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Elizabeth’s research focuses on the relationship and interaction between employees and their organizations. She has conducted research on a variety of different ways in which employees behave proactively and take initiative at work, and the conditions that motivate and enable such behavior. She is a leading scholar in the area of employee voice and silence, and in particular, is interested in understanding why employees are often reluctant to speak up about problems and concerns, and how organizations can create climates more open to employee input and honest upward communication.

Elizabeth has published her work in a wide range of academic journals, and has won several awards and recognitions for her research. She has been chair of the Organizational Behavior Division of the Academy of Management and an Associate Editor for the Academy of Management Journal and is currently an Associate Editor for Behavioral Science and Policy.

Elizabeth holds a BA in Psychology from Brown University and a PhD in Organizational Behavior from Northwestern University. She teaches Leadership, Management, Collaboration and Negotiation to MBA students and executives. She has been Vice Dean of Faculty since 2012.