

# Department of Management

2008/2009

DOCTORAL PROGRAM • MAYS BUSINESS SCHOOL • TEXAS A&M UNIVERSITY

## AT A GLANCE

Texas A&M University  
Graduate Admissions  
Requirements

Minimum GMAT *n/a*

Minimum GPA

Master's 3.25

Bachelor's 3.00

Minimum TOEFL

Paper based 600

Computer based 250

Application fee

Domestic \$50

International \$75

Mays Doctoral Program

Full-time students 73

2008 Application Cycle

Applied 295

Admitted 42

Enrolled 23

%Male/Female 75/25

Years avg work exp 5

Mays Doctoral Faculty

110 tenured/tenure-track

\$1M in annual research



440 Webber Building

College Station,

Texas 77843-4113

Tel: 979 845 4711

Fax: 979 845 6639

PhDProgram@mays.tamu.edu

http://mays.tamu.edu

The doctoral program in management has two primary objectives.

- Prepare students to conduct high-quality research relevant to private or public organizations, to direct research by others, and to communicate research findings through teaching and writing
- Prepare students for the varied responsibilities and opportunities of careers in research and teaching or for positions requiring similar research and analytical skills.

This program also offers the opportunity to specialize in one of the following areas.

**Business and Public Policy** focuses on the relationships between the corporation and its political, economic, and social environments whether domestic or international. Study in this area includes the legal and regulatory environment of business as well as social responsibility issues.

**Human Resource Management** includes such traditional HR topics as recruitment, selection, staffing, and performance appraisal. In addition the strategic process by which HR programs are developed, adopted, implemented, and evaluated is explored.

## FACULTY AND RESEARCH INTERESTS

**Murray R. Barrick**, Department Head and Paul M. and Rosalie Robertson Chair in Business  
*Employment staffing; assessing the impact of personalities and other individual differences at work*

**Michael W. Pustay**, Assistant Department Head and Anderson Clayton & Co. and Clayton Fund Professor  
*Impact of government policies and regulations on the performance of firms; impact of regional economic integration on business behavior*

**Michael A. Abelson**, Associate Professor  
*Real estate; implementing and managing change; effective leadership; conflict management; interpersonal relationships; team building*

**Organizational Behavior/Organization Theory** focuses on the study of human behavior in complex social systems (organizations). Topics explored include individual differences, motivation, leadership, group dynamics, decision making, political behavior, and organization design.

**Strategic Management** focuses on the roles and problems of top management teams and strategy formulation and implementation—domestic or international—as well as strategic processes such as decision making, resource allocation, and the creation and management of new businesses.

Our management faculty is a distinguished body of scholars and teachers, extensively published and nationally recognized for their accomplishments. A number of them hold leadership positions in professional organizations and serve on editorial boards, including editors of major journals.

Brad Kirkman, PhD Advisor  
Department of Management  
Mays Business School  
Texas A&M University  
College Station, Texas 77843-4221  
Phone: 979-845-4851  
mgmt-phd-adv@mays.tamu.edu

**Leonard Bierman**, Professor and Mays Research Fellow  
*Employment regulation; negotiations; international trade, corporate governance*

**Wendy R. Boswell**, Associate Professor and Mays Research Fellow  
*Human resource management; employee attraction and retention; strategic alignment; work-related stress; executive job search behavior*

**Joseph E. Coombs**, Assistant Professor  
*New venture creation; geographic clustering; organization legitimacy; wealth creation; executive compensation; corporate governance*

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## FACULTY AND RESEARCH INTERESTS CONT'D

**Lorraine Eden**, Professor and Texas A&M University Faculty Fellow

*Multinational enterprises and public policy; transfer pricing, international taxation and corruption; liability of foreignness; regional integration*

**Brett Anitra Gilbert**, Assistant Professor

*Geographic clusters; alliances; innovation; internationalization; new ventures*

**Ricky W. Griffin**, Texas A&M University Distinguished Professor, Jeanne and John R. Blocker Chair

*Workplace violence; employee health and well-being in the workplace; workplace culture*

**Katalin Takacs Haynes**, Assistant Professor

*Board composition; CEO compensation; institutional environments; institutionalization*

**Don Hellriegel**, Professor Emeritus

*Entrepreneurship; organizational behavior; strategic management process*

**Michael A. Hitt**, Texas A&M University Distinguished Professor, Joe B. Foster '56 Chair and C. W. Conn Chair

*Strategic management; international strategy; strategic entrepreneurship*

**R. Duane Ireland**, Texas A&M University Distinguished Professor, Foreman R. and Ruby S. Bennett Chair in Business

*Effective management of organizational resources; corporate entrepreneurship; strategic entrepreneurship*

**Gareth R. Jones**, Professor

*Organizational design for performance; business and corporate strategy evolution; meso-organization analysis; transaction cost analysis; organizational structure and learning*

**Bradley L. Kirkman**, Associate Professor, and Holder of the John E. Pearson Professorship

*Work team effectiveness; virtual teams; international management; organizational justice*

**Hermann Achidi Ndofor**, Assistant Professor

*Competitive dynamics; strategic change; resource-based view of the firm; new venture creation and immigrant entrepreneurship*

**Ramona L. Paetzold**, Professor and Mays Research Fellow

*Intersection of human resource management and employment law; psycho-legal aspects of sexual harassment; disabilities and accommodations; workplace violence*

**Christopher O.L.H. Porter**, Associate Professor and Mays Research Fellow

*Team composition and processes; performance appraisals and feedback interventions; workplace fairness; police performance management*

**Mario Schijven**, Assistant Professor

*Mergers and acquisitions; alliances; organizational learning and change; behavioral theory of the firm; evolutionary economics*

**Abbie J. Shipp**, Assistant Professor

*Psychological experience of time at work; how the trajectory of work experiences over time (including person-environment fit) affects attitudes and behaviors; how time is spent on work tasks; how frequently individuals think about the past/present/future*

**David G. Sirmon**, Assistant Professor

*Strategic management (emphasizing resource management process); entrepreneurship (emphasizing family firms)*

**Laszlo Tihanyi**, Associate Professor, Mays Fellow

*International strategies; corporate governance in multinational firms; organizational adaptation in emerging economies*

**Elizabeth E. Umphress**, Assistant Professor and Mays Research Fellow

*Organizational justice; ethical behavior; diversity*

**Michael Wesson**, Associate Professor

*Organizational entry: recruitment, job search, selection, and socialization; compensation and benefits; organizational justice (fairness)*

**Richard W. Woodman**, Lawrence Fouraker Professor

*Organizational change; organizational creativity*

**Asghar Zardkoohi**, T.J. Barlow Professor of Management

*Impacts of government regulation on business; organizational architecture; business and public policy; government regulation; industrial organization; financial intermediaries; law and economics; decision making under uncertainty*

**Ryan D. Zimmerman**, Assistant Professor

*Employee selection and retention; individual differences (personality and general mental ability); person-environment fit*

**APPLY ONLINE AT [MAYS.TAMU.EDU/GRADUATEAPPLICATION](http://MAYS.TAMU.EDU/GRADUATEAPPLICATION)**

Applications accepted year round. The following deadlines for priority review for admission and fellowship funding.  
December 10, 2008 - Priority scholarship deadline; January 15, 2009 - Priority deadline for international students.

Early application submission strongly encouraged for maximum consideration.