ORGANIZATIONAL BEHAVIOR

OUR MISSION

We aim to lead the conversation on how organizations and individuals behave. In order to affect the scholarship and practice of management and leadership, we hone in on the individual, the group, the organization, and the environmental context, and recognize the crucial interactions across all four domains. By using a range of innovative methods in our research and teaching, we strive to improve the performance of organizations and individuals. Our efforts don’t end inside the School’s walls—we reach farther. We are involved in academic and professional organizations, government groups, corporate forums, and other associations that build strong relationships with researchers, leaders, and managers who both influence and are influenced by our research and teaching.

OUR PHILOSOPHY

It’s all about impact. Our teaching has a team-based, cross-disciplinary approach, because leaders need to apply multiple perspectives and work across functional boundaries to solve complex challenges. We seek to build our students’ conceptual foundations and practical experience so they can act as catalysts for team and organizational learning, and for their own future development. Our research centers on key questions that contribute to scholarly knowledge and advance practical understanding. We believe in the here and now, using field research and other inquiry approaches that allow access to organizational phenomena as they unfold.

PROFESSORS

Colin Fisher, Assistant Professor
RESEARCH INTERESTS How teams and individuals improvise, investigating improvisation in three contexts: team leadership and coaching, creativity, and negotiations
EDUCATION PhD in organizational behavior from Harvard Business School, AM in social psychology from Harvard University, MA in individualized study from New York University, and BMusic in jazz performance from the New England Conservatory of Music

Fred Foulkes, Professor and Faculty Director, Human Resources Policy Institute (HRPI)
RESEARCH INTERESTS Strategic human resources management, human resource outsourcing, global sourcing of talent, offshoring, and health care cost containment
EDUCATION DBA and MBA from Harvard University, and AB from Princeton University

Karen Golden-Biddle, Senior Associate Dean, Professor, and Everett W. Lord Distinguished Faculty Scholar
RESEARCH INTERESTS Cultural dynamics in change, the role of leaders in fostering organizational innovation and change, and the creation of desired social change by organizations
EDUCATION PhD and MBA from Case Western Reserve University, and BA from Denison University

Douglas Hall, Morton H. and Charlotte Friedman Professor of Management and MBA Program Faculty Director
RESEARCH INTERESTS Careers and leadership development
EDUCATION PhD and SM from MIT Sloan School of Management, and BS in industrial administration from Yale University

Emily Heaphy, Assistant Professor
RESEARCH INTERESTS Positive work relationships and how they make a difference at work, and sources of individual agency at work
EDUCATION PhD in management from the University of Michigan and BA from Wellesley College

William Kahn, Professor, Dean’s Research Fellow
RESEARCH INTERESTS The nature of caregiving organizations, organizational change and intervention, work relationships, group and intergroup dynamics, and action research
EDUCATION PhD in psychology and organizational behavior from Yale University

John McCarthy, Associate Professor and Faculty Director, Executive Development Roundtable (EDRT)
RESEARCH INTERESTS 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
EDUCATION DBA in organizational behavior from Boston University Questrom School of Business, MBA in finance from Babson College, and BA from the University of Massachusetts, Amherst

Lloyd Baird, Professor, Department Chair, and Faculty Director, PhD Program
RESEARCH INTERESTS Leadership in a dynamic economy, executive education and continuous learning, and integrating performance and learning
EDUCATION PhD in organizational behavior and management and MBA from Michigan State University, and BS from Utah State University

Michelle Barton, Assistant Professor
RESEARCH INTERESTS How individuals and groups manage uncertain events as they are unfolding, and behaviors that facilitate sense-making, learning and resilience during times of upheaval or crisis
EDUCATION PhD in management and organizations from the University of Michigan
Erin Reid, Assistant Professor, Peter Paul Career Development Professor

RESEARCH INTERESTS Gender inequality and identity dynamics in work settings, how men and women cope with time-greedy work, and the implications of their coping mechanisms for their own lives as well as the organizations for which they work

EDUCATION PhD in organizational behavior and sociology and AM in sociology from Harvard University, MSc in organization behavior from Queen’s School of Business at Queen’s University in Canada, and Hons BComm from DeGroote School of Business at McMaster University in Canada

Elizabeth (Bess) Rouse, Assistant Professor

RESEARCH INTERESTS Creativity at work to understand the role of social interactions in the creative process and how creative workers psychologically attach to and detach from the products they make

EDUCATION PhD and MS in management and organization from Boston College, and SB in brain and cognitive sciences from MIT

Aimin Yan, Professor, International MBA Faculty Director, and Research Director, Human Resources Policy Institute (HRPI)

RESEARCH INTERESTS International strategic alliances and partnerships, organizational development in transforming economies, global HR strategies, and expatriation and repatriation management

EDUCATION PhD in business administration from Pennsylvania State University

PUBLICATIONS / Recent & Forthcoming


TEACHING FACULTY

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

Senior Lecturer
Master Lecturer, Faculty Director of the Center for Team Learning
Sandra Deacon

Lecturers
Chuck Agan
Michael Brown
Peter Bubriski
Timothy Callahan
Yoo Jin Chung
Moshe Cohen
Carla Curtsinger
James French
Paul Hutchinson
Mark Landers

Diane Levin
Jennifer Mandolese
Ned Reimer
Perrin Pearse
Kenneth Pucker
Edward Rimer
Elizabeth Rogers
David Stolow
Elaine Sullivan
Richard Sullivan

TO LEARN MORE, VISIT:
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