

Milestones for a PhD in Organizational Behavior (OB)

Coursework: At least 30 hours of graduate-level coursework during the first two years. OB doctoral students must maintain a minimum cumulative 3.3 GPA. Beyond the required courses, coursework varies to some degree depending on the student's research interests. Students generally take graduate-level courses foundations classes and advanced topic classes including classes from related disciplines. Registration for coursework must be done in consultation with the OB doctoral program director.

Organizational Behavior Required Courses:

All three organizational behavior seminars. Topics vary based on faculty availability and schedule and may include:

- ORMG 7310 Seminar in Organizational Behavior
- ORMG 7320 Seminar in Management and Organizational Behavior
- ORMG 7830 Seminar in Management Research Methods and Design
 (Micro)

Required courses for OB are largely dependent upon the student's research interests. Students often take courses in psychology and statistics. Students are required to work closely with the OB doctoral program director and/or advisor to determine the most appropriate courses to take.

Component #2—A Specialization in a Foundational Discipline: Students must obtain a specialization in a foundational discipline (typically Psychology). Students who desire to obtain a specialization in other departments (e.g., Education, Sociology, or Political Science) need to obtain approval from the OB doctoral program director.

Component #3—Statistics and/or Quantitative Analysis: Students must obtain strong statistical and/quantitative skills. First-year students are recommended to take the statistics sequence offered in the Psychology department. First-year students who desire to take the statistics sequence in other departments (e.g., Education, Engineering, Sociology, or Political Science) need to obtain approval from the OB doctoral program director.

Research Papers: The primary focus of a PhD is to complete and publish research that adds to the body of knowledge in the field. Research papers are required throughout the program and must be presented at division workshops and seminars. These papers may be part of coursework or may be independent research projects. Students are encouraged to take advantage of the Hart Fellowship program to work with a faculty member over the summers to conduct publishable research.

Comprehensive Examination: A comprehensive examination is taken after satisfactory completion of necessary coursework. This exam is an original research academic paper that must be based on empirical data and be in a format that could be submitted to a top academic journal. This paper will be presented to the comprehensive exam committee at the end of the second year. Students must contact the OB doctoral program director in advance to know the requirements and the specific deadline. The comprehensive examination may be retaken once, but must be passed prior to advancement.

Dissertation Proposal Defense: An oral defense of a dissertation proposal takes the form of a presentation to the student's dissertation committee. The proposal defense generally occurs in the third or fourth year prior to going on the job market. The proposal defense helps students receive formal feedback on their dissertation topic.

Final Dissertation Defense: A final defense of a dissertation is generally completed during the spring of the final year in the program. At the conclusion of the dissertation defense, faculty may require minor changes to the student's work, significant revision, or rejection.