

Organizational Behavior and Human Resources Ph.D.

We prepare students for academic careers at major research universities. Our supportive and collaborative environment and our internationally renowned faculty provide students a strong foundation in research methodologies and content areas, that allows them to make substantial contributions to the field.

Our Program

Nearly all graduate programs look similar on paper. What distinguishes top graduate programs is the quality of faculty, and the training and research opportunities they offer to their students. We excel in these areas. Further, our student to professor ratio is better than 1 to 1, which means faculty and students work closely together and there are multiple research opportunities for each student.

Our Students

Students in our program work in a supportive and productive environment. Specifically, our students:

- Join a community of scholars deeply passionate about research and graduate student development.
- Immediately begin active research.
- Have won several competitive awards.
- Work with multiple faculty representing numerous areas of expertise.
- Are extremely hard working and proactive.
- Join an active, intense, but supportive culture.
- Present at major research conferences.
- Graduate with multiple publications; many of which are first-authored by students.

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**. To qualify for additional university merit-based funding, early application is encouraged.

Potential students are assessed based on a combination of GMAT or GRE scores, grade point averages obtained during undergraduate and other graduate study, their personal statement, 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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Doctoral Degree Programs Darla Moore School of Business
University of South Carolina

Organizational Behavior and Human Resources Ph.D.

Our Faculty

- Faculty expertise covers all of the major areas and specializations in management, including human resources, organizational behavior, strategy, and entrepreneurship.
- There is a high level of collegiality and collaboration among faculty and 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 faculty serve as editors and associate editors of the most influential journals in our field, such as the *Academy of Management Journal*, *Academy of Management Review*, and *Organizational Research Methods*.
- Over the past five years, management faculty members have published more than 40 articles in leading academic journals. We invite you to compare our department's publication record to any in the world.

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

Laura B. Cardinal, Professor: Innovation, new product development, managing R&D, organizational control, founding firm adaptation - Serves on Board of Governors of the *Academy of Management*

Nichelle C. Carpenter, Assistant Professor: Counterproductive work behavior, job performance, and leadership measurement, meta-analysis

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

Lynn A. McFarland, Assistant Professor: Impression management, digital media in HR, the candidate experience, and staffing

Anthony Nyberg, Professor: Strategic Human Capital focusing on compensation, performance, and turnover across multiple levels of analysis - Associate Editor, *Academy of Management Journal*

Robert Ployhart, Professor: Strategic Human Capital focusing on staffing, recruitment, and applied statistical models (SEM, HLM) - Associate Editor, *Academy of Management Review*

Elizabeth C. Ravlin, Associate Professor: Multicultural interactions and relationship development, team processes, status, and voice - Associate Editor, *Human Resource Management Review*

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

Jeff Savage, Assistant Professor: Technology-based entrepreneurship, executive teams, innovation and commercialization

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

Adam Steinbach, Assistant Professor: Upper echelons and executive motivation, corporate governance, social evaluations and firm reputation

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 - Society of Human Resource Management, Board of Directors and National Academy of Human Resources, Board of Directors

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.

www.moore.sc.edu/phd.management



UNIVERSITY OF
SOUTH CAROLINA
Darla Moore School of Business