



**JOB ANNOUNCEMENT – POSTDOCTORAL FELLOW IN ORGANIZATIONAL BEHAVIOR IN HEALTH CARE**  
**Health Care Management Department, Academic year 2024-2025**

The Health Care Management Department at the Wharton School seeks to hire a full-time postdoctoral fellow whose focus is organizational behavior in health care for a period of up to two years. The primary criterion for selection for this fellowship is research excellence relevant to improving the behavior and functioning of health care organizations, broadly defined, and the experiences of those who work within these organizations.

The fellow will conduct original research with one or more faculty members in the Wharton Health Care Management Department. Faculty members with a focus on healthcare organizational behavior (i.e., Lawton (Rob) Burns, Marissa King, Ingrid Nembhard, and Guy David) are committed to supporting fellows' professional development and have a history of mentoring trainees within their department and the Management Department at Wharton. Department Fellows are expected to collaborate with faculty on their research and to continue developing their own research projects, with the mentorship of faculty. Fellows are encouraged to be an active part of the Wharton research community, which can include attending seminars and conferences within the Health Care Management Department and Management Department as well as offerings from other schools at the University of Pennsylvania. Fellows are welcome to leverage department offerings such as the weekly office hours with the Wharton Computing Team.

A successful postdoctoral fellow will work in this position for one to two years and then transition to an assistant professor position in a top business school, school of public health, or school of public policy.

**REQUIRED QUALIFICATIONS:** Applicants must have

1. Completed a Ph.D. in a social science discipline (e.g., organizational behavior, sociology, psychology, strategy, or organizational economics) — or in a related discipline that can inform organizational behavior in health care — prior to the beginning of the fellowship.
2. Demonstrated a commitment to an academic career focused on improving the organizational and managerial side of health care

This is a full-time position in Philadelphia, PA with an anticipated start date of September 1, 2024. For information on the comprehensive benefits package offered by the University visit:

<https://www.hr.upenn.edu/PennHR/benefits-pay/postdoctoral-researchers-and-fellows>. Fellows have access to research funds to support their independent projects and to present at the Academy of Management conference.

**HOW TO APPLY**

Please visit [this website](#) to upload the following materials: (1) a cover letter explaining your interest in the position, (2) a current CV, (3) a research statement that makes clear how your work advances understanding organizational behavior in health care, and (4) up to two publications or manuscripts. (5) You will also be asked to provide the name and contact information for two to three people who will submit recommendation letters on your behalf. Applications will be accepted until January 15, 2024, or the position is filled.

**\*\*\* Applicants requiring visa sponsorship WILL NOT be considered for this role.\*\*\***

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania is an equal opportunity and affirmative action employer. Candidates are considered for employment without regard to race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class. Questions or concerns about this should be directed to the Executive Director of the [Office of Affirmative Action](#) and Equal Opportunity Programs, University of Pennsylvania, 421 Franklin Building, 3451 Walnut Street, Philadelphia, PA 19104-6205; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

**COVID-19 Vaccination Policy**

COVID-19 vaccination is a requirement for all employees at the University of Pennsylvania. New hires are expected to be fully vaccinated before beginning work at the University. Visit the [Penn COVID-19 Response website](#) for the latest information about Penn's vaccine requirements.