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.

“Organizational behavior is a dynamic, innovative, and multidisciplinary field, drawing insights across a variety of areas including psychology, sociology, economics, and management. The Olin OB group is looking for highly motivated PhD students who are bold, creative thinkers.”

—Erik Dane, Associate Professor of Organizational Behavior

Collaborative Research—Organizational Behavior Faculty and PhD Students

Published Papers:


*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: cultural and emotional influence on the workplace

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: factors that undermine the success of diversity, equity, and inclusion (DEI) initiatives in organizations and investigate solutions that render them more effective

Jon Bogard
Assistant Professor of Organizational Behavior
PhD, University of California
Research interests: human behavior, perceptions of risk and uncertainty, behavioral ethics, political decision-making

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