

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Asper School of Business, University of Manitoba
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Academic Experience

Asper School of Business, University of Manitoba

2021- **Acting Associate Dean**, Strategic Partnerships and Administration
2021- **Associate Professor**, Department of Business Administration
2019-21 **Assistant Professor (*with tenure*)**, Department of Business Administration
2012-19 **Assistant Professor**, Department of Business Administration

Education

2012 **Ph.D., Organizational Behaviour**
Smith School of Business, Queen's University

2007 **M.Sc., Organizational Behaviour**
Smith School of Business, Queen's University

2005 **M.A., Political Science**
McGill University

2003 **B.A. (Hons.), Political Studies**
Queen's University

Research

Journal Articles

2021 **Why is it so hard to change the culture? It's the people.**
Neville, L. & Schneider, B.
Organization Development Review 53(1), 15-20.
** OD Network Award for Outstanding Article of the Year*

2021 **The people make the range of possible places: A reply.**
Neville, L. & Schneider, B.
Organization Development Review, 53(1), 38-40.

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Journal Articles (Cont...)

- 2020 **Political knowledge at work: Conceptualization, measurement, and applications to follower proactivity.**
Granger, S., Neville, L. & Turner, N.
Journal of Occupational and Organizational Psychology 93(2), 431-471.
- 2019 **Getting to excess: Psychological entitlement and negotiation attitudes.**
Neville, L. & Fisk, G.M. (equal authorship)
Journal of Business and Psychology 34(4), 555-574
- 2018 **Cultural mosaic beliefs as a new measure of the psychological climate for diversity: Individual distinctiveness and synergy in culturally diverse teams.**
Chuapetcharasopon, P., Neville, L., Adair, W., Brodt, S., Lituchy, T.R. & Racine, A.
International Journal of Cross-Cultural Management 18(1), 7-32.
- 2017 **Witnessing wrongdoing: The effects of observer power on incivility intervention in the workplace.**
Hershcovis, S., Neville, L., Christie, A., Cortina, L., Reich, T. & Shan, J.V.
Organizational Behavior and Human Decision Processes 142, 45-57.
- 2016 **Genius or folly? It depends on whether performance ratings survive the 'psychological immune system'.**
Neville, L. & Roulin, N.
Industrial and Organizational Psychology 9(2), 281-288.
- 2015 **Income inequality ignored? An agenda for business and strategic organization.**
Bapuji, H. & Neville, L. (equal authorship)
Strategic Organization 13(3), 233-246.
- 2013 **Repairing trust to preserve balance: A balance-theoretic approach to trust breach and repair in groups.**
Brodt, S.E. & Neville, L.
Negotiation and Conflict Management Research 6(1), 62-82.
- 2012 **Do economic equality and generalized trust inhibit academic dishonesty? Evidence from state-level search engine queries.**
Neville, L.
Psychological Science 23(4), 339-345.

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Journal Articles (Cont...)

- 2011 **Effects of customer entitlement on physical and psychological well-being: A study of waitstaff employees.**
Fisk, G.M. & Neville, L.
Journal of Occupational Health Psychology 16(4), 391-405.
- 2008 **Succession, strategy, culture, and change in Santropol Roulant.**
Neville, L. & Murray, E.J.
Nonprofit Management and Leadership 19(1), 107-121.

Book Chapters and Other Contributions

- 2021 **Forgiveness at work, forgiveness at home? Testing the context-dependence of forgiveness-related attitudes and values.**
Neville, L.
PsyArXiv preprint. DOI: 10.31234/osf.io/q9r72
- 2020 **Negotiation resilience: A framework for understanding how negotiators respond to adversity.**
Neville, L., Caza, B. & Olekalns, M.
In E.H. Powley, B. Caza & A. Caza (eds.),
Handbook of Organizational Resilience, ch. 6. Cheltenham: Edward Elgar.
- 2012 **Contracts and trust.**
Neville, L.
In M. Marvel (ed.),
Sage Encyclopedia of New Venture Management. Thousand Oaks: Sage, 87-88.
- 2010 **The curious relationship between fairness and trust in groups**
Neville, L. & Brodt, S.E.
In Mannix, E., Neale, M. & Mullen, E. (eds.),
Research on Managing Groups and Teams 13, 121-155.
- 2008 **Book review: Organization at the Limit: Lessons from the Columbia Disaster.**
Neville, L.
Organization Studies 29(11), 1483-1486.

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Selected Conference Papers and Presentations

- 2021 **We have work to do! Medical learners and speaking up to positions of power.**
Gruber, J., [Neville, L.](#), Rocke, C. & Elias, B.
Canadian Conference on Medical Education (virtual)
- 2019 **Identity threat and safety product adoption: Insights from the National Hockey League.**
Greidanus, N. & [Neville, L.](#)
Academy of Management, Boston.
- 2018 **Life history antecedents of relative deprivation.**
Mishra, S., Beshai, S., Day, M. & [Neville, L.](#)
Human Behaviour and Evolution Society, Amsterdam.
- 2017 **Witnessing wrongdoing: The effects of observer power on incivility intervention in the workplace.**
Hershcovis, S., [Neville, L.](#), Christie, A., Cortina, L., Reich, T. & Shan, J.V.
Academy of Management, Atlanta.
- 2017 **Talent management unscrambled.**
Cadigan, F., Roulin, N. & [Neville, L.](#)
Academy of Management, Atlanta.
Selected for inclusion in the Best Paper Proceedings
- 2017 **False forgiveness: Exploring the potential dark side of organizational forgiveness norms.**
[Neville, L.](#) & O'Reilly, J.
Academy of Management, Atlanta.
- 2017 **Benefit-finding promotes negotiation resilience.**
[Neville, L.](#), Caza, B. & van Koughnet, K.
International Positive Psychology Association, Montreal.
- 2017 **Taking note: The development of the follower political knowledge scale.**
Granger, S., [Neville, L.](#) & Turner, N.
Academy of Management, Anaheim.
- 2016 **The internet as negotiation laboratory: Lessons for conducting negotiation research with crowdsourced participants.**
[Neville, L.](#), Curhan, J. & Kumar, N.
International Association for Conflict Management, New York City.

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Associate Professor, Organizational Behaviour

Selected Conference Papers and Presentations (Cont...)

- 2015 **When do observers trust forgiving victims?**
Neville, L.
Academy of Management, Vancouver.
- 2014 **Getting to excess: Psychological entitlement and contentious negotiation.**
Neville, L. & Fisk, G.M.
International Association for Conflict Management, Leiden.
- 2014 **Income inequality and value creation: A social capital perspective.**
Bapuji, H. & Neville, L.
Academy of Management, Philadelphia.
- 2014 **Contextual influences on the value of forgiveness: Forgiveness at home, grudges at work?**
Neville, L.
International Society for Justice Research, New York.
- 2013 **Asking too much? Psychological entitlement and negotiation.**
Neville, L. & Fisk, G.M.
Academy of Management, Orlando.
- 2013 **Economic inequality, business, and capitalism.**
Bapuji, H., Cui, V., Dyck, B., Greidanus, N. & Neville, L.
Academy of Management, Orlando.
- 2013 **Is economic inequality as damaging to firms as it is to societies?**
Bapuji, H. & Neville, L.
Inequality, Institutions and Organizations, Vancouver.
- 2012 **The effects of restorative and retributive justice on forgiveness.**
Neville, L.
Academy of Management, Boston.
- 2011 **The effects of observed forgiveness and discipline on teammate forgiveness and team perceptions.**
Neville, L. & Brodt, S.E.
Academy of Management, San Antonio.
- 2011 **Interpersonal forgiveness following a trust breach: Consequences for group functioning.**
Neville, L. & Brodt, S.E.
Interdisciplinary Network for Group Research (INGRoup), Minneapolis.

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Associate Professor, Organizational Behaviour

Selected Conference Papers and Presentations (Cont...)

- 2010 Interpersonal forgiveness following trust breach: Team relevant consequences.
Neville, L.
Notre Dame-RSM Erasmus Conference on Behavioural Business Ethics, Chicago.
Invited as an Excellence in Ethics dissertation proposal competition finalist
- 2010 **Third-party responses to observing forgiveness.**
Neville, L. & Brodt, S.E.
Academy of Management, Montreal.
*Academy program highlight, Conflict Management Division
Nominee, Emerald Best International Symposium award*
- 2009 **The curious relationship between fairness and trust in groups.**
Neville, L. & Brodt, S.E.
Research on Managing Groups and Teams, Ithaca.
- 2008 **The fast and the fragile? Trust breach and repair in temporary teams.**
Neville, L.
Academy of Management, Anaheim.
- 2008 **Nonprofits and the earned income paradox.**
Neville, L.
Administrative Sciences Association of Canada, Halifax.

Distinctions

Awards and Recognition

- 2022 **Outstanding Article of the Year Award**, OD Network
- 2020 **Faculty Advisor of the Year**, JDC West
- 2018, 19, 20, 21 **Reginald Litz MBA Luminary Teaching Award**, Asper School of Business
- 2016, 17, 18 **Golden Shovel Award**, Commerce Students Association
- 2017 **Merit Award for Teaching**, University of Manitoba
- 2017 **Outstanding Reviewer Award**, Academy of Management OB Division
- 2016 **Associates Achievement Award for Teaching**, Asper School of Business
- 2014 **Associates Achievement Award for Innovation**, Asper School of Business
- 2013 **Merit Award for Teaching and Service**, University of Manitoba
- 2013 **Business Outstanding Thesis Award**, Queen's School of Graduate Studies

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Grants and Fellowships

- 2019-2024 **SSHRC Insight Grant.**
Co-investigator with Sandy Herschovis (University of Calgary) and Tara Reich (University of Surrey).
- 2018-21 **SSHRC Insight Grant**
Co-investigator with Jane O'Reilly (University of Ottawa).
- 2015-17 **SSHRC Insight Development Grant**
Co-investigator with Sandeep Mishra (University of Regina) and Martin Day (Memorial University).
- 2013-15 **SSHRC Insight Development Grant.**
Principal investigator.
- 2013-14 **University of Manitoba Research Grant Program**
Principal investigator.
- 2011-12 **Ontario Graduate Scholarship**
- 2009-11 **Doctoral Fellowship,** Social Sciences and Humanities Research Council of Canada

Teaching

Credit Courses

Managing People in Organizations

2015, 18-22 Asper School of Business, MBA

Organizational Behaviour and Organizational Theory

2013 Asper School of Business, MBA

Negotiation and Conflict Management

2012, 15-21 Asper School of Business, MBA

2015-18, 20 Asper School of Business, B.Comm

2009 Smith School of Business, B.Comm

Introduction to Organizational Behaviour

2013, 15 Asper School of Business, B.Comm

2012 Smith School of Business, B.Comm

Special Topics in Followership Theory *(with Nick Turner)*

2015 Asper School of Business, MBA/M.Sc.

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Special Topics in Conflict Management

2018 Asper School of Business, Ph.D./M.Sc.

Guest Lectures in Credit Courses

2012 GMGT 7410 Doctoral Seminar in Organizational Behaviour (*Sue Bruning*)
2013 GMGT 7530 Social Issues and Business Strategy (*Hari Bapuji*)
2014 GMGT 7400 Workplace Mistreatment (*Sandy Herscovis*)
2016 GMGT 2010 Learning to Lead (*Sean MacDonald*)
2018 GMGT 7410 Doctoral Seminar in Organizational Behaviour (*Brianna Caza*)
2018 SCM 2200 Experiential introduction to the Business Environment and Culture of Canada and East Asia (*Adolf Ng*)
2019 MKT 7110 Doctoral seminar in marketing (*Fang Wan*)
2019 GMGT 7410 Doctoral Seminar in Organizational Behaviour (*Brianna Caza*)

Workshops, Executive Education, and Professional Development

Negotiations

2021 **National Business School Conference**
2021 **Ingenium Conference**, Engineers and Geoscientists Manitoba
2021 **Women in Engineering and Geoscience Mentorship Program**, Engineers and Geoscientists Manitoba
2019-22 **President's Student Leadership Program**, Institute for Leadership Development
2019 **National Business School Conference**
2019 **Nisichawayasihk Cree Nation**
2016-22 **Interior Design Professionalism and Practice**, Faculty of Architecture
2017 **Athena Leadership**
2017 **Hong Kong PolyU-HKCC / Lingnan University Study Tour**, Transport Institute
2014-16 **James Burns Executive Education Centre**, University of Manitoba
2015 **University of Manitoba Leadership Organization**, Asper School of Business
2013, 15 **MCWESTT Conference**, Engineers and Geoscientists Manitoba
2014 **MTS Allstream**
2014 **Association of Fundraising Professionals**
2014 **TransX Group of Companies**
2014 **Student Leadership Summit**, University of Manitoba

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Workshops, Executive Education, and Professional Development (Cont...)

Negotiations (Cont...)

- 2013 **MBA Career Management Workshop Series**, Asper School of Business
- 2013 **Women in Mechanical Engineering**, Faculty of Engineering

Conflict Management

- 2022 **Urban Trails Research Team**, Children's Hospital Research Institute
- 2021 **Dental Hygiene Program**, Niznick College of Dentistry
- 2020 **National Business School Conference**, Asper School of Business
- 2020 **President's Student Leadership Program**, University of Manitoba
- 2020 **Prep Week Special Lecture**, University of Manitoba
- 2020 **Epidemiology and Public Health Residents**, Rady Faculty of Health Sciences
- 2020 **Institute for Corporate Directors**, Directors' Education Program
- 2019-20 **Manitoba Clinic**
- 2019 **College of Pharmacy**, Rady School of Medicine
- 2018, 19 **Workshop for Academic Administrators**, University of Manitoba
- 2018 **Leaders Learning Program**, University of Manitoba
- 2018 **Canadian Association of Postdoctoral Administrators**
- 2018 **Indigenous Circle of Achievement**, University of Manitoba
- 2018 **Alternative Dispute Resolution Institute of Canada**
- 2018 **Princess Auto**
- 2018 **Office of the VP (Research and International)**, University of Manitoba
- 2018-19 **James Burns Executive Education Centre**, Asper School of Business
- 2017 **W3 Conference**
- 2017 **Bell MTS**
- 2017 **Leaders Learning Program**, University of Manitoba
- 2016 **Breast Health Centre**, Winnipeg Regional Health Authority
- 2016 **Neurosurgery Section Rounds**, Rady College of Medicine
- 2016 **General Surgery Section Rounds**, Rady College of Medicine
- 2016 **Leaders Learning Program**, University of Manitoba
- 2015 **New Faculty Orientation**, University of Manitoba

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Workshops, Executive Education, and Professional Development (Cont...)

Leadership, Teamwork & Collaboration

- 2021 **International Institute for Sustainable Development**
- 2021 **Manitoba First Nations Education Resource Centre**
- 2020 **National Screen Institute/On Screen Manitoba**, Conflict, Cooperation & HR Principles Series
- 2020 **Princess Auto**
- 2020 **James Burns Executive Education Centre**, Virtual Leadership Series
- 2020 **Asper School of Business**, Annual Retreat
- 2019 **Manitoba Hydro**, Executive Education Advanced Program
- 2019 **Canada Life**
- 2019 **CPA Manitoba Annual Conference**, Chartered Professional Accountants Manitoba
- 2019 **Partner and Senior Manager Retreat**, MNP LLP
- 2019 **Professional Development Workshop**, CPA Manitoba
- 2019, 21 **Leadership Intensive Program**, James Burns Executive Education Centre
- 2018 **Deputy Ministers' Retreat**, Manitoba Clerk of the Executive Council
- 2018 **Group Customer People, Process and Culture Committee**, Great West Life
- 2018 **Senior Executive Forum**
- 2018 **Senior Management Operating Committee**, Great West Life
- 2018 **General Surgery Section Rounds**, Rady College of Medicine
- 2018 **Group Customer Meetings**, Great West Life
- 2017,18 **Med 2 Leadership Workshop**, Rady College of Medicine
- 2018 **Office of the Vice-President (External)**, University of Manitoba
- 2018 **Regional Managers' Meeting**, Great West Life
- 2018 **Emerging Topics Series**, The Associates of the Asper School of Business
- 2015-18 **Howard Morry Leadership Conference**
- 2017 **Canadian Leadership Forum**, Great West Life
- 2015 **MTS**
- 2015 **Women of Winnipeg** (*with Alyson Byrne*)

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Workshops, Executive Education, and Professional Development (Cont...)

Decision-Making

- 2021 **International Institute for Sustainable Development**
- 2021 **Epidemiology and Public Health Residents**, Rady Faculty of Health Sciences
- 2020 **Friesens Corporation**
- 2019 **Workers Compensation Board of Manitoba**
- 2019 **Princess Auto**
- 2017 **Bell MTS**

Other Topics

- 2018 **Canadian Federation of Business School Deans**
Experiential teaching and REB oversight
- 2018 **New Faculty Orientation**, University of Manitoba
Employee engagement
- 2015 **James Burns Executive Education Centre** (*with Nicolas Roulin*)
Performance appraisal

Student Supervision

Advisor

- 2021 **Katy Ens**, B.Sc. (Psychology)
- 2017 **Katherine Van Koughnet**, B.Sc. (Psychology)
- 2016 **Steven Granger**, M.Sc. (Organizational Behaviour)
- 2016 **Madison Yogis**, B.Sc. (Psychology)
- 2015 **David Coodin**, B.Sc. (Psychology)
- 2014 **Stephanie Savoie**, B.Sc. (Psychology)

Co-Advisor

- 2020 **Yuan Ruan**, M.Sc. (Organizational Behaviour)
- 2017 **Francoise Cadigan**, Ph.D. (Human Resource Management)

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Committee Member

2023 (exp.)	Ngan Vo , Ph.D. (Consumer Behaviour)
2023 (exp.)	Raigne Symes , Ph.D. (Nursing)
2023 (exp.)	Charles Padilla , MID (Interior Design)
2022 (exp.)	Sanjay Kumar , Ph.D. (Consumer Behaviour)
2022 (exp.)	Elson Alvarez , M.Sc. (College of Nursing)
2022 (exp.)	Heather Nowak , M.Sc. (College of Nursing)
2021	Jackie Gruber , M.A. (Interdisciplinary Studies)
2021	Abeer Alraja , Ph.D. (College of Nursing)
2020	Xize Wu , M.Sc. (Supply Chain Management)
2019	Taslim Uddin , Ph.D. (Economics)
2018	Katelyn Neufeld , Ph.D. (Social Psychology)
2018	Madiha Ikram , M.Sc. (Entrepreneurship)
2015	Loie Gervais , M.Sc. (Organizational Behaviour)
2014	Peyman Assadi , M.Sc. (Consumer Behaviour)

Examination Chair

2022	Iloradanon Efimoff , Ph.D. (Psychology)
2021	Tomi Oloke , Ph.D. (Peace and Conflict Studies)
2017	Cindi Saj , Ph.D. (Social Work)

Service

Reviewing and Editorial

Editorial Board Member

2019-2022 **Human Relations**

Ad Hoc Reviewer

- ▶ *Business and Society*
- ▶ *European Journal of International Management*
- ▶ *European Journal of Social Psychology*
- ▶ *European Journal of Work and Organizational Psychology*
- ▶ *Group Decision and Negotiation*
- ▶ *Journal of Applied Social Psychology*
- ▶

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Reviewing and Editorial (Cont...)

- ▶ *Journal of Management Inquiry*
- ▶ *Journal of Management, Spirituality and Religion*
- ▶ *Journal of Organizational Behaviour*
- ▶ *Negotiation and Conflict Management Research*

Ad Hoc Reviewer

- ▶ *Nonprofit Management and Leadership*
- ▶ *Organizational Behavior and Human Decision Processes*
- ▶ *Psychological Science*
- ▶ *Social Justice Research*
- ▶ *Social Psychology*

Conference Reviewer

- ▶ *Academy of Management*
- ▶ *Administrative Sciences Association of Canada*
- ▶ *International Association for Conflict Management*
- ▶ *Interdisciplinary Network for Group Research*

Recognition

2017 **Outstanding Reviewer award**, AOM Organizational Behaviour Division

Other Academic Service

- 2016- **Communications officer**, AOM Conflict Management division
- 2018 **Best Paper Award Committee**, AOM Conflict Management Division
- 2013-14 **Adjudication Committee member**, International Association for Conflict Management Best Published Article award

Administrative Service

- 2022 **External Reviewer**, University of Waterloo Conrad School Ph.D. in Entrepreneurship and Organizations
- 2021- **Accreditation Committee** (Chair), Asper School of Business B.Comm
- 2021 **Hiring Committee** (Accounting), Asper School of Business
- 2020- **Academic Integrity Adjudicator**, Asper School of Business B.Comm
- 2020- **Indigenous Business Scholarship Committee** (Acting Chair), Asper School of Business
- 2020- **Undergraduate Program Committee** (Chair) Asper School of Business

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Administrative Service (Cont...)

- 2020- **Graduate Program Committee**, Asper School of Business
- 2018- **Undergraduate Curriculum Review Committee**, Asper School of Business
- 2020 **Organizer, Welcome Reception**, Asper School of Business
- 2019-21 **Behavioural Lab Design Committee**, Asper School of Business
- 2019-21 **Selection Committee**, Janice Filmon Leadership Scholarship
- 2019- **Appeals Committee**, University of Manitoba Faculty of Graduate Studies
- University of Manitoba Faculty Association**
- 2020-21 Treasurer
- 2020-21 Collective Agreement Committee
- 2019-21 Executive Council
- 2019-21 Representative, Business Administration, Board of Representatives
- 2018- **Advisory Committee**, President's Student Leadership Program
- 2018-19 **Asper Unit Representative** to the Working Group on Sexual Violence Prevention, University of Manitoba
- 2018-20 **Assurance of Learning Committee**, Asper School of Business
- 2018-19 **Enrolment Increase Task Force**, Asper School of Business
- 2018- **Department of Business Representative**, UMFA Board of Representatives
- 2015-19 **Research and Publication Committee** (Chair), Asper School of Business
- 2017 **Hiring Committee** (HRM), Asper School of Business
- 2016- **Senate Committee on Instruction and Evaluation**, University of Manitoba
- 2015-16 **Collaboration Committee**, Asper School of Business/Rady College of Medicine
- 2016 **Dean's Reappointment Advisory Committee**, Asper School of Business
- 2015,16 **New Faculty Orientation** (Organizer), Asper School of Business
- 2014-15 **President's Respect Campaign Advisory Committee**, University of Manitoba
- 2014-17 **Comprehensive Examiner**, University of Manitoba/University of Winnipeg MPA
- 2014-15 **Master in Finance Committee**, Asper School of Business
- 2014-15 **Hiring Committee** (OB/OT/HR), Asper School of Business
- 2014-15 **Department Chair Search Committee**, Dept. of Business Administration
- 2013-14 **Hiring Committee** (OB/OT/HR), Asper School of Business
- 2013 **Strategic Planning Committee**, Asper School of Business

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Administrative Service (Cont...)

- 2013 **Entrepreneur-in-Residence Advisory Committee**, Asper School of Business
- 2012-13 **Hiring Committee** (Behavioural Finance), Asper School of Business
- 2012-13 **Hiring Committee** (OB/OT/HR), Asper School of Business
- 2009-10 **Faculty Board** (Ph.D. Representative), Smith School of Business
- 2008-09 **Ph.D./M.Sc. Admissions Committee**, Smith School of Business

Teaching-Related Service and Service to Students

- 2021 Coach, **Degroote Innovative Solutions Case Competition**
- 2021 Judge, **Asper International Case Competition**
- 2021 Judge, **Asper First Year Case Competition**
- 2018- Faculty advisor, **JDC West**
- 2018-21 Faculty advisor/coach, **TRSM Ethics in Leadership Case Competition**
- 2018-19 Faculty advisor, **UMLO**
- 2019 Presenter, **International Student Welcome Day**
- 2018, 19 Judge, **Investors Group Case Competition**
- 2018 Judge, **Indigenous Ingenuity Marketing Challenge**
- 2014-17 Coach, **JDC West Not-for-Profit Team**
- 2014- Faculty advisor, **University of Manitoba Leadership Organization**
- 2017 Academic workshop presenter, **JDC West**
- 2016 Facilitator, 'Careers in Human Resource Management' panel discussion, **Asper Career Development Centre**
- 2015 Judge, **UMLO Negotiation Case Competition**
- 2014-15 Asper MBA trial day coach, **Haskayne/Ivey Leadership Case Competition**
- 2014 Organizing committee member, **Reg Litz Teaching Day**
- 2013, 14 Presenter, **Asper New Faculty Orientation Teaching Workshop**
- 2012 Judge, **University of Manitoba Undergraduate Student Research Poster Competition**
- 2007, 09 Case contributor and judge, **Intercollegiate Business Competition**
- 2008 Judge, **Boston Consulting Group Green Case Competition**

LUKAS NEVILLE

Associate Professor, Organizational Behaviour

Professional Development and Training

2022	Summer Institute on Literacy in Indigenous Content , University of Manitoba
2020	Teaching in online and hybrid classes , Harvard Business Publishing Education
2020	Teaching innovations in negotiation & conflict management , Kellogg DRRC
2019	Conducting fair appeal hearings , Learning and Organizational Development
2019	Conducting fair investigations , Learning and Organizational Development
2018	Grievance handling , Canadian Association of University Teachers
2017	Collective bargaining , Canadian Association of University Teachers

Outreach

Research Coverage and Media Interviews

- | | | |
|------------------------------|--------------------------|--------------------------------|
| ▶ <i>The Atlantic</i> online | ▶ <i>Canberra Times</i> | ▶ KALW Public Radio |
| ▶ <i>Big Think</i> | ▶ <i>CPA Magazine</i> | ▶ <i>Sydney Morning Herald</i> |
| ▶ <i>Brandon Sun</i> | ▶ <i>CTV Winnipeg</i> | |
| ▶ <i>Brisbane Times</i> | ▶ <i>Huffington Post</i> | |

Other Outreach

- ▶ Selected as a “top professor on Twitter” by LDRLB.
- ▶ Authored 2 teaching cases for *Journal of Small Business and Entrepreneurship*.
- ▶ Authored 12 short cases published in *Financial Post Business* magazine.