

# Why VCU for your Ph.D. in OB/HR Management?

The Ph.D. in Business with a concentration in Organizational Behavior and Human Resource (OB/HR) Management is a full-time program designed to prepare students for positions at academic institutions that emphasize quality research and teaching. To that end, students work with multiple faculty members in order to produce the top tier research that will make them competitive on the academic job market.

## Program Highlights

- A philosophically diverse and internationally recognized faculty committed to research and teaching excellence
- Competitive levels of funding for research and teaching assistantships
- A small Ph.D. cohort, allowing for more personalized instruction and mentoring
- Program alumni are faculty members at highly ranked management programs such as Illinois State University, Indiana University, University of North Carolina at Charlotte, and West Virginia University

## The City of Richmond

- Best Town Ever (2012)  
-*Outdoor Magazine*
- 3<sup>rd</sup> Best Place to Travel (2016)  
-*Travel + Leisure*
- 10 Places to Travel for Food (2016)  
-*National Geographic*
- 2<sup>nd</sup> in Millennial Population Growth (2010-2015)  
-*TIME*
- 1<sup>st</sup> among Cities to Visit in Summer 2017  
-*American Express*
- Tree City USA (25 consecutive years)  
-*Arbor Day Foundation*
- Only American city with Class III and IV whitewater
- Virginia Capital Trail (52-mile dedicated multi-use trail connecting Richmond and Williamsburg)

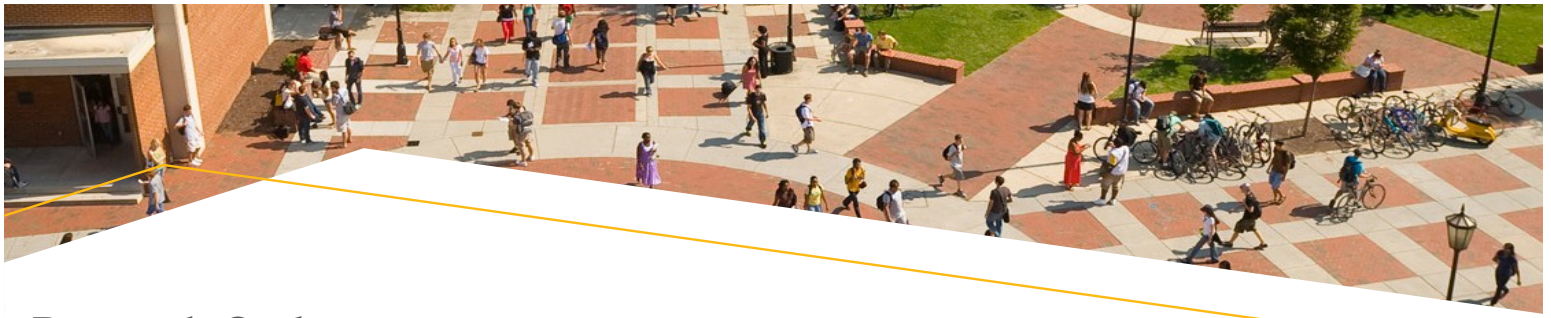


*“The advanced methodological training that one receives from VCU prepares graduates to conduct rigorous, meaningful research. It far surpasses what most programs can offer.”*  
– Dr. George Banks, UNC-Charlotte

*“The collegial environment and personalized attention from top scholars in the field set the tone for my career. I can trace a number of my most successful publications to one-on-one interactions with faculty while I was a VCU student.”*  
– Dr. Ernest O’Boyle, Indiana University



**VCU** Management  
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## Research Outlets

- Our research has appeared in leading academic journals, including:  
*Academy of Management Journal, Entrepreneurship Theory & Practice, Journal of Applied Psychology, Journal of Business Venturing, Journal of Management, Journal of Organizational Behavior, Leadership Quarterly, Organizational Research Methods, Organization Science, Psychological Bulletin, Personnel Psychology, Personality and Social Psychology Review, Science, Strategic Management Journal.*



## Our Faculty

Frank Bosco	(Ph.D., University of Memphis)
Joseph Coombs	(Ph.D., Temple University)
Susan Coombes	(Ph.D., Syracuse University)
Jose Cortina	(Ph.D., Michigan State University)
Blakley Davis	(Ph.D., Oklahoma State University)
Sven Kepes	(Ph.D., University of Arkansas)
Doug Miller	(Ph.D., Washington State University)
Doug Pugh	(Ph.D., Tulane University)
Chris Reina	(Ph.D., Arizona State University)
Andra Serban	(Ph.D., SUNY Binghamton)



## Admissions

- We require an appropriate academic background (Bachelor's or Master's) in psychology, business, or another discipline related to organizational behavior and human resource management. Other academic backgrounds may be considered. A competitive score on either the GMAT or GRE is required. The expectation is that individuals seeking admission to the program wish to pursue careers in research and teaching in academic schools of business.
- The Department of Management accepts a new Ph.D. cohort each fall semester. All materials must be submitted by January 2018 for full consideration to enter the 2018/2019 cohort.
- Required application materials include:  
An online application, official transcript, three letters of reference, resume or CV, letter of intent, and valid GMAT or GRE scores.

## Want to Know More?

- Ph.D. Program Coordinator:  
Sven Kepes, Ph.D.  
Phone: 804-828-7195  
Email: [skepess@vcu.edu](mailto:skepess@vcu.edu)
- Department Website:  
[business.vcu.edu/departments-and-centers/management/](http://business.vcu.edu/departments-and-centers/management/)
- Application Details:  
[business.vcu.edu/graduate](http://business.vcu.edu/graduate)
- Program Website:  
[business.vcu.edu/graduate-studies/phd-in-business/concentrations/management-obhrm/](http://business.vcu.edu/graduate-studies/phd-in-business/concentrations/management-obhrm/)



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