The doctoral program in management has three related objectives:

- Prepare students to conduct high-quality research that extends management theory and is 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/Strategic Entrepreneurship** 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 Boswell**, Department Head, Professor, Jerry and Kay Cox Endowed Chair in Business

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

**Cynthia Devers**, Associate Department Head, Professor, Lawrence E. Fouraker Professor in Business, International Research Fellow at the Oxford University Centre for Corporate Reputation

Corporate governance and executive compensation; mergers and acquisitions; behavioral decision making and risk; social evaluations (organizational reputation, legitimacy, status, stigma)

**Murray Barrick**, Texas A&M University Distinguished Professor, 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

Employment regulation; negotiations; international trade, corporate governance

**Steven Boivie**, Professor, B. Marie Oth Professor in Business

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

**Matthew Call**, Assistant Professor

The link between individual and firm performance; employee retention and organizational turnover; star employees

**Albert Cannella Jr.**, Professor, Blue Bell Creameries Endowed Chair

Competitive dynamics; multimarket contact; corporate governance; board of directors; CEO succession

**Stephen Courtright**, Associate Professor, Presidential Impact Fellow, John E. Pearson Professor of Business Administration

Leadership; team design and motivation; employee engagement and empowerment; work-nonwork interface

**Priyanka Dwivedi**, Assistant Professor

Gender and diversity in the upper echelons; CEO succession; strategic leadership and micro processes at the top

**Ricky 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 Howard**, Associate Professor, Academic Director of the McFerrin Center for Entrepreneurship

Process of innovation and new venture creation; concepts of entrepreneurship and management strategy; social network analysis
R. Duane Ireland, Executive Associate Dean, Texas A&M University
Distinguished Professor, Benton Cocanougher Chair in Business
Effective management of organizational resources; corporate entrepreneurship; strategic entrepreneurship; entrepreneurship within the informal economy

Ji Koung Kim, Assistant Professor
Impression management; social exchange; reputation; employee engagement

Anthony Klotz, Associate Professor
Organizational citizenship behavior; moral licensing; employee resignation; team conflict

Joel Koopman, Assistant Professor
Organizational justice, self-regulation, employee well-being, research methodology

Toby Li, Assistant Professor
Contractual bargaining, new venture survival, organizational learning, strategic entrepreneurship

Ramona Paetzold, Professor
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

Laszlo Tihanyi, Professor, Robyn L. ‘89 and Alan B. Roberts ‘78 Chair in Business
International strategies; corporate governance in multinational firms; organizational adaptation in emerging economies

Michael Withers, Associate Professor, Gina and Anthony Bahr ’91 Professor in Business, Doctoral Program Coordinator
Corporate governance; boards of directors; resource dependence theory; entrepreneurship

Asghar Zardkoohi, Professor
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

Dec. 1: Early application submission by all Ph.D. applicants, particularly those seeking funding opportunities, is strongly encouraged. Submitting by Dec. 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: Closing application to update application for the following year.