

OBHR Program Frequently Asked Questions

Q: What do you look for when you evaluate potential students?

A: We look at the “big picture” in evaluating applications. We look at traditional measures like GMAT/GRE scores, grade point average, and recommendation letters. We also look at applicants’ knowledge of, and preferably experience conducting, research relevant to organizational behavior and human resources, such as serving as a research assistant for a faculty member.

Q: What are the minimum and preferred GPAs and GMAT/GRE scores for admission into the program?

A: There are no absolute minimum cutoff for grades or test scores. However, successful candidates typically have at least: (a) a 3.00 undergraduate GPA, (b) a 3.50 graduate GPA, and (c) a GMAT scores of 600 and/or GRE scores of 155.

Q: Do you admit students who start the program in the spring or summer semesters?

A: No. Students in our program start only in the fall semester.

Q: How many students do you admit into the program each year?

A: We typically select 2-3 new students every year.

Q: Do you have part-time or online options for the doctoral program?

A: No. The OBHR program is full-time and requires students to be in residence.

Q: Do I need a postgraduate degree to apply?

A: No. Although we prefer applicants to have a master’s degree, applicants who have strong credentials can be accepted without a master’s.

Q: How long does the doctoral program last?

A: The OBHR doctoral program lasts four to five years. The first two years focus primarily on coursework, and culminate in a comprehensive examination. The next 2-3 years focus primarily on research and teaching, and culminate with a dissertation, which is a large research project developed and conducted by the student.

Q: What is the focus of the OBHR doctoral program?

A: Our program is research-focused. Although we value teaching and help our students excel in this area, our primary goal is to prepare students to do high-quality research and to help them

obtain faculty positions in respected, research-oriented universities around the world.

Q: What kinds of research do OBHR faculty conduct?

A: Our research attempts to understand and improve the management of people and organizations. We strongly encourage you to review the vitas (resumes) of our faculty and current doctoral students to see the research we have published. It also would be helpful to review articles in some of the journals in which our research appears, such as *Journal of Applied Psychology*, *Journal of Management*, and *Personnel Psychology*.

Q: Can I get financial assistance?

A: All individuals admitted into our program receive an annual stipend and a tuition waiver. Doctoral students typically receive financial assistance for five years provided they maintain a satisfactory level of academic and work performance. After the first year in the program, out-of-state applicants are expected to establish Florida residency and will receive in-state tuition waivers. Students are responsible for non-academic university fees. There are also fellowships available for potential students. You can read more about these fellowships and other financial opportunities available to doctoral students at the graduate studies website:
<http://www.gradstudies.fsu.edu/Funding-Awards>

Q: Where can I get more information about the OBHR doctoral program?

A: Please contact Dr. Chad Van Iddekinge (cvanidde@business.fsu.edu), the doctoral program director, if you have further questions about our program. For more general questions about graduate education in the Florida State College of Business, please contact Gail Palo (gpalo@business.fsu.edu) in our graduate programs office.