“The Olin PhD program is a wonderful place to explore meaningful questions and acquire the key research skills to find answers to these questions—answers that often have an immediate and considerable impact on the scholarly community and society at large.”

—Markus Baer, Associate Professor of Organizational Behavior

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 approaches a subject.

Collaborative Research—Organizational Behavior Faculty and PhD Students

Working Papers:


*Indicates current or former student
CHAIR: William P. Bottom  
Joyce and Howard Wood Distinguished Professor of Organizational Behavior  
PhD, University of Illinois at Urbana–Champaign  
Research interests: organizational behavior, behavioral decision theory, negotiation

Markus Baer  
Associate Professor of Organizational Behavior  
PhD, University of Illinois at Urbana–Champaign  
Research interests: problem formulation, idea generation, solution implementation, organizational creativity and innovation

Stuart Bunderson  
George and Carol Bauer Professor of Organizational Ethics and Governance and Co-Director of the Bauer Leadership Center  
PhD, University of Minnesota  
Research interests: organizational behavior and theory, knowledge management, coordination of specialized expertise

Kurt Dirks  
Bank of America Professor of Managerial Leadership and Co-Director of the Bauer Leadership Center  
PhD, University of Minnesota  
Research interests: organizational behavior, trust in work relationships, feelings of ownership in the workplace, leadership, teams

Hillary Anger Elfenbein  
John K. and Ellen A. Wallace Distinguished Professor of Organizational Behavior  
PhD, Harvard University  
Research interests: emotions in the workplace

Ashley Hardin  
Assistant Professor of Organizational Behavioral  
PhD, University of Michigan  
Research interests: quantitative social research, qualitative social research, social psychology

Andrew Knight  
Associate Professor of Organizational Behavior  
PhD, University of Pennsylvania  
Research interests: groups and teams, affect, relationships, 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

Ray Sparrowe  
Associate Professor of Organizational Behavior  
PhD, University of Illinois at Chicago  
Research interests: leadership, informal relationships in organizations, group processes and outcomes