The objective of the Ph.D. program in Organizational Behavior and Human Resources is to prepare doctoral candidates for academic careers at major research universities. The program provides a strong foundation in research methodologies and content areas, while allowing students the flexibility to pursue a minor or cognate area in a variety of research fields that include international business.

**Our Program**

Deciding which graduate school to attend is a difficult process. Nearly all graduate programs offer similar courses and, on paper, look very much alike. What distinguishes top graduate programs is the quality of training and research opportunities they offer to their students.

**Our Students**

Our students join a community of scholars who are deeply passionate about research and graduate student development. We immediately involve new students in as many research projects as they can reasonably handle. Our culture is active but friendly. Students work closely with each other and with faculty in a supportive and collegial environment.

Most of our students graduate with multiple journal publications and presentations at major academic research conferences. Because the best way to get a good job in academia upon graduation is to publish while in graduate school, our faculty is committed to helping our students make this happen.

Because we are an eclectic department representing a diverse range of expertise, our students have many opportunities to pursue their specific areas of interest. Students have the opportunity to work with numerous faculty members spanning micro and macro areas of management.

**Costs and Stipends**

Ph.D. students receive a nationally competitive stipend, a 100 percent tuition supplement, and a 100 percent medical insurance subsidy. The cost of living in the Columbia area is comparatively low, and our central location and close proximity to the coast and mountains provide rich and diverse cultural and recreational experiences.

**Admission**

All application materials must be received by **December 15**. Earlier application is encouraged to qualify for additional university merit-based funding.

Potential students are assessed based on a combination of GMAT or GRE tests scores, their personal statement of career goals, grade point averages obtained during undergraduate and other graduate study, recommendation letters, and TOEFL scores (in the case of non-native speakers of English).

Because strength in one area can compensate for weakness in another, no minimum scores are established for any of the admissions criteria. However, competitive applicants typically have GMAT scores of 650 or above, quantitative scores at or above the 65th percentile, grade point averages of at least 3.0 from undergraduate and other graduate study and TOEFL scores of 100 or above (Internet-based test).

**Contact Information**

For further information about the program, contact:

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Our Faculty

- Faculty expertise covers nearly all of the major areas and specializations in management (e.g., strategy, human resources, entrepreneurship, organizational behavior). There is a high level of collegiality and collaboration among faculty members and our students.

- Our faculty members have won some of the most prestigious research awards, including the American Psychological Association’s Distinguished Scientific Early Career Contributions Award (an award that is only granted once every four years), the Academy of Management’s Best Paper Award in Human Resources, awards for best published articles and Fellow designations in major academic associations.

- Faculty members have won substantial grants from the National Science Foundation and other major funding organizations.

- Our faculty members serve on editorial boards of nearly all of the leading journals in the field.

Our members also serve (or have previously served) as editors or associate editors for journals such as the Journal of Applied Psychology, Journal of Management, and Organizational Behavior and Human Decision Processes. Members of our faculty publish on a consistent basis; over the past five years, management faculty members have published more than 30 articles in leading academic journals.

Paul Bliese, Associate Professor: Stress, leadership, well-being and performance; military health and human resource policy; statistical methods of assessing organizational data; organizational multilevel theory

Brian S. Klaas, Professor: Grievance process, employee discipline, compensation systems, HR outsourcing, employee relations, compensation

Yasemin Y. Kor, Associate Professor: Development and renewal of resources and capabilities, top management teams, board governance

M. Audrey Korsgaard, Professor: Self-evaluation, feedback, procedural justice, organizational justice, trust, work values

Mark Maltarich, Assistant Professor: Teams and team process, development and value of human capital, entrepreneurship

Anthony Nyberg, Associate Professor: Strategic human resources focusing on compensation, performance, turnover

Robert Ployhart, Professor: Staffing, recruitment, applied statistical models (SEM, HLM)

Elizabeth C. Ravlin, Associate Professor: Work values and ethics, group effectiveness, group norms, influence of technology on group processes

William R. Sandberg, Associate Professor: Entrepreneurship, opportunity recognition

Donald J. (DJ) Schepker, Assistant Professor: Strategic management, corporate governance, executive dismissal and decision making at the board of directors and firm level

Sherry M.B. Thatcher, Professor: Creativity, diversity faultlines, identity, social effects of computer communication technologies, conflict within teams

Scott Turner, Associate Professor: Innovation, organizational routines, social entrepreneurship, waste management

Patrick M. Wright, Professor: Strategic Human Resource Management (SHRM) and the use of people as a source of competitive advantage, changing nature of the Chief HR Officer role

Columbia, S.C.

Columbia offers a desirable quality of life, with diverse cultural and recreational opportunities and a low cost of living. The state capital, Columbia is two hours from some of the U.S.’s best beaches and two hours from the mountains. The Columbia area has ample affordable housing near campus and in nearby communities. The climate is warm in the summer and mild in the winter, with distinct seasonal changes. Most outdoor activities can be pursued year-round. Students who have children have found Columbia to be a very welcoming and nurturing location.