The doctoral program in management has three related objectives:

- Prepare students to conduct high-quality research relevant to business organizations
- Communicate research findings through teaching and writing
- Prepare students for the varied responsibilities and opportunities of careers at leading research universities

This program offers the opportunity to specialize in one of the following two areas:

- **Organizational Behavior/Human Resource Management** focuses on the study of human behavior in complex social systems (organizations). Topics explored include individual differences, motivation, leadership, group dynamics, attitudes, decision making, political behavior, and organizational design, as well as the management of people through staffing, socialization, performance management, and employee relations.

- **Strategic Management** focuses on the roles and challenges of top management teams and strategy formulation and implementation. Topics explored include strategic processes such as decision making, resource allocation, and the creation and management of new businesses, as well as strategic entrepreneurship and international strategy.

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 in editorial positions for leading management journals.

### FACULTY AND RESEARCH INTERESTS

**Wendy R. Boswell,** Department Head and Jerry and Kay Cox Endowed Chair in Business

Human resource management; employee attraction and retention; job search behavior; work-nonwork interface; workplace conflict

**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 Mr. and Mrs. James R. Whatley ’47 Chair in Business

Employment staffing; assessing the impact of personalities and understanding Person x Situation Interactions on experienced meaningfulness of work; CEOs and TMTs: individual and team functioning on strategic implementation

**Leonard Bierman,** Professor and Mays Research Fellow

Employment regulation; negotiations; international trade, corporate governance

**Steven R. Boivie,** Associate Professor

Corporate governance; top executives and directors; technology and new industry formation

**Dan S. Chiaburu,** Associate 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

Root causes on ineffective leadership; organizational practices that enhance teamwork and employee motivation

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FACULTY AND RESEARCH INTERESTS cont’d

Cynthia E. Devers, Associate Professor
Corporate governance and executive compensation; mergers and acquisitions; behavioral decision making and risk; social evaluations (organizational reputation, legitimacy, status, stigma, etc.)

Lorraine Eden, Gina and Anthony Bahr ’91 Professor in Business
Multinational and public policy; international strategies; transfer pricing, international taxation

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

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

Michael A. Hitt, Texas A&M University Distinguished Professor Emeritus
Strategic management; international strategy; strategic entrepreneurship

Michael D. Howard, Assistant Professor
Process of innovation and new venture creation; concepts of entrepreneurship and management strategy; social network analysis

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

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; attachment theory in relationships and in organizations

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

Laszlo Tihanyi, Robyn L. ‘89 and Alan B. Roberts ‘78 Chair 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 dependence theory; entrepreneurship

Richard W. Woodman, Lawrence Fouraker Professor
Organizational change; organizational creativity

Cindy Zapata, Associate Professor
The impact of supervisor-employee relationships, particularly with respect to issues of organizational justice (fairness) and trust, on organizational behavior; the role of personality and individual differences in the workplace

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

APPLY ONLINE AT MAYS.TAMU.EDU

December 10: Early application submission by all Ph.D. applicants, particularly those seeking funding opportunities, is strongly encouraged. 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: Closing application begins as offers of admission are accepted.

May 26: Close application to update application for the following year.

Ph.D. PROGRAM
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