

Organizational Behavior faculty members come from both the Faculty of Arts and Sciences and the Harvard Business School. They include, but are not limited to:

**Kathleen L. McGinn** *Chair; Cahners-Rabb Professor of Business Administration*

Gender in negotiations and organizations, impact of interpersonal relationships on negotiations and social change.

**Teresa M. Amabile** *Edsel Bryant Ford Professor of Business Administration*

Creativity and innovation, primarily impact of work environments and everyday events on motivation, emotion, individual creativity, team creativity, and organizational innovation.

**Michel Anteby** *Associate Professor of Business Administration*

Organizational cultures, occupational identities, morals, qualitative methods.

**Mahzarin Banaji** *Richard Clarke Cabot Professor of Social Ethics*

Social cognition, unconscious cognition, institutional corruption.

**Julie Battilana** *Assistant Professor of Business Administration*

Conditions that enable actors to initiate change that diverges from the institutional status quo, process by which they implement such change.

**Max Bazerman** *Jesse Isidor Straus Professor of Business Administration*

Decision making, negotiation, creation of joint gains in society, and natural environment.

**Michael Beer** *Cahners-Rabb Professor of Business Administration Emeritus*

Organization effectiveness, human resource management, and organization change.

**Daniel Carpenter** *Allie S. Freed Professor of Government*

Theoretical, historical and quantitative analysis of American political development, public bureaucracies and government regulation, particularly regulation of health products.

**Clay Christensen** *Robert and Jane Cizik Professor of Business Administration*

Management issues related to the development and commercialization of technological and business model innovation

**Roy Chua** *Assistant Professor of Business Administration*

Creativity and innovation, multiculturalism, social networking dynamics

**Amy Cuddy** *Assistant Professor of Business Administration*

Social categories, origins and outcomes of how we perceive and are influenced by other people, roles of culture, emotions, nonverbal behaviors

**Frank Dobbin** *Professor of Sociology*

Organizational theory, comparative/historical sociology, economic sociology, public policy, and stratification.

**Amy C. Edmondson** *Novartis Professor of Leadership and Management*

Learning processes in teams and organizations.

**Robin Ely** *Warren Alpert Professor of Business Administration*

Race and gender relations, diversity, leadership, and group dynamics.

**Heidi Gardner** *Assistant Professor of Business Administration*

Teams and use of members' expertise, organizational design and knowledge-based innovation

**Francesca Gino** *Associate Professor of Business Administration*

Judgment and decision-making, ethics, social influence, emotions and creativity.

**Boris Groysberg** *Thomas S. Murphy Associate Professor of Business Administration*

Managing service firms, sustainable competitive advantage

**Ranjay Gulati** *Jaime and Josefina Chua Tiampo Professor of Business Administration*

Strategic and organizational issues in firms, intra and inter-firm partnerships, patterns of network of ties.

**J. Richard Hackman** *Edgar Pierce Professor of Social and Organizational Psychology*

Behavior, performance and effectiveness of teams in work organizations, social influences on individual behavior in organizations, and design and leadership of self-managing organizational units.

**Shon Hiatt** *Assistant Professor of Business Administration*

Institutional change, innovation, industry and technology evolution, business-government relations, and strategy

**Monica Higgins** *Professor of Education*

Leadership development and organizational change, higher education and urban public schools.

**Rosabeth Moss Kanter** *Ernest L. Arbuckle Professor of Business Administration*

Strategy, innovation, and leadership for change

**Rakesh Khurana** *Marvin Bower Professor of Leadership Development*

CEO labor market, search, and succession.

**Karim Lakhani** *Assistant Professor of Business Administration*

Management of technological innovation and product development, distributed innovation systems, open source software communities, innovation and product development strategies.

**Ellen Langer** *Professor of Psychology*

Mindlessness and mindfulness; leadership, charisma, decision making, perceived control, creativity, authenticity

**Jay W. Lorsch** *Louis E. Kirstein Professor of Human Relations*

Changing practices and behavior in American boardrooms.

**Joshua Margolis** *Professor of Business Administration*

Ethical challenges in organizations, ethical complexity in business, and how to equip and enable people to handle both.

**Christopher Marquis** *Associate Professor of Business Administration*

Corporate governance, corporate social responsibility, economic sociology, and networks.

**Peter V. Marsden** *Edith and Benjamin Geisinger Professor of Sociology and Harvard College Professor; Dean of Social Science*

Social networks, organizational analysis, quantitative methods, survey research methods.

**Sendhil Mullainathan** *Professor of Economics*

Development economics, behavioral economics, and corporate finance

**Michael Norton** *Associate Professor of Business Administration*

Social norms on people's attitudes and behavior, addressing the key role that social factors play in shaping the preferences of individuals; the psychology of investment.

**Orlando Patterson** *John Cowles Professor of Sociology*

Sociology of economic development with special reference to Caribbean, historical sociology of slavery and freedom, sociology of slavery, Caribbean and Afro-American culture and social structure, and ethnicity from critical and social-philosophical perspective.

**Leslie A. Perlow** *Konosuke Matsushita Professor of Leadership*

Interaction during work and implications on organizational productivity, individual careers, and family life.

**Mikolaj Piskorski** *Associate Professor of Business Administration; Marvin Bower Fellow*

Social networks and on-line social platforms.

**Jeffrey T. Polzer** *UPS Foundation Professor of Human Resource Management*

Global collaboration; diverse teams; effect of group affiliations on individuals' decisions, perceptions, and social interactions.

**Lakshmi Ramarajan** *Assistant Professor of Business Administration*

Effects of multiple identities and group boundaries on interpersonal and intergroup relations.

**Toby Stuart** *Charles Edward Wilson Professor of Business Administration*

Firm strategies, strategic alliances, organizational design and new venture formation, venture capital networks.

**David A. Thomas** *Naylor Fitzhugh Professor of Business Administration*

Mentoring, executive development, and managing a diverse workforce.

**Michael Tushman** *Paul R. Lawrence MBA Class of 1942 Professor of Business Administration*

Relations among technological change, senior executive teams, and organizational evolution; senior team and organization design challenges associated with exploration and exploiting current capabilities.

**Ruth Wageman** *Associate Faculty in Psychology*

Design and leadership of task performing teams, effective leadership of teams, leadership development

**Noam Wasserman** *Associate Professor of Business Administration*

Founder dilemmas: the difficult early choices faced by founders that have long-term implications for them and their startups.

**Daniel Wegner** *Professor of Psychology*

Role of thought in self-control and social life.

**Martin K. Whyte** *Professor of Sociology*

Comparative sociology, sociology of the family, sociology of development, the sociological study of contemporary China, and the study of post-communist transitions

**Christopher Winship** *Diker-Tishman Professor of Sociology*

Analysis of quantitative data, changes in social and economic status of African-Americans, transition to adulthood, and family formation process.