Olin's Organizational Behavior program examines how individuals and groups affect and are affected by organizations and the people in them. As an Organizational Behavior PhD student, you'll study organizations from multiple viewpoints, methods and levels of analysis—delving into management, leadership, negotiation, team development and conflict management, among other areas. The program follows an apprenticeship model with an emphasis on one-on-one interaction. You'll work directly with faculty and thesis advisors, observing how Olin's research-driven faculty approach a subject.

Collaborative Research—Organizational Behavior Faculty and PhD Students

Working Papers:
- Hsu, E.* and Antoine, G.E. It’s not you, it’s me: A process model of workplace shaming.
- Hsu, E.* and Elfenbein, H.A. Beyond experience and expression: Emotional organizational cultures based on a comprehensive understanding of the emotion process.
- Vashist, A.* and Elfenbein, H.A. Abusive Supervision in the Time of Social Distancing.
- Vashist, A.* and Knight, A.P. Social Distancing and Communication Abstraction

Published Papers:
- Park, C.* and Baer, M. Getting to the Root of Things: The Role of Epistemic Motivation and Construal Levels in Strategic Problem Formulation. Strategy Science, forthcoming,

*Indicates current or former student
Organizational Behavior Faculty

CHAIR: Hillary Anger Elfenbein
John K. Wallace, Jr., and Ellen A. Wallace
Distinguished Professor and Professor of Organizational Behavior
PhD, Harvard University
Research interests: leadership, leadership development, negotiation, organizational behavior, negotiation

Giselle Antoine
Assistant Professor of Organizational Behavior
PhD, University of Washington
Research interests: Culture and behavior

Markus Baer
Professor of Organizational Behavior
PhD, University of Illinois at Urbana-Champaign
Research interests: The determinants of the various activities (e.g., problem formulation, idea generation, idea evaluation, solution implementation) composing creativity and innovation in organizations

Hannah Birnbaum
Assistant Professor of Organizational Behavior
PhD, Northwestern University
Research interests: Diversity, Equity and Inclusion (DEI) in organizations

Jonathan Bogard
Assistant Professor of Organizational Behavior
PhD, University of California at Los Angeles
Research interests: risk and uncertainty, behavioral ethics, political decision-making, descriptive social norms, behavioral interventions

William P. Bottom
Associate Dean and Academic Director for Undergraduate Programs and Joyce and Howard Wood Distinguished Professor of Organizational Behavior
PhD, University of Illinois at Urbana-Champaign
Research interests: organizational behavior, behavioral decision theory, negotiation

Stuart Bunderson (on leave through 2025)
Director of the Bauer Leadership Center and George and Carol Bauer Professor of Organizational Ethics and Governance
PhD, University of Minnesota
Research interests: learning and knowledge management, social hierarchy, meaningful work, groups and teams

Erik Dane
Associate Professor of Organizational Behavior
PhD, University of Illinois at Urbana-Champaign
Research interests: managerial cognition: creativity, epiphanies, expertise, intuition, mindfulness, and mind wandering

Kurt Dirks
Vice Chancellor of International Affairs and Bank of America Professor of Leadership
PhD, University of Minnesota
Research interests: organizational behavior, trust in work relationships, feelings of ownership in the workplace, leadership and teams

Ashley Hardin
Assistant Professor of Organizational Behavior
PhD, University of Michigan
Research interests: relationships, affect, work-life boundaries, unethical behavior

Andrew Knight
Professor of Organizational Behavior, Associate Dean of WashU at Brookings
PhD, University of Pennsylvania
Research interests: leadership, team dynamics, entrepreneurship, healthcare

Judi McLean Parks
Reuben C. and Anne Carpenter Taylor Professor of Organizational Behavior
PhD, University of Iowa
Research interests: conflict management and dispute resolution, psychological contracts and workplace justice, diversity and sociocultural and cross-cultural management factors, revenge in the workplace, organizational identity