

## **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 3.0 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:**

The following three are the required organizational behavior seminars. Topics vary based on faculty availability and schedule and may include:

- ORMG 7310            Seminar in Organizational Behavior
- ORMG 7320            Doctoral Seminar: Organization Theory
- ORMG 7830            Research Design and Methods in Management

Besides the above three courses, students often take courses in psychology, strategic management and entrepreneurship, or other disciplinary areas, depending on course availability. Students are recommended to take at least two courses in psychology (level 5000+) (e.g., about theories, statistics, and methodologies) and at least two courses in strategic management and entrepreneurship (level 7000+). Students are also recommended to take courses (level 6000+) (e.g., about theories, statistics, and methodologies) from the other schools/departments (e.g., economics, education, marketing, neuroscience, sociology, statistics and data science). Students are required to work closely with the OB doctoral program director and/or advisor to determine the most appropriate courses to take. If a student is interested in pursuing a graduate certificate or minor (e.g., for additional methodological training outside the business school), the student should discuss the interest with the OB doctoral program director.

**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 may also take the statistics sequence in other departments (e.g., Education, Engineering, Sociology, or Political Science) after consulting the OB doctoral program director and/or advisor.

**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, at the end of the second year, comprises two parts: (1) a comprehensive knowledge test (closed book) and (2) an academic paper that must be based on original empirical data and be in a format that could be submitted to a top academic journal. Students must contact the OB doctoral program director in advance to know the requirements and the specific deadline. Either part of the comprehensive examination can be retaken once, but both parts must be passed prior to advancement. Students who fail the comprehensive examination may opt to exit the program with a Master's degree.

**Dissertation Proposal Defense:** The dissertation must be based on original research conducted and primarily completed by a student, with the exception of feedback or guidance received. In this context, original research means the student must be actively involved in all stages of the research process. The format of the dissertation is expected to be a multi-manuscript approach as opposed to a monograph, in alignment with the standards of the Organizational Behavior field. The proposal is a structured and detailed plan that outlines the research the student intends to undertake, including the topic, its significance, and the proposed methodology. It serves as a roadmap for the dissertation project and provides a basis for evaluation by the committee to ensure the research is feasible, meaningful, and thoughtfully developed. 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 the student receive formal feedback on the dissertation topic.

**Final Dissertation Defense:** A final defense of a dissertation is generally completed during the spring of the final year in the program. The defense is a formal presentation in which a student summarizes the dissertation, guiding the committee through the research conducted, the findings, and the ideas for the next steps regarding the work. At the conclusion of the dissertation defense, faculty may require minor changes to the student's work, significant revision, or rejection.