

We're a **MAYS**ing

DEPARTMENT OF MANAGEMENT DOCTORAL PROGRAM

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, Carroll & Dorothy Conn Chair in New Ventures Leadership*

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

Nitya Chawla, *Assistant Professor*

Self-regulation; work-nonwork interface; gender-related issues in the workplace; job search experiences; counterproductive behaviors

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 in Business*

Emergent leadership; talent management; dysfunctional behavior in organizations

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, *Associate Dean of Research and Scholarship, 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; nature-based job design

Joel Koopman, *Associate 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

Tyler Sabey, *Assistant Professor*

Social hierarchies; prosocial behavior; meaningfulness

Srikanth Paruchuri, *Professor, B. Marie Oth Professor in Business*

Firm innovation; R&D capabilities; social networks; organizational misconduct; entrepreneurship; organizational adaptation

Michael Withers, *Associate Professor, Gina and Anthony Bahr '91 Professor in Business, Doctoral Program Coordinator*

Corporate governance; boards of directors; resource dependence theory; entrepreneurship

APPLY ONLINE AT [MAYS.TAMU.EDU](https://mays.tamu.edu)

Dec. 10: *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.*

Ph.D. Program | Department of Management

360 Wehner Building
PhDProgram@mays.tamu.edu
979-458-3514



TEXAS A&M UNIVERSITY

Mays Business School