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.

“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, Professor of Organizational Behavior

**Collaborative Research—Organizational Behavior Faculty and PhD Students**

**Published Papers:**

*Indicates current or former student
CHAIR: Hillary Anger Elfenbein
John K. Wallace, Jr. and Ellen A. Wallace Distinguished Professor and
Professor of Organizational Behavior
PhD, Harvard University
Research interests: Emotions in the Workplace, Negotiation, Personality

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

William P. Bottom
Associate Dean and Academic Director for Undergraduate Programs and Howard and Marilyn Wood Distinguished Professorship
PhD, University of Illinois at Urbana–Champaign
Research interests: Organizational behavior, behavioral decision theory, negotiation, policy

Peter Boumgarden
Koch Family Professor of Practice in Family Enterprise; Director of the Koch Family Center for Family Enterprise; Academic Director of the Center for Experiential Learning
PhD, Washington University in St. Louis
Research interests: innovation, organization design, organization structure, entrepreneurship, venture capital

Stuart Bunderson (on leave through 2025)
Director of the Bauer Leadership Center and George & Carol Bauer Professor of Organizational Ethics & 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: 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, 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: virtual work, people analytics, collaboration, relationships

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