"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


*Indicates current or former student
Organizational Behavior Faculty

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 socio-cultural and cross-cultural management factors, revenge in the workplace, organizational identity

Rachel Ruttan
Assistant Professor of Organizational Behavior
PhD, Northwestern University
Research interests: compassion and prosocial behavior, values and moral judgment, emotion

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