



## **Doctor of Philosophy in Business Administration with a Concentration in Management**

### **Program Overview**

The Ph.D. in Business Administration at Virginia Commonwealth University is designed to prepare full-time students for scholarly careers in research and teaching. The small size of the program provides students an opportunity to work with world-renowned faculty on individualized research projects; this personal attention extends to the small, research-oriented doctoral seminars that form the core of the academic program.

A basic tenet of our program is that the trilogy of research, teaching, and service typically invoked in university mission statements is synergistic. We strive to develop graduates who share this perspective, and aspire to be well-rounded scholars who contribute high-levels of research, teaching, and service to their future academic institution.

Instruction in research is a cornerstone of our program. To fulfill the requirements for the degree, students must demonstrate successful completion of prerequisite and advanced courses, a comprehensive examination in their concentration area, the presentation of a dissertation proposal, and a successful defense of a dissertation. Doctoral seminars and research methods courses provide coverage in basic theories, methodologies, and techniques needed to conduct discipline-based scholarship. The dissertation demonstrates a student's competence in conducting independent research.

The program also offers students mentoring and teaching opportunities. Formal instruction designed to develop and hone student's teaching skills is offered. Mentoring involves pairing a student with a faculty member to augment student self-awareness and self-confidence in the classroom. Classroom exposure is required to ensure that our Ph.D. graduates enter the job market with teaching experience.

### **Department of Management Faculty:**

Frank Bosco (Human Resources, Ph.D., University of Memphis)

Susan Coombes (Entrepreneurship, Ph.D., Syracuse University)

Joseph Coombs (Strategy and Entrepreneurship, Ph.D., Temple University)

Blakley Davis (Entrepreneurship, Ph.D., Oklahoma State University)

Sven Kepes (Human Resources, Ph.D., University of Arkansas)

Michael McDaniel (Human Resources, Ph.D., George Washington University)

Doug Miller (Strategy and Entrepreneurship, Ph.D., Washington State University)

Doug Pugh (Organizational Behavior, Ph.D., Tulane University)

Chris Reina (Organizational Behavior, Ph.D., Arizona State University)

Andra Serban (Organizational Behavior, Ph.D., State University of New York at Binghamton)

### Assistantship Appointments:

The School of Business provides a limited number of graduate teaching assistantships to Ph.D. students. Assistantships cover tuition and fees for the fall and spring semesters, as well as three credit hours of tuition for the summer term. In addition, students with appointed assistantships receive a monthly stipend and are required to work 20 hours per week on research with faculty during the fall, spring, and summer semesters. Work assignments vary as a student progresses through the program. Specific assignments may include research assistance, teaching assistance, and/or other responsibilities that are deemed appropriate.

### Admission Requirements:

We require an appropriate academic background (Bachelor's or Master's) in industrial and organizational psychology, business, or another discipline related to human resource management and organizational behavior. Other academic backgrounds may be considered. A competitive score on either the GMAT or GRE is required. The expectation is that individuals seeking admission to the program wish to pursue careers in research and teaching in academic schools of business.

### Application Process:

The Department of Management accepts a new Ph.D. cohort every other year in the fall semester. The application deadline is January 1st for full consideration, however, applications will continue to be considered on a rolling basis until all positions are filled. Required application materials include: an online application, official transcripts, 3 letters of reference, resume, letter of intent, and a valid GMAT or GRE score. Please visit our website for more detailed information: [www.business.vcu.edu/graduate](http://www.business.vcu.edu/graduate).

For additional information, please contact Dr. Sven Kepes ([skepes@vcu.edu](mailto:skepes@vcu.edu)), Department of Management Doctoral Program Coordinator.

## Curriculum Overview

All Ph.D. students within the management concentration are required to attend full-time (9 to 15 credit hours) during the fall and spring semesters. One 3 credit course in the summer is also required.

### Course Work:

Each student must complete a minimum of 44 credit hours of course work and a minimum of 12 credit hours of dissertation course work. A non-exhaustive list of courses that have been taken by students follows:

<u>Program Core</u> MGMT 737 Seminar in Human Resources: Micro Foundations MGMT 747 Seminar in Human Resources: Macro Foundations MGMT 738 Special Topics in Human Resources Management MGMT 743 Organizing Systems MGMT 746 Cognitive and Emotional Processes in Orgs. MGMT 750 Attitudes and Motivation in Organizations	<u>Statistics and Research Methods Seminars</u> BUSN 700 Principles of Scientific Inquiry in Business BUSN 701 Research Methods in Business MGMT 702 Advanced Analytical Techniques for Org. Research MGMT 790 Topics: Meta-analysis PSYC 680 Statistics in Psychological Research I PSYC 681 Statistics in Psychological Research II
<u>Electives</u> MGMT 757 Corporate Strategy PSYC 634 Attribution and Social Cognition	<u>Graduate School Requirement</u> GRAD 602 Teaching, Learning, and Technology in Higher Education
<u>Independent Study</u> One course during summer semesters.	<u>Dissertation Courses</u> MGMT 898 Dissertation Research (variable hours)

**Comprehensive Examination and Research Proposal:**

Passing a written comprehensive examination in the concentration area, upon completion of course work, is required to continue in the program. Admission to doctoral candidacy occurs after successful defense of the dissertation proposal.

**Dissertation:**

While a student is taking course work, he/she should carefully consider and pursue the research area that is of greatest interest to him/her, and build relationships with the faculty member(s) who will be most helpful in formally pursuing that research topic for their dissertation. The student is required to give a successful oral defense of the dissertation on campus, in person as the final degree requirement. The student's dissertation committee must fully approve the dissertation for the degree to be conferred.