Management (MGMT)

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Degree Conferred:
Ph.D. in Business Administration (BADM)

Program Description: The primary objective of the Ph.D. program in Business Administration with a concentration in management is to prepare candidates for careers in university research and teaching. The program of study is designed to ensure that students receive an exposure to the broad areas of management, develop the conceptual skills and methodological tools necessary to design and conduct independent research, and develop the skills and experience necessary to teach at all levels of higher education.

Ph.D. in Business Administration with Management Concentration
Ph.D. in Business Administration – Management Concentration

Management Content Core Requirements

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Supporting Fields

Courses for the supporting fields requirement are selected in consultation with the student’s Ph.D. Advisory Committee. All courses taken for the Supporting Fields must be at the graduate level and/or taken for graduate credit. Statistics and methods classes cannot be used to fulfill the Supporting Fields requirement. A minimum of 6 hours and a maximum of 9 hours are to be taken in Management. These hours may include MGMT 6223, Special Topics in Management, and Special Problems.

Research Tools

Courses used to meet the Research Tools requirement will be selected in consultation with the student’s Ph.D. Advisory Committee and should support the student’s program of study. The courses should provide the student with a knowledge of advanced descriptive and inferential statistics, research design, and research methods.

Comprehensive Exam

Students will be required to take a comprehensive examination as a requirement of the PhD program in the Management Department. The exam will be administered over a three day period with the first day focusing on questions concerning the primary and secondary content areas, the second day being a day off to study a research article that will be covered on the research methods exam and the third day covering research methods. Successful completion of both parts of the comprehensive exam are required for admission to candidacy.

The exam will consist of three parts:

**Content:** Students will have questions from the two content areas they identified. There will be more questions on the primary area than the secondary area. Students will have some opportunity to choose among the questions. There will be some mandatory questions.

**Methods:** All students will have the same methods questions. One part of the methods exam will be an article that students review a priori and critique. Students will have some opportunity to choose among the questions. There will be some mandatory questions.

**Specialty Area:** Each student taking the comprehensive exam will select a specialty area of emphasis and a management department faculty willing to sponsor that area. This area is one that the student is expected to be an expert in, and ideally, linked to his or her future dissertation area. The last part of the comprehensive exam will comprise questions that are based on the specialty area.

Graduate Faculty Courses

**MGMT 5213. Business Foundations for Entrepreneurs. 3 Hours.**
Introduction to the fundamental business concepts an entrepreneur needs to know to evaluate and launch a successful new venture. Topic areas include recruitment, selection, motivation and management of employees, market analysis and the marketing mix, financial strategies and accounting for funds, economic considerations, and the management of operations. Prerequisite: Graduate standing.
(Typically offered: Spring)

**MGMT 5223. Business Leadership and Ethics. 3 Hours.**
Management for a global environment. The class will cover interpersonal workplace skills such as leadership and motivation, along with the management of human capital through well designed recruitment, selection, performance evaluation, compensation, and quality control systems. (Typically offered: Fall) May be repeated for degree credit.

**MGMT 5313. Strategic Management. 3 Hours.**
Strategy formulation, strategy implementation, and other topics related to the long-term success of the firm. Includes role of the general manager, international issues, and the impact of management fads on decision making. (Typically offered: Summer)

**MGMT 5323. New Venture Development. 3 Hours.**
Focuses on the identification and analysis of new venture opportunities and how entrepreneurs acquire the human and financial resources needed to develop successful businesses. Topics include market analysis, development of products and services, negotiation, developing and executing business plans, and new venture financing. Students are required to complete summer assignments before the course begins in the fall semester. Prerequisite: MGMT 5213 or an undergraduate degree in business or permission of the instructor. (Typically offered: Fall)

**MGMT 5363. Innovation & Creativity. 3 Hours.**
This class will provide a framework for developing, assessing and implementing innovations in start-ups and established businesses. Focus is on creative decision making, managing for innovation, strategic analysis of innovations, and implementation of innovations. Aimed at entrepreneurs, brand managers, and managers in industries where innovation is a key strategic capability. (Typically offered: Spring)
MGMT 537V. Global Business. 1-3 Hour.
Integrated overview of the global business environment and the organizational challenges of a multinational firm. To enhance understanding of the business and cultural environment of prominent emerging markets, the course includes a 2-3 week overseas immersion project to fulfill a predefined goal. Project is integrated with global content upon return. (Typically offered: Summer)
This course is cross-listed with ECON 537V.

MGMT 5391. Business History and Practice. 1 Hour.
This course provides students with an overview of how businesses evolve over the years, and how they are run today. Using examples from research and practitioner articles, it allows students to learn about hands on concepts such as business models, Integrative Performance, Organization Structure, Competitive Advantage, Value Networks, and Business Obligations in an experiential manner. (Typically offered: Fall and Spring)

MGMT 5413. New Venture Development II. 3 Hours.
A large-scale, real world, 10 week project involving hands-on work addressing issues faced by managers in partnering firms. Corequisite: Instructor consent. Prerequisite: MGMT 5323. (Typically offered: Spring)

MGMT 5602. Introduction to Strategy. 2 Hours.
An introduction to the value chain concept, the underlying framework of the Managerial MBA program. Topics include the primary value chain activities of inbound logistics, operations, outbound logistics, marketing and sales, and service, as well as the support activities of procurement, technology development, human resource management and firm infrastructure. (Typically offered: Fall)

MGMT 5613. Leadership and Organizational Behavior. 3 Hours.
Managing in a global workforce, including human resource issues, motivation, performance evaluation, quality concepts, transformational leadership, and selection/recruitment/development of employees. (Typically offered: Summer)

MGMT 5993. Entrepreneurship Practicum. 3 Hours.
Hands-on management of an actual on-going business. Students will gain experience working in, making decisions about, and managing a competitive business. Students will be required to analyze the business in a term paper or other integrative assignment. Entrance by application only. (Typically offered: Fall, Spring and Summer)

MGMT 6011. Graduate Colloquium. 1 Hour.
Presentation and critique of research papers and proposals. (Typically offered: Fall and Spring) May be repeated for degree credit.

MGMT 6113. Seminar in Organizational Behavior. 3 Hours.
Survey of theoretical and empirical literature in organizational behavior. Stresses critical evaluation of current writing in the field and its integration with prior research. Covers topics relating to motivation, individual differences, job attitudes, social influence processes, and group dynamics. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

MGMT 6123. Seminar in Organization Theory. 3 Hours.
This Ph.D.-level seminar presents an overview and introduction into organization theory literature. Emphasis on the development of relevant schools of thought, changes in the content of the traditional or 'mainstream' themes, current topics, schools of thought, and future directions are examined. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

MGMT 6133. Seminar in Strategy Research. 3 Hours.
This Ph.D.-level seminar presents an overview and introduction into the strategic management literature. Emphasis on both the content and process of the extant research. Relevant theory, methods, 'mainstream' themes, current topics, schools of thought, and future directions are examined. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

MGMT 6213. Seminar in Research Methods. 3 Hours.
Familiarizes students with the principles and techniques underlying research in management and organizations. Issues of basic philosophy of science and research methods are covered. Special attention given to the practical problems of research design, measurement, data collection, sampling, and interpretation in conducting research in management and in organizations. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

MGMT 6223. Seminar in Management Topics. 3 Hours.
Seminar in special research topics in management. Topics vary depending upon instructor. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular) May be repeated for up to 3 hours of degree credit.

MGMT 6233. Seminar in Human Resource Management. 3 Hours.
Provides an overview of major issues in human resource management. Designed to familiarize students with the seminal research in human resource management, and to provide them with the conceptual and methodological tools necessary to do research in the area. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

MGMT 636V. Special Problems in Management. 1-12 Hour.
Individual reading and research. (Typically offered: Fall and Spring) May be repeated for up to 12 hours of degree credit.

MGMT 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. (Typically offered: Fall and Spring) May be repeated for degree credit.