Management Area, DeGroot School of Business,
McMaster University, Hamilton, Ontario, Canada

ii) Consultations

2004-present Private Leadership and Career Coaching to individuals
1986-present: Private HRM Consulting to organizations and individuals

AREAS OF INTEREST

Transformative Learning Theory, Innovation in Teaching, Strategic Human Resource
Management, Change Management, Stress Management, Time Management,
Organizational Behaviour, Labour Relations, Business Ethics & Corporate Social
Responsibility, Leadership, and Career Development.

HONOURS

2012 President's Award for Instruction, McMaster University, Canada
2010-2011 Student Choice Award (Nominated), MBA Assoc. McMaster Univ.
2010-2011 Faculty Teaching Award Recipient, MSU McMaster University
2009-2010 Faculty Teaching Award (Nominated), MSU McMaster University
2008-2009 Faculty Teaching Award (Nominated), MSU McMaster University
2008-2009 Dr. S.J. Basu Memorial Teaching Award (Nominated), McMaster
2007-2008 Faculty Teaching Award (Nominated), MSU, McMaster University
2005-2006 Faculty Teaching Award MSU, McMaster University
1998-1999 Dr. S. J. Basu Memorial Teaching Award, McMaster University,
1995-1996 Faculty Teaching Award MSU, McMaster University

COURSES TAUGHT AND TEACHING CONTRIBUTIONS (last eight years)

i) Undergraduate Teaching

DeGroote School of Business, Hamilton Campus: Commerce Program

Com1PA0: Orientation to Business; HRM Component (2010, 2011, 2012)

Com3S03: Management Skills (2010-2011, multiple sections)

Com2BC3: Human Resource Management/Labor Relations
(2009-2010, multiple sections)

Com3BC3: Human Resource Management/Labor Relations
(2004-2009, multiple sections)

Com2BA3: Organizational Behavior (2004-2013, multiple sections)

ii) Graduate Teaching

DeGroote School of Business, Burlington Campus (RJC): MBA Program

Ethics, Values & Corporate Social Responsibility Workshop: Required component
of Annual Transition Week (Each September 2008-2012)

B716: Strategic Organizational Change Management (2009-2012)

B715: Leadership (2006-2013)

H600: Human Resource Management/Labour Relations (2002-2009, multiple sections)

B600: Organizational Behaviour (2002-2009, multiple sections)

iii) Publications and Presentations Related to Teaching and Learning

Paper Presentation: International Society of Scholarship on teaching and Learning (ISSOTL) Annual Conference, McMaster University, Hamilton, Ontario, Canada. Session Title: "Longitudinal Research on the Application of Transformative Learning Theory in University Business School Education: An Integration of SoTL Research Results and Classroom Teaching Practices", October 2012.

Paper Presentation: Western Business and Management (WBM) Association Annual Conference, Paris, France. Session Title: "The Use of Innovative Instruction Techniques and Longitudinal research Related to its Impact on Business Education", October 2012.

Round Table Discussion: Society for Teaching and Learning in Higher Education (STLHE) Annual Conference, McGill University, Montreal, Quebec, Canada. Session Title: "Redrawing the Boundaries in University Business School Education: Application of Transformative Learning Theory in three Different Courses", June 2012.

Poster Presentation: Society for Teaching and Learning in Higher Education (STLHE), University of Saskatchewan, Saskatoon, Saskatchewan, Canada. Session Title: "Using Self-Assessment and Reflection to build Management Skills", June 2011.

Paper Presentation: International Institute for SoTL Scholars and Mentors (IISSAM) Conference, Creighton University, Omaha, Nebraska, USA. Session Title: "Working Paper: Longitudinal Study of the Impact of Transformative Learning Experiences in Business School Education", June 2011.

Paper Presentation: Scholarship of Teaching and Learning (SoTL) Conference, McMaster University, Hamilton, Ontario, Canada. Session Title: “The Impact of Self-Reflection and Appreciative Inquiry in a B.Com Developing Management Skills Course”, Dec 2010.

Poster Presentation: Society for Teaching and Learning in Higher Education (STLHE) Conference, Ryerson University, Toronto, Ontario, Canada. Session Title: “Firing Your Students as a Transformative Learning Experience”, June 2010.

Paper Presentation: Opportunities and New Directions (OND): A Research Conference on Teaching and Learning, University of Waterloo, Ontario, Canada. Session Title: “The Use of Transformative Learning Experiences in Business School Education”, April 2010.

Symposium Presentation. Scholarship of Teaching and Learning (SoTL) Conference, McMaster University, Hamilton, Ontario, Canada. Session Title: “The Impact of a Transformative Learning Experience (TLE) involving a Staged Job Loss on Students in a MBA Strategic Change course”, December 2009.

Symposium Presentation. Scholarship of Teaching and Learning (SoTL) Conference, McMaster University, Hamilton, Ontario, Canada. Session Title: “The Impact of a Transformative Learning Experience (TLE) using Professional Development Diagnostics on Students in a MBA Leadership course”, December 2009.

Pre-conference Workshop. Society for Teaching and Learning in Higher Education (STLHE) Conference, University of New Brunswick, Canada. Session theme: Fostering the use of Transformative Learning within the Classroom. Session Title: “Developing Leadership Authenticity, Integrity and Social Responsibility through a Transformative Learning Experience”, June 2009.

Management Education Divisional Workshop. Administrative Sciences Association of Canada (ASAC) Conference, Niagara, Ontario, Canada. Session Title: “Thinking Styles required by Business Leaders to Demonstrate CSR in the New Economy”, June 2009.

Pre-conference Workshop. Center for Academic Integrity International Conference, Myrtle Beach, North Carolina, USA. Session theme: Exploring the Present and Future of Academic Integrity. Session Title: “The Pedagogy behind Encouraging Students to Practice Academic Integrity; Education, Prevention and Procedures”, October 2008.

PRESENTATIONS AT MEETINGS (Related to OB & HRM)

i)Refereed/Peer Reviewed Presentations (OB & HR)

Paper Presentation. Administrative Sciences Association of Canada (ASAC) Conference, St. John’s, Newfoundland. Title: “Leadership and Human Resource Management in the Social Enterprise Sector”, June 2012.

Poster Presentation. The American Psychological Association (APA) Conference, Boston, Mass., USA. Title: “The Impact of Leadership Training on Emotional Intelligence and Thinking Styles”, August 2008.

Paper Presentation. Health Research in the City Conference, Hamilton, Ontario. Title: “The Impact of Emotional Abilities and Thinking Styles of Canadian Corporate Directors and CEOs on Leader Effectiveness, Life Satisfaction & Health”, Feb 2008.

Poster Presentation. The International Conference on Design Principles and Practices, Miami, Florida. Title: “The Relationship between the Designed Work Environment and Human Health: Teachings from Literature to Date and New Directions for Future Learnings”, January 2008.

ii)Invited/Non-Refereed Presentations (OB & HRM)

Application of Your LSI Results to Individual and Group Decision-Making in Workplace Situations. Association of Academic Professionals in Obstetrics & Gynecology (APOG) of Canada Conference, Department Academic Managers’ Meeting, Toronto, Ontario, Canada, December 2012.

Required Thinking Styles for Leaders in Healthcare. Workshop delivered to the DeGroot Interprofessional Health Leadership Conference, Burlington, Ontario, Canada, September 2012.

Required Thinking Styles for Effective Leadership. Workshop delivered to the Ontario Association of Community Care Access Centres (OACCAC), Knowledge And Inspiration 2012 Conference, Toronto, Ontario, Canada, June 2012.

Building Capacity to Manage Change. Workshop delivered to McMaster’s Human Resource Management Staff , HR Professional Development Day, McMaster Innovation Park (MIP), Hamilton, Ontario, Canada, June 2012.

Managing Stress due to Change. Professional Development workshop delivered to McMaster faculty, staff, alumni at McMaster’s Mental Health Awareness Week, Educational Series, McMaster University, Hamilton, Ontario, Canada, May 2012.

Required Thinking Styles to Enable Effective Management Behaviours. Workshop Delivered to Menkes Development Ltd., Toronto, Ontario, Canada, April 2012.

Developing You Authentic Leadership Style. Workshop delivered to the Women in Business Networking Breakfast, RJC, Burlington, Ontario, Canada, April 2012.

Thinking Styles Required for Building Synergistic Teams. Workshop delivered to the Waterloo Wellington Diabetes Regional Coordination Centre, Diabetes Education Program Event, “Getting to the Business Side of Your Diabetes Program”, Kitchener, Waterloo, Ontario, Canada, April 2012.

Leadership Development. Workshop delivered to the Canadian Produce Marketing Association (CPMA), “Passion for Produce”, Young Leaders Program, Calgary, Alberta, Canada, April 2012.

Building a High Performance Executive Team. Two-day Leadership Development Working session with the University of Regina's Executive Team (UET), University of Regina, Saskatchewan, Canada, March 2012.

Leading through Change. Workshop delivered to the City of Burlington, Leadership Retreat, RJC, Burlington, Ontario, Canada, March 2012.

Who are You as a Leader?. Leadership Development Workshop delivered to The Halton Region, RJC, Burlington, Ontario, Canada, February 2012.

Required Thinking Styles for Effective Leadership. Leadership Development Workshop delivered at the Ontario Real Estate Association (OREA) Executive Officers (EO) Summit, King City, Ontario, Canada, February 2012

Turning Thoughts into Actions. Leadership Development Presentation at the Ontario Real Estate Association (OREA) Board Presidents and Presidents-Elect Meeting & Retreat; King City, Ontario, Canada, January 2012.

PRIVATE CONSULTING AND COUNSELLING

Design and present half-day and full-day seminars to organizations of all sizes. Topics include: leadership and corporate social responsibility; change management; time management; stress management; career and relocation training; effective performance appraisals; health and wellness in the workplace.

Provide job search assistance to undergraduate and graduate students during school year. Services include: resume and letter preparation; telephone techniques; interview skills development.

Relocation counsellor to clients suffering from job loss. Provide full range of services including skill assessments; career planning; reference checking; resume and letter preparation; telephone techniques; interview skills development.