DOCTOR OF PHILOSOPHY (PHD) DEGREE IN THE FIELD OF BUSINESS AND A MAJOR CONCENTRATION IN ORGANIZATIONAL BEHAVIOR

Program Learning Outcomes for the MA and PhD Degrees in the field of Business and a Major Concentration in Organizational Behavior

Upon completing the MA and PhD degrees in the field of Business and a major concentration in Organizational Behavior, students will be able to:

1. Understand advanced Organizational Behavior concepts, theories, principles, and methods at both micro and macro levels to advance theoretical understanding of individuals and groups in organizations, the environments that shape their behaviors, and the psychological and sociological mechanisms that explain them.
2. Identify and explain questions and problems existing within the field of Organizational Behavior and propose research to address them.
3. Execute original research in the field of Organizational Behavior around topics that cover the who (e.g., diversity, individual differences, teams), how (e.g., leadership, networks, power and influence), why (e.g., affect, cognition, motivation, trust), and what (e.g., creativity and innovation, employee wellbeing, ethical decision makings, organizational change, performance, social justice and equity) of organizational life.
4. Communicate effectively, orally and in writing, research conducted in the field of Organizational Behavior.

Requirements for the MA and PhD Degrees in the field of Business and a Major Concentration in Organizational Behavior

MA Degree Program

The MA degree is a non-thesis master's degree. For general university requirements, please see Non-Thesis Master's Degrees (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-non-thesis-masters-degrees/). For additional requirements, regulations, and procedures for all graduate programs, please see All Graduate Students (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/). Although students are not normally admitted to study for an MA, graduate students may earn the MA along the way to the PhD. Students pursuing the MA degree in the field of Business must complete:

- A minimum of 36 credit hours to satisfy degree requirements.
- A minimum of 30 credit hours of graduate-level study (graduate semester credit hours, coursework at the 500-level or above).
- A minimum of 9 credit hours of doctoral seminars in the student's specified discipline or PhD major concentration.
- A minimum residency enrollment of four fall and/or spring semesters of full-time graduate study at Rice University.
- A minimum overall GPA of 3.00 or higher in all Rice coursework.

Students must also successfully complete the research workshop participation requirements and the first-year summer research requirements (if applicable) in the PhD major concentration. Additionally, the Jones Graduate School of Business (JGSB) requires that not more than 3 years elapse between the time the student is admitted to the PhD program in Business and the completion of the MA degree, unless an extension is approved by the PhD Program Committee. The MA degree may only be conferred either concurrently with or prior to the conferral of the PhD degree.

The requirements listed in the General Announcements (GA) satisfy the minimum requirements for this degree program. In certain instances, courses (or requirements) not officially listed here may be substituted upon approval of the program's academic advisor or, where applicable, the department or program's Director of Graduate Studies. Course substitutions or any exceptions to the stated official curricular requirements must be approved by the Office of Graduate and Postdoctoral Studies (https://graduate.rice.edu/). Students and their academic advisors should identify and clearly document the courses to be taken.

Summary

Code	Title	Credit Hours
Total Credit Hours Required for the MA Degree in the field of Business		36

PhD Degree Program

For general university requirements, please see Doctoral Degrees (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-doctoral-degrees/). For additional requirements, regulations, and procedures for all graduate programs, please see All Graduate Students (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/). For program details, see the PhD Program Guidebook distributed by the Jones Graduate School of Business. Admissions applications should include scores on the Graduate Management Admissions Test (GMAT) or the Graduate Record Examination (GRE). Full financial support will be provided to admitted doctoral students. Candidates for the PhD degree spend at least two years in full-time coursework and at least two years writing the thesis. Four to five years is a reasonable goal for completing the program. Students pursuing the PhD degree in Business must:

- Complete a program of doctoral-level courses that is approved by the area (or major concentration) faculty advisor. Students take courses from departments such as economics, psychology, statistics, and political science in addition to courses from Jones Graduate School of Business.
- Complete all Rice coursework with a minimum overall GPA of 2.67 or higher.
- Complete all program coursework with a minimum GPA of 3.00 and a minimum grade of B (3.00 grade points) in each required course.
- Complete all of the course requirements in their selected major concentration.
- Complete and defend orally a doctoral thesis, setting forth in publishable form, the results of original research.

Summary

Code	Title	Credit Hours
Course List Code Title Credit Hours Total Credit Hours Required for the PhD Degree in the field of Business and a Major Concentration in Organizational Behavior		90

Major Concentration: Organizational Behavior

Students pursuing the major concentration in Organizational Behavior must:

- Complete a minimum of 90 credit hours as listed below to satisfy the PhD degree and the major concentration requirements.
- Complete coursework approved by the area faculty advisor; these courses will be a combination of Core Requirements and Elective Requirements.
- Complete a minimum of 12 credit hours of approved graduate-level courses per semester, in the first two years in the program.
- Complete summer research paper requirements during the first two years in the program.
- Successfully pass a comprehensive exam.
- Receive teaching experience as the primary instructor or teaching assistant.
- Complete and defend thesis within a maximum of 7 years from the time of matriculation.

Code	Title	Credit Hours
Core Requirements [1]		
BUSI 540	STRATEGY I	3
BUSI 552	DESIGN OF BUSINESS RESEARCH	3
BUSI 561	MICRO ORGANIZATIONAL BEHAVIOR	3
BUSI 562	BECOMING AN ORGANIZATIONAL BEHAVIOR SCHOLAR	3
BUSI 564	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS I	1.5
BUSI 565	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS II	1.5
BUSI 566	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS III	1.5
BUSI 567	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS IV	1.5
BUSI 568	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS V	1.5
BUSI 569	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS VI	1.5
BUSI 570	ORGANIZATIONAL BEHAVIOR SPECIAL TOPICS VII	1.5
BUSI 800	PHD RESEARCH [2]	1-12
POLI 502	INTRODUCTION TO STATISTICS	3
POLI 504	INTRODUCTION TO MAXIMUM LIKELIHOOD ESTIMATION	3
POLI 506	ADVANCED TOPICS IN POLITICAL METHODOLOGY I	3
POLI 511	MEASUREMENT AND RESEARCH DESIGN	3
Elective Requirements		
Select up to 52 credit hours of elective coursework with the approval of the major concentration advisor to total a minimum of 90 credit hours (see course list below for typically approved electives)		*52*
Total Credit Hours		**Minimum of 90**

Footnotes and Additional Information

1. In certain instances, the Organizational Behavior major concentration advisor may approve a substitution for BUSI 552 *Design of Business Research*.
2. Enrollment in 12 credit hours of BUSI 800 *PHD RESEARCH* is required per academic year.

Elective Requirements

With the approval of the Organizational Behavior major concentration advisor, students must select up to 52 credit hours of additional coursework to total a minimum of 90 credit hours. The following are typically approved courses that may be chosen to fulfill Elective Requirements.

Code	Title	Credit Hours
POLI 513	SURVEY RESEARCH	3
PSYC 502 / STAT 509	ADVANCED PSYCHOLOGICAL STATISTICS I	4
PSYC 503 / STAT 510	ADVANCED PSYCHOLOGICAL STATISTICS II	3
PSYC 507	RESEARCH METHODS	3
PSYC 530	FOUNDATIONS OF I-O PSYCHOLOGY	3
PSYC 575 / NEUR 501	ADVANCED COGNITIVE NEUROSCIENCE: ATTENTION AND PERCEPTION	3
PSYC 601	MULTIVARIATE STATISTICS	3
PSYC 602	PSYCHOMETRICS	3
PSYC 634	PERSONNEL PSYCHOLOGY	3
PSYC 636	ORGANIZATIONAL PSYCHOLOGY	3
PSYC 651	TOPICS IN SOCIAL PSYCHOLOGY	3
SOCI 506	BASIC DEMOGRAPHIC TECHNIQUES	3
SOCI 509	SOCIAL STRATIFICATION	3
SOCI 526	CONTEMPORARY THEORY	3
SOCI 580	CLASSICAL THEORY	3
SOCI 582	QUANTITATIVE DATA ANALYSIS I	3
SOCI 583	QUANTITATIVE DATA ANALYSIS II	3

Other

The main goal of the Organizational Behavior major concentration is to train students to do high-quality research in organizational behavior and to prepare them for careers as professors of organizational behavior at top academic, research-focused institutions. To achieve this goal, PhD students are required to take courses in organizational behavior, research methods, statistics, as well as disciplinary elective courses in areas such as psychology, sociology, political science, anthropology, and economics. They will also conduct original research and write research papers examining important and relevant issues in organizational behavior. Students are expected to become active in research at the inception of the program and learn through both formal coursework and informal mentorship. The program also has a teaching requirement to prepare

students for the teaching responsibilities typical at a top research university.

Policies for the PhD Degree in the field of Business and a Major Concentration in Organizational Behavior

The General Announcements (GA) is the official Rice curriculum. As an additional resource for students, the Jones Graduate School of Business publishes a graduate program handbook, which can be found here: https://gradhandbooks.rice.edu/2026_27/Business_PhD_Graduate_Handbook.pdf.

Transfer Credit

For Rice University's policy regarding transfer credit, see Transfer Credit (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/#transfer). Some departments and programs have additional restrictions on transfer credit. Requests for transfer credit must be approved for Rice equivalency by the appropriate academic department offering the Rice equivalent course (corresponding to the subject code of the course content) and by the Office of Graduate and Postdoctoral Studies (GPS). Students are encouraged to meet with their academic program's advisor when considering transfer credit possibilities.

Withdrawal Policy

A Jones Graduate School of Business student, participating in any offered program, may voluntarily withdraw from school at any time. Upon withdrawal, Rice University applies a sliding scale to tuition, which is noted in the university's Academic Calendar posted on the Rice Office of the Registrar website (https://registrar.rice.edu/calendars/).

Additional Information

For additional information, please see the Jones Graduate School of Business website: https://business.rice.edu/.

Opportunities for the PhD Degree in the field of Business and a Major Concentration in Organizational Behavior

Financial Aid

Jones Graduate School of Business scholarships are awarded at the point of admission and are based on the merit of the application. Financial assistance is generally awarded one academic year at a time. Continuation of assistance depends on Satisfactory Academic Progress (SAP) in accordance with Academic and Professional Standards of performance, professional behavior, and is subject to the availability of funds. Academic or disciplinary probation, suspension, or general failure to maintain academic pace will result in the removal of all forms of financial assistance (i.e. scholarship, employment, Federal/State student loans, etc.). Students have the right to appeal the suspension. All appeals will be reviewed by a committee.

Additional Information

For additional information, please see the Jones Graduate School of Business website: https://business.rice.edu/.