



MANAGEMENT AND ORGANIZATION

Foster School of Business

We, as a department, work to advance the Foster School's three key pillars of strength: leadership, strategic thinking, and entrepreneurship. We passionately emphasize these and other content areas in our research and integrate important management-related concepts in our undergraduate, graduate, and doctoral courses. Drawing from multiple disciplines, we rigorously examine organizations from diverse perspectives to produce impactful research that enhances scholarship and practice.

ABOUT US

- We are the largest department in the Foster School of Business with 26 tenure-track and full-time faculty.
- We offer 40 percent of the course content in the Foster School of Business' graduate programs.
- We offer courses on: Leadership, Ethics, Strategy, Entrepreneurship, Organizational Behavior, and Innovation.
- We are closely aligned with two outstanding centers in the Foster School of Business: The Arthur W. Buerk Center for Entrepreneurship, and The Center for Leadership and Strategic Thinking.
- We offer a Masters of Science in Entrepreneurship Program, which is a one year program.

The Foster Business School is located in Seattle among iconic companies and world class institutions such as Amazon, Boeing, Costco, Microsoft, Nordstrom, REI, Eddie Bauer, Tommy Bahamas, Starbucks, Expedia, Zillow, Tableau, F5 Networks, The Gates Foundation, and Fred Hutch Cancer Research Center.

FACULTY EXPERTISE



Bruce Avolio
Professor
Organizational Behavior,
Gamification, Global Business,
Leadership, Organizational
Transformation



Emily Cox Pahnke
Associate Professor
Entrepreneurship, Technology
& Innovation Strategy, Venture
Capital, Social Entrepreneurship



Ben Hallen
Associate Professor
Entrepreneurship, Accelerators,
Venture Capital, Technology &
Innovation Strategy,



Chris Barnes
Associate Professor
Emotions, Ethics, Leadership,
Sleep, Human Sustainability,
Teamwork



Crystal Farh
Associate Professor
Organizational Behavior, Global
Business, Leadership, Creativity,
Teamwork



Charles Hill
Professor
Competitive Strategy, Mergers &
Acquisitions, Microeconomics,
Strategic Alliances



Greg Bigley
Associate Professor
Organizational Behavior,
Leadership



Ryan Fehr
Associate Professor
Organizational Behavior, Ethics,
Corporate Social Responsibility,
Gratitude



Ruth Huwe
Full-Time Lecturer
Shared Leadership, Change
Management, Organizational
Change, Metrics



Warren Boeker
Professor
Entrepreneurship, Technology &
Innovation Strategy



Christina Fong
Principal Lecturer
Organizational Behavior,
Negotiations, Leadership,
Teamwork



Michael Johnson
Associate Professor
Decision Making, Emotions,
Leadership, Cross-Cultural
Leadership, Organizational
Change, Teamwork



Xiao-Ping Chen
Professor
Organizational Behavior, Global
Business, Creativity, Leadership,
Decision Making, Teamwork,
Entrepreneurship,



Abhinav Gupta
Assistant Professor
Business & Politics, Corporate
Social Responsibility, Corporate
Governance, Social Activism



Suresh Kotha
Professor
Entrepreneurship, Strategy,
Emerging Technologies &
Innovation



Tom Lee
Professor
Employee Selection, Commitment,
Retention, Turnover, Loyalty



Kira Schabram
Assistant Professor
Compassion, Meaningful Work,
Callings, Deviance, Trust



David Tan
Associate Professor
Entrepreneurship, Competitive
Strategy



Rick McPherson
Full-Time Lecturer
Competitive Strategy, Business
Planning & Integration,
Organizational Behavior



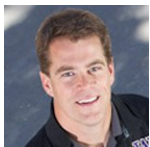
Sorah Seong
Assistant Professor
Entrepreneurship, Technology
Innovation & Strategy, Creativity



Elizabeth Umphress
Associate Professor
Organizational Behavior, Ethics,
Diversity, Negotiations



Dan Olson
Assistant Professor
Entrepreneurship, Corporate
Social Responsibility, Law,
Competitive Strategy



David Sirmon
Associate Professor
Competitive Strategy, Corporate
Governance & Boards, Mergers
& Acquisition, Family Business,
Turnaround Strategies, Blue
Ocean Strategy



Elijah Wee
Assistant Professor
Power & Status Dynamics,
Organizational Change, Creativity
& Innovation, Inclusion



Scott Reynolds
Professor
Corporate Social Responsibility,
Ethics



Kevin H. Steensma
Professor
Competitive Strategy, Global
Business, Strategic Alliances,
Technology & Innovation
Strategy



Tiona Zuzul
Assistant Professor
Entrepreneurship, Innovation
Strategy, Nascent Industries

ACHIEVEMENTS 2018-2019

NOTABLE EVENTS:

- Ranked #2 in North America for Research Productivity in Management across 5 years (Texas A&M, Annual Rankings)
- Ranked #1 for Research Productivity in Management in 2017 and ranked #3 in 2016 (Texas A&M, Annual Rankings)
- Foster ranked #2 for entrepreneurship, #5 for diversity and #8 for creativity by Businessweek recruiters
- Raj Rakhra retired after 20 years of dedicated service

FACULTY AWARDS:

- Kira Schabram awarded the University of Washington 2019 Distinguished Teaching Award
- Elijah Wee awarded 2019 William A. Owens Scholarly Achievement Award from SIOF

FACULTY RECOGNITION:

- Abhinav Gupta named 2019 Ascendant Scholar by the Western Academy of Management
- Sorah Seong honored for outstanding author contribution in 2018 Emerald Literati Awards
- Bruce Avolio, Charles Hill, Suresh Kotha, Terry Mitchell (emeritus), David Sirmon, Kevin Steensma and the late Fred Fiedler named among 100 most influential scholars of all time in organizational behavior and strategic management by Aguinis et al. (2018)

NEW FACULTY JOINING US:

- Alicia DeSantola, PhD Harvard, Strategy and Entrepreneurship
- Andy Hafenbrack, PhD INSEAD, Organizational Behavior

DOCTORAL STUDENT PLACEMENTS:

- Alex Murray, University of Oregon
- Trevor Watkins, West Texas A&M University



CURRICULUM

MANAGEMENT

MGMT 200 Introduction to Law
MGMT 275 Management Essentials
MGMT 300 Leadership and Organizational Behavior
MGMT 311 Introduction to Strategic Human Resources Management
MGMT 312 Career Development Workshop
MGMT 320 Business, Government, and Society
MGMT 401 Leadership Development
MGMT 402 Negotiations
MGMT 403 Motivating High Performance
MGMT 404 Organization Development and Change
MGMT 411 Recruiting, Hiring and Retaining Talent
MGMT 412 Performance Management and Compensation
MGMT 430 Strategic Management
MGMT 440 Business Consulting
MGMT 445 Multicultural Marketing and Business Development

MBA PROGRAM

MGMT 500 Management and Leadership
MGMT 501 Leading Teams and Organizations
MGMT 502 Business Strategy
MGMT 504 Ethical Leadership
MGMT 509 Global Strategy
MGMT 510 Developing Leadership Skills
MGMT 511 Leadership and Coaching Practicum
MGMT 520 Designing a Corporate Strategy
MGMT 521 Strategic Management of Technology and Innovation
MGMT 522 Innovation Strategy
MGMT 545 Leading and Managing High-Performance Organizations
MGMT 546 High Involvement Employees
MGMT 547 Successful Negotiations
MGMT 548 Dealmaking in High Velocity Ventures
MGMT 549 Dealmaking in the Global Arena
MGMT 550 CEO and Board Governance
MGMT 555 Nonprofit Board Fellows Leadership Seminar

DOCTORAL PROGRAM

MGMT 580 Psychological Foundations of Organizational Behavior
MGMT 581 Social Processes in Organizations
MGMT 582 Contemporary Organizational Behavior Research
MGMT 590 Economic Foundations of Strategic Management
MGMT 591 Sociological Foundations of Strategic Management
MGMT 592 Contemporary Strategic Management Research

ENTREPRENEURSHIP

ENTRE 370 Introduction to Entrepreneurship
ENTRE 372 Grand Challenges for Entrepreneurship
ENTRE 422 Innovation Strategy
ENTRE 432 Software Entrepreneurship
ENTRE 440/540 Business Plan Practicum
ENTRE 443/543 Environmental Innovation Practicum
ENTRE 445/545 Health Innovation Challenge Practicum
ENTRE 455/555 Entrepreneurial Marketing
ENTRE 457/557 Entrepreneurial Finance
ENTRE 459 Venture Investing
ENTRE 472 Creating a Company I
ENTRE 473 Creating a Company II

MBA PROGRAM

ENTRE 509 Foundations of Entrepreneurship
ENTRE 510 Entrepreneurial Strategy
ENTRE 521 Corporate Entrepreneurship
ENTRE 522 Innovation Strategy
ENTRE 530 Entrepreneurial Decision Making
ENTRE 531 Developing Business Models for Emerging Technologies
ENTRE 532 Software Entrepreneurship
ENTRE 535 Business Models in Global Health
ENTRE 541 Technology Commercialization Practicum
ENTRE 542 Venture Capital Investment Practicum

MS PROGRAM

ENTRE 560 Accounting Fundamentals for Entrepreneurs
ENTRE 561 Essentials of Finance for Entrepreneurs
ENTRE 562 Legal Essentials for Entrepreneurs
ENTRE 563 Opportunity Recognition and Validation
ENTRE 564 Competitive Strategy
ENTRE 565 Entrepreneurial Marketing I
ENTRE 566 Entrepreneurial Marketing II
ENTRE 567 Entrepreneurial Strategy and Decision Making
ENTRE 568 Social Media Marketing
ENTRE 569 Strategies for Funding Ventures
ENTRE 570 Persuasion: Pitching, Public Relations, and Public Speaking
ENTRE 575 Entrepreneurial Leadership Seminar

DOCTORAL PROGRAM

ENTRE 581 Theoretical Foundations of Entrepreneurship
ENTRE 582 Technology, Innovation, and Entrepreneurship

PART-TIME LECTURERS



Rob Adams
Entrepreneurship
Undergraduate Program



Cate Goethals
Leadership
Undergraduate Program



Ken Myer
Entrepreneurship &
Leadership
MBA and MS Entre. Programs



Ivan Barron
Board Fellows
MBA Programs



Deb Hagen-Lukins
Entrepreneurship
Undergraduate Program



Eileen O'Neill Odum
CEO & The Board
MBA Program



Tod Bergstrom
Business & Law
Undergraduate Program



Louise Kapustka
Leadership & Teams
Undergraduate and EMBA
Programs



Fred Pursell
International Business
GEMBA Program



Pat Bettin
Leadership
MBA and EMBA Programs



Maria Karaivanova
Entrepreneurship
MS Entre. Program



Raj Rakhra
Strategy
Undergraduate and MBA
Program



William Bromsfield
Business & Law
MS Entre. Program



Diane Legg
Entrepreneurship Finance
Undergraduate, MBA, and MS
Entre. Programs



Julie Sandler
Entrepreneurship
MBA Program



Will Canestaro
Entrepreneurship & Health
Innovation
Undergraduate and MBA
Programs



Alan Leong
Entrepreneurship
Undergraduate Program



Lian Shao
Human Resource Management
Undergraduate Program



Jacob Colker
Entrepreneurship
MBA Program



Rebecca Lovell
Entrepreneurship
TMMBA Program



Becky Sparks Parker
MS Entre. Program



Neal Dempsey
CEO & The Board
MBA Program



Marko Madunic
Full-Time Lecturer ISOM
Strategy & International
Business and MBA Programs



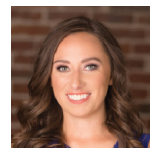
Terry Thomas
Ethics
Undergraduate and MBA
Programs



Emer Dooley
Entrepreneurship
Undergraduate and MBA
Programs



Tim McCormack
Business & Law
Undergraduate Program



Valerie Trask
Entrepreneurship
Undergraduate Program



John Zagula
Entrepreneurship
Undergraduate and MBA
Programs

#2 IN NORTH AMERICA OVER 5 YEARS

The UW Foster School of Business has the #2 most-productive management research faculty in the nation over the past five years, according to an annual ranking compiled by Texas A&M University and the University of Georgia.

The annual “Management Department Productivity Ranking” tallies total contributions to the eight most-influential scholarly journals in the discipline of management, and ranks business schools across the United States according to the number of those contributions attributed to their faculty members.

From 2014 to 2018, Foster’s Department of Management and Organization averaged more than three publications per research faculty. This adds up to 76 papers in the discipline’s elite eight peer-reviewed journals, including:

- 21 in the Journal of Applied Psychology
- 16 in the Academy of Management Journal
- 13 in the Strategic Management Journal
- 8 in Organizational Behavior and Human Decision Processes
- 6 in the Academy of Management Review
- 5 in Organization Science
- 4 in Personnel Psychology
- 3 in Administrative Science Quarterly

The per-capita rate of publication output over the past five years from Foster’s M&O faculty (3.167 per researcher) was significantly higher than the average of the top 25 (2.358 per researcher). Only the Wharton School of Business at the University of Pennsylvania published more papers in management journals over the same period (with a management faculty that is twice the size of Foster’s).

The Foster School’s national #2 spot in the aggregate Management Department Productivity Ranking is the product of consistently prolific scholarly output in each of the past five years. Foster M&O ranked #2 for productivity in 2014, #7 in 2015, #5 in 2016, #1 in 2017 and #13 in 2018.

In January 2019, the Financial Times ranking of overall faculty productivity listed Foster #7 in the world—and #1 among public business schools—for its research record over the past three years in the leading 50 academic journals across all business disciplines.

TOP 5 IN RESEARCH PRODUCTIVITY OVER 5 YEARS

- 1 University of Pennsylvania (Wharton) – 103 publications
- 2 University of Washington (Foster) – 76 publications**
- 3 Arizona State University (Carey) – 75 publications
- 4 Michigan State University (Eli Broad) - 69 Publications
- 5 University of Minnesota (Carlson) – 62 publications

#1 IN NORTH AMERICA 2017

The University of Washington Foster School of Business has the most productive management research faculty in North America, according to an annual ranking compiled by Texas A&M University and the University of Georgia.

The annual “Management Department Productivity Ranking” tallies total contributions to the eight most influential scholarly journals in the discipline of management, and ranks business schools across the United States and Canada according to the number of those contributions attributed to their faculty members.

In 2017, faculty in the Foster School’s Department of Management and Organization published 24 papers in top management journals. This includes seven in the Journal of Applied Psychology, six in the Academy of Management Journal, four in the Strategic Management Journal, two in the Academy of Management Review, two in Organizational Behavior and Human Decision Processes, one in Administrative Science Quarterly, one in Organization Science, and one in one in Personnel Psychology.

To put the Foster School’s remarkable productivity into context, its publication of 24 papers in 2017 was four times the average of the other 95 business schools listed in the ranking.

Foster’s publication rate was 1.04 papers per research faculty member, which also tops North America. It’s nearly double the average publication rate of 0.53 per research faculty at the top 25 schools in the ranking, and nearly triple the average publication rate of 0.38 per research faculty at the other 95 schools listed in the ranking.

This #1 ranking is the culmination of a steady increase in the Foster School’s production of significant studies that are published in the most important peer-reviewed management journals. Foster is also ranked #3 in the aggregate listing of the past five years of Management Department Productivity Rankings, with 71 total publications attributed to the department’s 23 research faculty.

And this departmental research ranking follows last week’s Financial Times ranking of overall faculty productivity, which listed Foster #3 in the world and #1 among public universities based on per capita research publications in the leading 48 journals across business disciplines.

TOP 10 IN MANAGEMENT RESEARCH PRODUCTIVITY (2017)

- 1 University of Washington (Foster) – 24 publications
- 2 University of Pennsylvania (Wharton) – 19 publications
- 3 Texas A&M University (Mays) – 16 publications
- 3 University of Minnesota (Carlson) – 16 publications
- 5 Indiana University (Kelley) – 15 publications
- 5 New York University (Stern) – 15 publications
- 5 Arizona State University (Carey) – 15 publications
- 8 University of Georgia (Terry) – 12 publications
- 8 Rice University (Jones) – 12 publications
- 10 University of Maryland (Smith) – 11 publications

EDITORS & BOARD MEMBERS

Academy of Management Journal

Bruce Avolio Editorial Board Member
Chris Barnes Editorial Board Member
Emily Cox Pahnke Editorial Board Member
Crystal Farh Editorial Board Member
Ben Hallen Editorial Board Member
David Sirmon Editorial Board Member
Kevin Steensma Associate Editor
Elizabeth Umphress Associate Editor

Warren Boeker *Former Editorial Board Member*
Michael Johnson *Former Editorial Board Member*
Suresh Kotha *Former Editorial Board Member*
Tom Lee *Former Editor*



Academy of Management Review

Chris Barnes Editorial Board Member
Scott Reynolds Editorial Board Member
David Sirmon Editorial Board Member

Warren Boeker *Former Editorial Board Member*
Christina Fong *Former Editorial Board Member*
Charles Hill *Former Associate Editor & Editorial Board Member*
Kevin Steensma *Former Editorial Board Member*
Elizabeth Umphress *Former Editorial Board Member*



Administrative Science Quarterly

Abhinav Gupta Editorial Board Member
Ben Hallen Editorial Board Member
Emily Cox Pahnke Editorial Board Member

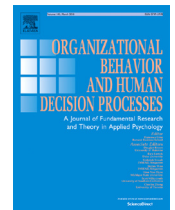
Warren Boeker *Former Editorial Board Member*



Organizational Behavior and Human Decision Process

Chris Barnes Editorial Board Member
Xiao-Ping Chen Editorial Board Member & *Former Editor*
Ryan Fehr Editorial Board Member
Elizabeth Umphress Editorial Board Member

Michael Johnson *Former Editorial Board Member*



Organization Science

Ben Hallen Editorial Board Member
David Tan Editorial Board Member
Emily Cox Pahnke Editorial Board Member

Tiona Zuzul Editorial Board Member
Warren Boeker *Former Editorial Board Member*



Strategic Entrepreneurship Journal

Suresh Kotha Editorial Board Member
David Sirmon Editorial Board Member

Warren Boeker *Former Editorial Board Member*



Strategic Management Journal

Ben Hallen Editorial Board Member
David Sirmon Editorial Board Member
Kevin Steensma Editorial Board Member
Tiona Zuzul Editorial Board Member

Warren Boeker *Former Editorial Board Member*
Charles Hill *Former Editorial Board Member*
Suresh Kotha *Former Editorial Board Member*



Journal of Applied Psychology

Bruce Avolio Editorial Board Member
Chris Barnes Editorial Board Member
Crystal Farh Editorial Board Member
Michael Johnson Editorial Board Member
Ryan Fehr Editorial Board Member
Tom Lee Editorial Board Member