Organizational Behavior Department

Our Mission

Our mission is to both create and disseminate an understanding of how organizations and individuals behave to inform and affect the scholarship and practice of management and leadership. Hence, we focus on the individual, the group, the organization, and the environmental context, recognizing the important interactions across all four domains. In both our teaching and research, we strive to improve what and how organizations and individuals perform. We use a full range of research and teaching methods to accomplish that mission. Beyond the School, we maintain involvement in academic and professional organizations, government groups, corporate forums, and other associations that constantly bring us in contact with researchers, leaders, and managers who both influence and are influenced by our research and teaching.

Our Philosophy

We devote our teaching and research to areas that have impact. In teaching, we participate in team-taught, cross-disciplinary courses because we believe that leaders and managers must be able to apply multiple perspectives and work across functional boundaries to solve complex challenges. We seek to build our students’ conceptual foundations and practical experience, enabling them to act as catalysts for team and organizational learning as well as their own future development. We emphasize research on fundamental questions that contribute to scholarly knowledge and advance practical understanding. We use field research and other inquiry approaches that allow access to organizational phenomena as they unfold in live situations.

Organizational Behavior Faculty

PROFESSORS

Lloyd Baird, Professor, Department Chair, and Faculty Director, PhD Program

Baird completed his PhD in organizational behavior and management, and his MBA, at Michigan State University. He earned his BS from Utah State University. His research focus is on leadership in a dynamic economy, executive education and continuous learning, and integrating performance and learning.

Michelle Barton, Assistant Professor

Barton earned her PhD in business administration (management & organizations) at the University of Michigan and her BA in psychology from Pomona College. Prior, she held management positions at Harvard Business School Publishing and Boston Consulting Group. Barton’s research explores how individuals and groups organize to manage uncertainty in real time, as events are unfolding. In particular, she focuses on practices that affect awareness of dynamic and complex events and that facilitate the capacity for flexible and adaptive performance.

Colin Fisher, Assistant Professor

Fisher earned his PhD in organizational behavior from Harvard Business School and an AM in social psychology from Harvard University. He also has an MA in individualized study from New York University and a BMusic in jazz performance from the New England Conservatory of Music. Fisher's research focuses on how teams and individuals improvise. He investigates improvisation in three contexts: team leadership and coaching, creativity, and negotiations.

Fred Foulkes, Professor and Faculty Director, Human Resources Policy Institute (HRPI)

Foulkes earned his DBA and MBA from Harvard University, and received his AB from Princeton University. His research interests include strategic human resources management, human resource outsourcing, global sourcing of talent, offshoring, and health care cost containment.

Karen Golden-Biddle, Senior Associate Dean, Professor, and Everett W. Lord Distinguished Faculty Scholar

Golden-Biddle completed her PhD and her MBA at Case Western Reserve University. She earned her BA from Denison University. Her research interests include cultural dynamics in change, the role of leaders in fostering organizational innovation and change, and the creation of desired social change by organizations.

Douglas Hall, Morton H. and Charlotte Friedman Professor of Management and MBA Program Faculty Director

Hall earned his PhD and SM at MIT Sloan School of Management, and his BS in industrial administration at Yale University. Hall was a Visiting Professor at IESE Business School in Barcelona. His research deals with careers and leadership development.
Emily Heaphy, Assistant Professor
Heaphy earned her PhD in management at the University of Michigan and her BA at Wellesley College. Her research focuses on positive work relationships and how they make a difference at work, and sources of individual agency at work.

William Kahn, Professor
Kahn earned his PhD in psychology and organizational behavior from Yale University. His research interests include caregiving organizations, work relationships, organizational change, leadership, group and intergroup dynamics, and action research.

Kathy Kram, The Shipley Professor in Management and Faculty Director, MBA Career Community Program
Kram received her PhD in organizational psychology from Yale University. She earned her BS and MS in behavioral sciences and management from MIT. Her research interests include mentoring and developmental networks, gender and leadership, executive coaching, adult development and career development, relational learning and its role in leadership development, and emotional competence at work.

John McCarthy, Associate Professor and Faculty Director, Executive Development Roundtable (EDRT)
McCarthy earned his DBA in organizational behavior from Boston University and his MBA in finance from Babson College. He completed his BA at the University of Massachusetts at Amherst. His research interests include leadership, executive development, international business, strategic change, case study research, narrative studies, storytelling, and the use of history, film, and experiential learning in teaching and adult development.

Aimin Yan, Professor, International MBA Faculty Director, and Research Director, Human Resources Policy Institute (HRPI)
Yan earned his PhD in business administration from Pennsylvania State University. His research interests include international strategic alliances and partnerships, organizational development in transforming economies, global HR strategies, and expatriation and repatriation management.

Recent and Forthcoming Publications


TEACHING FACULTY

Professor Emeritus
George Labovitz
Gerald Leader

Executive-in-Residence and Director, Institute for Nonprofit Management and Leadership
Barry Dym

Executive-in-Residence, Senior Lecturer, and Faculty Director, Public and Nonprofit Management Program
Kristen McCormack

Visiting Researcher
Hye-Young Park

Senior Lecturer
Sandra Deacon

Lecturers
Chuck Agan
Lisa Becker
Gary Bergmann
Michael Brown
Peter Bubriski
Timothy Callahan
Barry Camson
Caroline Chiang
Yoo Jin Chung
Moshe Cohen
Carla Curtsinger
Tom Dwyer
Alex Effgen
Deborah Federico
Elana Feldman
Steven Fellows
James French
Julia Geisman
Karl Haglund
Paul Hutchinson
Marjan Kamali
Claudia Lach
Mark Landers
Diane Levin
Jake Livengood
Jennifer Mandolese
Eric Maxson
Justin McCummings
Lenore Myka
Steven Noble
Perrin Pearse
Kenneth Pucker
Christiana Reynolds
Diane Riemer
Edward Rimer
Elizabeth Rogers
Ronit Silver
Tracy Slater
David Stolow
Elaine Sullivan
Richard Sullivan
Lauren Terry

To learn more, visit:
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organizational-behavior

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