



Ph.D. in Business and a Major Concentration in Organizational Behavior

The Ph.D. in Business and a Major Concentration in Organizational Behavior prepares students to research fundamental questions about complex organizations as well as the groups and individuals that behave within them, drawing from both psychological and sociological perspectives. Students pursue high-quality research at multiple levels of analysis to advance theoretical understanding of the interdisciplinary behavior of organizations, the environments that shape their behaviors, and the psychological and sociological mechanisms that explain them.

Rice Business has risen steadily in reputation to one of the top business schools in the U.S. Our doctoral programs are intended for those aspiring to become faculty members at business schools in prestigious research universities. As America's fourth-largest and most diverse city, Houston has one of the youngest, fastest-growing populations anywhere in the world. The Rice campus is surrounded by restaurants, museums, theaters, professional sports, lush parks and the world's largest medical center.

PRIMARY FACULTY

Sora Jun – Research topics: Discrimination, hierarchy, inequality, intergroup relations, race, gender.

Minjae Kim – Research topics: Commitment; entrepreneurship; diversity, equity and inclusion; cultural markets; online rating platform; social networks; social capital; politics; norms; police; mixed methods.

Daan Van Knippenberg – Research topics: Leadership, diversity and inclusion, creativity and innovation.

Marlon Mooijman – Research topics: Trust and distrust, power and hierarchy, morality and ethics, CEO activism and political ideology.

Scott Sonenshein – Research topics: Organizational and strategic change, social change, sensemaking, resourcefulness, resilience, qualitative methods.

SiYu Yu – Research topics: Inequality and social hierarchy, diversity, social networks, team and groups, gender, conflict, social perceptions, ethics.

Jing Zhou – Research topics: Creativity and innovation in the workplace, personal (e.g., affect, motivation, personality) and contextual (e.g., leadership) influences on individual and team creativity, receiving side of creativity (perception, evaluation, and endorsement), employee creativity and organizational innovation, micro foundations of organizational innovation.

Core Requirements

BUSI 561 Micro OB Seminar

BUSI 562 Becoming an Organizational Scholar

BUSI 541 Strategy (Organizational Theory Seminar)

BUSI 552 Design of Research

Statistics Sequence

Special Topics series that covers contemporary micro and macro organizational behavior topics each semester, such as creativity and innovation, leadership, positive organizations, moral psychology, intergroup relations and social hierarchy, social hierarchy and inequality, and identity and action.

University Placements

Our OB faculty have been involved in the following graduating doctoral student placements, either in other departments at Rice or as external committee members at other schools.

Cornell University

Duke University

George Washington University

Michigan State University

Northwestern University

Rutgers University

University of California-Irvine

University of Cambridge

University of Kansas

University of Notre Dame

University of Texas at Dallas

University of Virginia

Washington State University

Faculty Publications

Academy of Management Annals

Academy of Management Journal

Academy of Management Review

Administrative Science Quarterly

American Sociological Review

Annual Review of Psychology

Journal of Applied Psychology

Journal of Personality and Social Psychology

Nature Human Behavior

Organization Science

Organizational and Human Decision Processes

Personality and Social Psychology Bulletin

Proceedings of the National Academy of Sciences

Psychological Science

Research in Organizational Behavior

Financial Support

In financial support of your education, Rice Business will provide you a stipend of \$40,000 per year, normally for a period of up to five years. As the recipient of a Rice Business graduate assistantship, you will also receive a full tuition waiver from Rice University, a value of over \$51,500 per year. In addition, each academic year students will be granted a research support budget of \$1,000 to \$2,000 (depending on the year in the program) for travel to conferences as well as other research resources.

Doctoral Program Information – business.rice.edu/obphd

Faculty Information – business.rice.edu/obphd-faculty

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