

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

Steven Boivie, *Interim Department Head, Professor, Carroll & Dorothy Conn Chair in New Venture Leadership*
Corporate governance; top executives and directors; technology and new industry formation

Leonard Bierman, *Professor*
Employment regulation; negotiations; international trade; corporate governance

Wendy Boswell, *Professor, Jerry and Kay Cox Endowed Chair in Business*
Human resource management; employee attraction and retention; job search behavior; work-nonwork interface

Matthew Call, *Assistant Professor*
The link between individual and firm performance; employee retention and organizational turnover; star employees

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, *Interim Dean, Texas A&M University Distinguished Professor, Jeanne and John R. Blocker Chair in Business*
Emergent leadership; talent management; dysfunctional behavior in organizations

R. Duane Ireland, *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

Yong H. Kim, *Assistant Professor*
Social networks; nonmarket strategies; corporate social responsibility

Joel Koopman, *Associate Professor, T.J. Barlow Professor in Business Administration*
Organizational justice; self-regulation; employee well-being; research methodology

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

Huiwen Lian, *Associate Professor*
Leadership; motivation; workplace deviance

Madeline Ong, *Assistant Professor*
Business ethics; corporate social responsibility; leadership

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

Srikanth Paruchuri, *Professor, B. Marie Oth Professor in Business*
Firm innovation; R&D capabilities; social networks; organizational misconduct; entrepreneurship; organizational adaptation

Haram Seo, *Assistant Professor*
Nonmarket Strategy; Corporate Social Responsibility; Corporate Philanthropy; Social Movement

Yifan Song, *Assistant Professor*
Workplace adversity; leadership and power in teams; newcomer work adjustment

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. 15: *Early application submission by all Ph.D. applicants, particularly those seeking funding opportunities, is strongly encouraged. Submitting by Dec. 15 allows applicants to be considered for all forms of financial support available; including university, Mays and department fellowships.*

Feb. 15: *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



MAYS BUSINESS SCHOOL
TEXAS A & M UNIVERSITY