We focus on how best to enable high-performing socio-cultural systems, entailing individuals, relationships, groups and teams, and organizations. In our research, we develop ideas and frameworks about the dynamics of these systems based on in-depth understandings of individual and collective behavior as shaped by contexts. In our teaching, we develop scholar-practitioners able to effectively participate in, create, lead, and change such systems.

We are united in our teaching and research philosophy, our attention to emerging workplace trends, and our interest in solutions to real world challenges, yet we remain diverse in our methodological and theoretical perspectives. Our teaching and research rely on qualitative and quantitative data to gain a deeper understanding of the dynamics of socio-cultural systems and to advance multiple theoretical traditions.

**RESEARCH FACULTY**

- **Michel Anteby, Associate Professor and Dean’s Research Scholar**
  - **RESEARCH INTERESTS** How individuals relate to their work, their occupations, and the organizations to which they belong
  - **EDUCATION** Joint PhD, New York University and EHESS

- **Evan Apfelbaum, Associate Professor (starting 2018)**
  - **RESEARCH INTERESTS** Race, Gender, and Diversity; intergroup relations; inequality; organizational culture
  - **EDUCATION** PhD, Tufts 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, University of Michigan

- **William Kahn, Professor and Dean’s Research Scholar**
  - **RESEARCH INTERESTS** The nature of caregiving organizations, organizational change and intervention, work relationships, group and intergroup dynamics, and action research
  - **EDUCATION** PhD, Yale University

- **Fred Foulkes, Professor and Faculty Director, Human Resources Policy Institute**
  - **RESEARCH INTERESTS** Strategic human resources management, executive compensation, employee benefits, global sourcing of talent, and health care cost containment
  - **EDUCATION** DBA, Harvard University

- **Karen Golden-Biddle, Questrom Professor in Management**
  - **RESEARCH INTERESTS** Cultural change in organizations, and qualitative methodology, especially theorizing
  - **EDUCATION** PhD, Case Western Reserve University

- **Elizabeth (Bess) Rouse, Assistant Professor**
  - **RESEARCH INTERESTS** Creativity, collaboration, psychological ownership, and identity
  - **EDUCATION** PhD, Boston College

- **Kristin Smith-Crowe, Associate Professor, Department Chair and Dean’s Research Scholar**
  - **RESEARCH INTERESTS** Behavioral ethics, moral emotions, and research methods
  - **EDUCATION** PhD, Tulane University

**SELECTED PUBLICATIONS**


