PHD Business Administration-Management

Degree Offered

- Doctor of Philosophy

Overview

The Management Ph.D. program is a small, high quality, full-time, residential program designed to prepare qualified individuals for careers in scholarly research and teaching at the university level. The Management Department faculty is engaged in research in a wide range of topics in strategic management, organizational behavior, international business, and entrepreneurship.

The program of study requires the satisfactory completion of coursework, a qualifying paper, a comprehensive examination, and dissertation research. Students take courses in various management topics, research methods, and statistics. Small classes and an "open-door" policy allow for close interaction between students and faculty, with frequent opportunities to discuss ideas and collaborate on joint research projects.

Ph.D. students have ample opportunity to work closely with faculty on a one-on-one basis and become involved with their research activities. We strive for our students to gain experience presenting their work at academic conferences and publishing research articles in quality academic journals. Students also acquire teaching experience through teaching undergraduate management courses on several occasions during their time in the program.

The Ph.D. program is designed to provide students with enough flexibility to discover an intellectual niche while ensuring that all students acquire general research knowledge in the broader field of management, in-depth expertise in a selected area of specialization (i.e., strategic management or organizational behavior), and competence in quantitative research methods.

FACULTY

COORDINATOR
- Olga Bruyaka - Ph.D. (Jean Moulin University, France)

PROFESSORS
- Mark Gavin - Ph.D. (Purdue University)
- Jodi Goodman - Ph.D. (Georgia Institute of Technology)
- Usha Haley - Ph.D. (New York University)
- Edward Tomlinson - Ph.D. (The Ohio State University)

ASSOCIATE PROFESSORS
- Gerald Blakely - Ph.D. (University of North Carolina at Chapel Hill)
- David Dawley - Ph.D. (Florida State University)
- Jeff Houghton - Ph.D. (Virginia Tech University)
- Nancy McIntyre - Ph.D. (University of Rhode Island)
- Abhishek Srivastava - Ph.D. (University of Maryland)

ASSISTANT PROFESSORS
- Ajay Aluri - Ph.D. (Oklahoma State University)
- Ryan Angus - (University of Utah)
- Olga Bruyaka - Ph.D. (Jean Moulin University, France)
- James Field - Ph.D. (Virginia Commonwealth University)
- Jennifer Sexton - Ph.D. (Florida State University)

Admission Requirements

The following will be considered for admission into the program:

- Application deadline. Students begin their graduate work in the fall semester. For full consideration for August admission and/or financial aid, the department must have received completed applications by February 1. The department makes most admission decisions during February and March. Given application processing time, we encourage potential students to apply early to ensure all materials are received prior to the due date.
- Official transcripts/GPA. To be admitted as a Ph.D. student, applicants must have completed a Bachelor's degree from an accredited university and should have cumulative GPA scores of 3.25 or better for undergraduate work and 3.5 or better for graduate work (based on U.S. standard of 4.0). Applicants must have official transcripts sent to WVU's Office of Admissions.
• GMAT or GRE scores. An official GMAT (Graduate Management Admissions Test) or GRE (Graduate Records Exam) score must be submitted. A minimum 620 GMAT score is required. The GRE-GMAT comparison tool (https://www.ets.org/gre/institutions/about/mba/comparison_tool) will be used to evaluate GRE scores submitted. Test scores no more than five years old generally will be accepted.

• TOEFL / IELTS. Applicants whose native language is not English or who did not complete an undergraduate degree at an institution in an English-speaking country must obtain a score of 600 on the TOEFL paper-based format, 250 on the TOEFL computer-based format, 100 on the TOEFL-ibt, or 7.0 on the IELTS. Go to www.toefl.org or www.ielts.org to register and find out more about the test. This is a University requirement.

• Current resume.

• Three letters of recommendation.

• Statement of purpose. The statement of purpose should address why you are interested in earning your Ph.D. from WVU (what you hope to learn, career goals, etc.). You should demonstrate your understanding of what academic research is and your commitment to doing this type of work, both in the Ph.D. program and throughout your career. You should discuss any research experience you have, your general area of interest and your specific research interests.

• Writing Sample (if available). Examples include class research papers, conference papers, published research articles, research manuscripts in progress, white papers, technical reports, etc.

• Other materials the applicant wishes to submit in support of the application.

• Other application materials as required by WVU.

The entrance requirements are minimum requirements for admission. Since there is limited space in each year’s class, meeting these entrance requirements does not guarantee admission. Applicants will not be accepted on a provisional basis.

**Doctor of Philosophy**

The coursework in management is designed to provide a theoretical, methodological, and statistical foundation for critically evaluating extant research and conducting independent research. Students will take six content courses in management and six research methods and statistics courses. Additional requirements include a qualifying paper and a comprehensive examination. Subsequent to completing coursework and passing comprehensive examinations, students will be admitted to doctoral candidacy. Remaining hours will focus on completing a dissertation.

**MAJOR REQUIREMENTS**

**Methods and Statistics Courses - all required**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>MANG 710</td>
<td>Philosophy of Research</td>
</tr>
<tr>
<td>MANG 711</td>
<td>Research Methods</td>
</tr>
<tr>
<td>EDP 613</td>
<td>Statistical Methods 1</td>
</tr>
<tr>
<td>or STAT 511</td>
<td>Statistical Methods 1</td>
</tr>
<tr>
<td>EDP 614</td>
<td>Statistical Methods 2</td>
</tr>
<tr>
<td>or STAT 512</td>
<td>Statistical Methods 2</td>
</tr>
<tr>
<td>PSYC 612</td>
<td>Multivariate Analysis</td>
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<tr>
<td>or STAT 541</td>
<td>Applied Multivariate Analysis</td>
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<tr>
<td>MANG 713</td>
<td>Structural Equation Modeling</td>
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</tbody>
</table>

**Management Content Seminars (6 courses required)**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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<tbody>
<tr>
<td>MANG 740</td>
<td>Org Behavior: Groups and Teams</td>
</tr>
<tr>
<td>MANG 760</td>
<td>Organizational Theory</td>
</tr>
<tr>
<td>MANG 780</td>
<td>Organizational Behavior: Individuals</td>
</tr>
<tr>
<td>MANG 770</td>
<td>Strategic Management Theory</td>
</tr>
<tr>
<td>MANG 785</td>
<td>Contemporary Strategic Mgmt</td>
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**Open Elective (Doctoral seminars; approval of Management PhD Coordinator required)**

**Research Hours**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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<tr>
<td>MANG 797</td>
<td>Research</td>
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**Dissertation Hours**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>MANG 798</td>
<td>Thesis or Dissertation</td>
</tr>
</tbody>
</table>

**Qualifying Paper**

**Comprehensive Exam**

**Dissertation Proposal Defense**

**Dissertation Defense**

**Total Hours** 72
# SUGGESTED PLAN OF STUDY

## First Year

<table>
<thead>
<tr>
<th>Semester</th>
<th>Fall Hours</th>
<th>Spring Hours</th>
<th>Summer Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MANG 710</td>
<td>3</td>
<td>MANG 711</td>
<td>3 Begin Qualifying Paper</td>
<td>3 + 3 + 3 = 9</td>
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<tr>
<td>STAT 511</td>
<td>3</td>
<td>STAT 512</td>
<td>3</td>
<td>3 + 3 + 3 = 9</td>
</tr>
<tr>
<td>Management Content Seminar</td>
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<td>3</td>
<td>3 + 3 + 3 = 9</td>
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## Second Year

<table>
<thead>
<tr>
<th>Semester</th>
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</thead>
<tbody>
<tr>
<td>STAT 541</td>
<td>3 MANG 713</td>
<td>3</td>
<td>9 + 3 = 12</td>
</tr>
<tr>
<td>Management Content Seminar</td>
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<td>6</td>
<td>9 + 6 + 6 = 21</td>
</tr>
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</table>

## Third Year

<table>
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<tr>
<th>Semester</th>
<th>Fall Hours</th>
<th>Spring Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MANG 797</td>
<td>3 MANG 797</td>
<td>3</td>
<td>9 + 3 = 12</td>
</tr>
<tr>
<td>MANG 798</td>
<td>6 MANG 798</td>
<td>6</td>
<td>9 + 6 + 6 = 21</td>
</tr>
<tr>
<td>Comprehensive Exam</td>
<td>9</td>
<td>9</td>
<td>9 + 9 + 9 = 27</td>
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</table>

## Fourth Year

<table>
<thead>
<tr>
<th>Semester</th>
<th>Fall Hours</th>
<th>Spring Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MANG 797</td>
<td>3 MANG 797</td>
<td>3</td>
<td>9 + 3 = 12</td>
</tr>
<tr>
<td>MANG 798</td>
<td>6 MANG 798</td>
<td>6</td>
<td>9 + 6 + 6 = 21</td>
</tr>
</tbody>
</table>

Total credit hours: 72

## COURSES

**MANG 590. Teaching Practicum. 1-3 Hours.**
PR: Consent. Supervised practice in college teaching of management. Note: This course is intended to insure that graduate assistants are adequately prepared and supervised when they are given college teaching responsibility. It will also present a mechanism for students not on assistantships to gain teaching experience. (Grading may be S/U.).

**MANG 591. Advanced Topics. 1-6 Hours.**
PR: Consent. Investigation of advanced topics not covered in regularly scheduled courses.

**MANG 593. Special Topics. 1-6 Hours.**
A study of contemporary topics selected from recent developments in the field.

**MANG 594. Seminar. 1-6 Hours.**
Special seminars arranged for advanced graduate students.

**MANG 691. Advanced Topics. 1-6 Hours.**
PR: Consent. Investigation of advanced topics not covered in regularly scheduled courses.

**MANG 692. Directed Study. 1-6 Hours.**
Directed study, reading, and/or research.

**MANG 693. Special Topics. 1-6 Hours.**
A study of contemporary topics selected from recent developments in the field.

**MANG 694. Seminar. 1-6 Hours.**
Special seminars arranged for advanced graduate students.

**MANG 695. Independent Study. 1-6 Hours.**
Faculty supervised study of topics not available through regular course offerings.

**MANG 696. Graduate Seminar. 1 Hour.**
PR: Consent. Each graduate student will present at least one seminar to the assembled faculty and graduate student body of his or her program.
MANG 697. Research. 1-15 Hours.
PR: Consent. Research activities leading to thesis, problem report, research paper or equivalent scholarly project, or a dissertation. (Grading may be S/U).

MANG 698. Thesis or Dissertation. 1-6 Hours.
PR: Consent. This is an optional course for programs that wish to provide formal supervision during the writing of student reports (698), or dissertations (798). Grading is normal.

MANG 699. Graduate Colloquium. 1-6 Hours.
PR: Consent. For graduate students not seeking coursework credit but who wish to meet residency requirements, use of the University’s facilities, and participate in its academic and cultural programs. Note: Graduate students who are not actively involved in coursework or research are entitled, through enrollment in their department's 699/799 Graduate Colloquium to consult with graduate faculty, participate in both formal and informal academic activities sponsored by their program, and retain all of the rights and privileges of duly enrolled students. Grading is S/U; colloquium credit may not be counted against credit requirements for masters programs. Registration for one credit of 699/799 graduate colloquium satisfies the University requirement of registration in the semester in which graduation occurs.

MANG 710. Philosophy of Research. 3 Hours.
PR: Consent. This course provides an overview of the philosophical concepts that guide research in organizations, including overview of research process, scientific progress, theory and practice, and selection of research design.

MANG 711. Research Methods. 3 Hours.
PR: Consent. Graduate-level introduction to critical topics in research methodology relevant to the social sciences. Emphasis on theory-driven research design, data collection, measurement development and evaluation, and various quantitative data analytic issues with a particular focus on organizational research.

MANG 713. Structural Equation Modeling. 3 Hours.
PR: Consent. This course examines the role and application of structural equation modeling (SEM) in social science research. The overarching goal is to provide the student with an understanding of the rationale underlying SEM, the application of SEM to research endeavors, the interpretation of SEM analyses, and the evaluation of research using SEM.

MANG 720. Human Resource Management. 3 Hours.
PR: Consent. This course offers an overview of theories and research underpinning the strategic and functional human resource management literature by reviewing representative research published in top academic journals and generating original research proposals.

MANG 730. Leadership. 3 Hours.
PR: Consent. This course seeks to critically analyze and explain current and classic leadership literature, taking stock of the knowledge base developed to date and considering conceptual and methodological avenues for further advancement.

MANG 740. Org Behavior: Groups and Teams. 3 Hours.
PR: Consent. This course provides a survey of the field of organizational behavior, primarily at the group/team level. The emphasis is on exploring concepts, theory, and empirical research to develop foundational knowledge in several key topic areas and in the approaches used to study group- and team-level organizational behavior.

MANG 760. Organizational Theory. 3 Hours.
PR: Consent. This course provides a survey of modern developments in organizational theory and their connection to the field's roots. Modern organizational theory has several different sub-fields whose diverse theories this course will connect.

MANG 770. Strategic Management Theory. 3 Hours.
PR: Consent. This course provides a survey of theories and methods in strategy research. The emphasis is on the development of major theories, perspectives, and paradigms in the strategic management field.

MANG 780. Organizational Behavior: Individuals. 3 Hours.
PR: Consent. This course provides a survey of the field of organizational behavior, primarily at the individual level of analysis. The emphasis is on exploring concepts, theory, and empirical research to develop foundational knowledge in several key topic areas.

MANG 785. Contemporary Strategic Mgmt. 3 Hours.
PR: Consent. This course provides an evaluation and analysis of contemporary issues in the strategic management literature.

MANG 791. Advanced Topics. 1-6 Hours.
PR: Consent. Investigation of advanced topics not covered in regularly scheduled courses.

MANG 795. Independent Study. 1-9 Hours.
Faculty supervised study of topics not available through regular course offerings.

MANG 797. Research. 1-15 Hours.
PR: Consent. Research activities leading to thesis, problem report, research paper or equivalent scholarly project, or a dissertation. (Grading will be S/U).

MANG 798. Thesis or Dissertation. 1-6 Hours.
PR: Consent. This is an optional course for programs that wish to provide formal supervision during the writing of student reports (698), or dissertations (798). Grading is normal.