Department of Management
Doctoral Program

MAYS BUSINESS SCHOOL
TEXAS A&M UNIVERSITY

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.

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.

FACULTY AND RESEARCH INTERESTS

Ricky W. Griffin, Department Head, Texas A&M University Distinguished Professor, Jeanne and John R. Blocker Chair
Workplace violence; employee health and well-being in the workplace; workplace culture

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

Murray R. Barrick, Texas A&M University Distinguished Professor and Paul M. and Rosalie Robertson Chair in Business
Employment staffing; assessing the impact of personalities and other individual differences at work

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

Wendy R. Boswell, Rebecca U. '74 and Williams S. Nichols III '74 Professor
Human resource management; employee attraction and retention; strategic alignment; work-related stress; executive job search behavior

Dan S. Chiaburu, Assistant Professor
Social environment at work in the form of exchanges and longer-term relationships, co-worker (or lateral) influences, discretionary behaviors

Stephen H. Courtright, Assistant Professor
The impact of HR systems and practices - particularly task design, conpensation, and performance management - on team and leadership effectiveness; the transfer of leadership and influence from supervisors to team members

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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

Markus A. Fitza, Assistant Professor
Strategic management, entrepreneurship, governance with a focus on entrepreneurial firms, knowledge and innovation

Luis Gomez-Mejia, Professor and Benton Cocanougher Chair in Business
Executive pay and family entrepreneurship in international contexts; international management; organizational strategy

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

Michael D. Howard, Assistant Professor
Process of innovation and new venture creation, concepts of entrepreneurship and management strategy, empircial research

R. Duane Ireland, Texas A&M University Distingushed Professor, Conn Chair in New Ventures Leadership
Effective management of organizational resources; corporate entrepreneurship; strategic entrepreneurship

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

Mario Schijven, Assistant Professor
Mergers and acquisitions; alliances; organizational learning and change; behavioral theory of the firm; evolutionary economics

Deidra J. Schleicher, Associate Professor
How social-cognitive processes and personality variables impact human resource functions and organizational behavior

Laszlo Tihanyi, B. Marie Oth Associate Professor in Business
International strategies; corporate governance in multinational firms; organizational adaptation in emerging economies

Michael Wesson, Associate Professor
Organizational entry: recruitment, job search, selection, and socialization; compensation and benefits; organizational justice (fairness)

Michael C. Withers, Assistant Professor
Corporate governance, boards of directors, resource development theory and entrepreneurship

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

December 10: *Early application submission by all PhD applicants, particularly those seeking funding opportunities, is strongly encouraged (U.S. citizens, U.S. permanent residents, and international). Submitting by December 10 allows applicants to be considered for all forms of financial support available; including university, Mays and department fellowships.*

April 15 - May 25: *Application closing begins as offers of admission are accepted.*

May 26: *Application closes to update application for the following year.*

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