



**Professor Judi McLean Parks, Taylor Professor of Organizational Behavior**

Professor Judi McLean Parks joined the Organizational Behavior group at the John M. Olin Business School, Washington University in St. Louis, in 1995. She teaches negotiation and conflict resolution, international negotiations and is lead faculty for the Missouri Botanical Garden and Washington University's Madagascar initiative, the "Madagascar Class." In 1999 she became the first female to receive tenure at the Olin Business School and in 2002 was named the Reuben C. and Anne Carpenter Taylor Professor of Organizational Behavior, becoming the first female to hold an endowed chair in the business school. In 2019, she became an Associate Dean.

Author of numerous publications, Dr. McLean Parks' research is eclectic, spanning a variety of topics due to her self-ascribed "low threshold for boredom." Categorizing her research as broadly addressing conflict resolution, it addresses the "psychological contract" between employers and employees, as well as its negotiation and ongoing renegotiations. In addition, her research has explored the impact of gender, ethnicity and cultural differences on employee attitudes, behaviors and outcomes. In a recent paper, she and her co-authors found that investors were willing to invest three times the money in an IPO for a male lead firm compared to one lead by a female CEO, despite identical financials. It is the intersection of her work on identity that is her current focus on intractable and ideological conflicts and their implications. Recent research has examined how to "divide the indivisible,"

as well as positive rule breaking and behavioral integrity as predictors of creativity and speaking out in organizations.

Dr. McLean Parks' research has won a number of awards, including two Best Paper Awards at the Academy of Management (Organizational Behavior & Entrepreneurship divisions: *Threats and Assaults in Unjust Work Environments: A Longitudinal Field Study* and *Skirting the issues: Performance, perceptions and TMT demographics*), Best Theory Paper for the International Association of Conflict Management (*Backlash: Fact or fiction? A theoretical model for diversity training*), with two papers as Runner Up for Best Paper at the Academy of Management and International Association for Conflict Management. In addition, she has also received the "Olin Award Recognizing Research That Transforms Business." Dr. McLean Parks was the founding editor of *Negotiation and Conflict Management Research* and past editor of *International Journal of Conflict Resolution*; she also has served on the editorial boards of *Academy of Management Review* and *Journal of Organizational Behavior*.

An award-winning teacher, Dr. McLean Parks has taught a wide variety of audiences including university students, corporate audiences, non-profits and public sector (where she developed the negotiation class for the Masters in Leadership program at the Brookings Institute in Washington DC). Her self-described "heart course," *Sustainable Development & Conservation: Madagascar*, represents a unique partnership between the people of Madagascar, the Missouri Botanical Garden and the University. The course focuses on projects designed by students using scavenged materials (so the community can replicate them) to alleviate poverty in the subsistence communities to take pressure off rare and endangered forests (most families earn less than \$1 a day).

For this course, students travel to Madagascar for a month and deploy "action projects" that they have developed, teaching local communities how to replicate their designs. Characteristic of her teaching philosophy, the course is hands on, focusing not on term papers and exams, but on "real world projects with real world implications." Based on her work in Madagascar, in 2019 she received an award from the Malagasy government "in recognition and appreciation" for the impact of her class and students' projects on poverty reduction in Mahabo, Manarivo and the surrounding areas of the Atsimo, Atsinanana region. Active in service, Dr. McLean Parks has been involved in numerous committee assignments for the University, including leadership positions. She conceived of and offers a Professional Development Workshop for aspiring research faculty, focusing on the needs of traditionally underrepresented minorities. The workshop, offered every other year, provides skill development and individual mentoring for PhD students and early career faculty. In addition, Dr. McLean Parks has served as a faculty associate (dorm "parent") and Faculty Development Chair for the Olin Business School. She has chaired the AACSB Accreditation Committee for the Business School, and most recently has been nominated for the Consortium Board of Trustees. In addition, she is on the board of directors for Ripples Foundation, a non-profit focused on lifting women out of poverty.

Dr. McLean Parks' hobbies include music, knitting, genealogy, gardening, camping and hiking the national parks, as well as travel.

Her personal travels have taken her to the "usual suspects", as well as traveling by canal through the Netherlands, to Palmer Research Station in Antarctica, teaching in Saudi Arabia, Britain, China, England and France, and tracking (with camera) bears in the Boundary Waters between the US and Canada. She has two children, Jason and Heatheryann and is the doting grandmother of four grandchildren: Brennan, John Mark, Julia and Kenan. Integrating multiple spheres of her life, several years ago her then 4 and 6-year old Seattle grandchildren held a "Lemonade for Water" stand during a 4th of July parade. Using the monies collected, as a family, they then built a well for the community of Baboaka, Madagascar, where getting water can be a life-threatening chore for children (crocodiles). Her "bucket list" includes an attempt at dogsledding across the North Pole.

Dr. McLean Parks makes her home in St. Louis with a 20-pound ball of energy, her Alaskan Klee Kai, Denali.