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Prior to joining the Kenan-Flagler faculty, Dr. O'Neill served on the faculties of the University of Connecticut and Grand Valley State University. At these schools, he served as Department Chair (Grand Valley), Founding Director of the Wolff Family Program in Entrepreneurship, and Founding Director of the Regional Office of the Connecticut Small Business Development Center.

Hugh is active in the Academy of Management, having served on the Board of Governors of the Academy, and the Executive Board of the Business Policy and Strategy Division. He is past-editor of the Academy of Management Executive, and served as special editor for an issue on re-engineering and right-sizing.

Hugh's work in executive development has included programs in quality management, corporate transformation, and in strategic management. In recent years, he has delivered programs for Smith Industries, Siemens, Varian, the US Marine Corp, Wachovia Bank, and LOGTECH. In summer 2003, he was guest speaker for the US Joint Chief of Staffs, for the Commander's Joint Chief's Lecture Series.

Hugh's research has been published in a variety of journals in the United States and Europe. His research interests include turnaround strategies, corporate governance, mergers, entrepreneurship, and managerial decision making.

Hugh earned his B.A. from Syracuse University, an M.S. from Polytechnic Institute of New York, and a Ph.D. from the University of Massachusetts.