Management (MGMT)

John Delery
Interim Department Chair
402 Business Building
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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 an area of study 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 (Management)

Program Requirements: The primary objective of the Ph.D. program 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.

Required Courses (13 hours)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 6113</td>
<td>Seminar in Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 6123</td>
<td>Seminar in Organization Theory</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 6133</td>
<td>Seminar in Strategy Research</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 6233</td>
<td>Seminar in Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>WCOB 6111</td>
<td>Seminar in Business Administration Teaching I</td>
<td>1</td>
</tr>
</tbody>
</table>

Supporting Fields (12 hours)

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.

Choose four courses from the following: 12

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISYS 6833</td>
<td>Theory Development</td>
</tr>
<tr>
<td>MGMT 6011</td>
<td>Graduate Colloquium</td>
</tr>
<tr>
<td>MGMT 636V</td>
<td>Special Problems in Management</td>
</tr>
<tr>
<td>PSYC 5063</td>
<td>Advanced Social Psychology</td>
</tr>
<tr>
<td>PSYC 6373</td>
<td>Seminar in Personality and Social Psychology</td>
</tr>
<tr>
<td>SCMT 6433</td>
<td>Supply Chain Management Research</td>
</tr>
<tr>
<td>WLLC 575V</td>
<td>Special Investigations</td>
</tr>
</tbody>
</table>

Research Requirements (18 hours)

Courses used to meet the Research Requirements 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.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 6213</td>
<td>Seminar in Research Methods</td>
<td>3</td>
</tr>
<tr>
<td>Choose five courses from the following: 15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>COMM 5173</td>
<td>Qualitative Methods in Communication</td>
<td></td>
</tr>
<tr>
<td>ESRM 6423</td>
<td>Multiple Regression Techniques for Education</td>
<td></td>
</tr>
<tr>
<td>ESRM 6533</td>
<td>Qualitative Research</td>
<td></td>
</tr>
<tr>
<td>ISYS 5723</td>
<td>Advanced Multivariate Analysis</td>
<td></td>
</tr>
<tr>
<td>ISYS 6733</td>
<td>Emerging Topics</td>
<td></td>
</tr>
<tr>
<td>MGMT 636V</td>
<td>Special Problems in Management</td>
<td></td>
</tr>
<tr>
<td>MKTG 6433</td>
<td>Seminar in Research Methods</td>
<td></td>
</tr>
<tr>
<td>PADM 5803</td>
<td>Quantitative Methods Analysis</td>
<td></td>
</tr>
<tr>
<td>PLSC 5943</td>
<td>Advanced Research Methods in Political Science</td>
<td></td>
</tr>
<tr>
<td>PSYC 5133</td>
<td>Inferential Statistics for Psychology</td>
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<tr>
<td>PSYC 5143</td>
<td>Advanced Descriptive Statistics for Psychology</td>
<td></td>
</tr>
<tr>
<td>PSYC 6343</td>
<td>Seminar in Quantitative Methods</td>
<td></td>
</tr>
<tr>
<td>PUBP 6143</td>
<td>Mixed Method Research Design</td>
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</table>

Dissertation

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 700V</td>
<td>Doctoral Dissertation</td>
<td>18</td>
</tr>
</tbody>
</table>

Candidacy Exam

Students will be required to take a candidacy examination in the summer following the second year coursework as a requirement of the Ph.D. program. The exam will cover the students' major and minor content areas as well as research methods. Successful completion of all parts of the candidacy exam are required to begin dissertation research.

Students must complete a minimum of 72 graduate credit hours beyond the bachelor’s degree and 42 graduate credit hours beyond the master’s degree. For students who apply to the degree program without a master’s degree, a minimum of 11 additional credit hours in consultation with the Ph.D. coordinator will be required to fulfill the full degree requirements to include approved graduate courses. Additional hours may be assessed in individual cases to meet specific coursework deficiencies.

For a complete list of University Graduate School and International Education degree requirements, please visit the Objectives and Regulations (http://catalog.uark.edu/graduatecatalog/ObjectivesandRegulations/) page of the catalog.

Graduate Faculty

Anand, Vikas, Ph.D. (Arizona State University), M.B.A. (Indian Institute of Foreign Trade), M.Sc. (Birla Institute of Technology), Professor, 1999.

Breaux-Soignet, Denise, Ph.D. (Florida State University), M.B.A., B.S. (Nicholls State University), Clinical Assistant Professor, 2010.

Delery, John, Ph.D. (Texas A&M University), M.S. (Memphis State University), B.S. (Tulane University of Louisiana), Professor, 1992.

Dowdy, Gary, M.B.A. (Purdue University), B.S. (University of Arkansas), Instructor, 2014.

Ellstrand, Alan E., Ph.D. (Indiana University at Bloomington), M.B.A. (North Illinois University), B.S. (University of Illinois-Urbana), Professor, 2000.
Goussevskaia, Anna, Ph.D. (University of Warwick, United Kingdom), B.Sc. (Federal University of Minas, Brazil), Clinical Assistant Professor, 2013.


Johnson, Jon, Ph.D. (Indiana University at Bloomington), M.B.A., B.S. (University of Arkansas), Professor, 1996.

Kish-Gephart, Jennifer, Ph.D. (Pennsylvania State University), M.B.A., B.S. (Drexel University), Associate Professor, 2010.

Lueke, Sarah B., Ph.D. (University of Akron), Clinical Assistant Professor, 2019.

McKnight, Rebecca, M.B.A. (University of Arkansas), Instructor, 2016.

Miakar, Paul Francis, M.B.A. (University of Arkansas), Instructor, 2019.


Pullen, Brian K., M.B.A. (University of Arkansas), B.S. (Arkansas Tech University), Instructor, 2000.

Reeves, Carol, Ph.D. (University of Georgia), M.A. (University of South Carolina), B.S. (Georgia Southern College), Professor, 1990.

Ridge, Jason, Ph.D., M.A., B.A. (Oklahoma State University), Associate Professor, 2015.

Rodeffer, Carolyn, M.B.A. (University of Chicago), B.A. (University of Maryland), Instructor, 2015.

Rosen, Chris, Ph.D. (University of Akron), M.A. (Appalachian State University), B.A. (Washington and Lee University), Professor, 2006.

Stoverink, Adam, Ph.D., (Texas A&M University), M.B.A. (St. Louis University), B.S.B.A. (University of Missouri), Assistant Professor, 2017.

Worrell, Dan, Ph.D., M.S., B.S. (Louisiana State University), Professor, 2005.

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 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.