The doctoral program in management has two related objectives.

- Prepare students to conduct high-quality research relevant to private or public organizations, to direct research by others, and to communicate research findings through teaching and writing
- Prepare students for the varied responsibilities and opportunities of careers at leading research universities

This program also offers the opportunity to specialize in one of the following 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 organization design, as well as the strategic management of people through staffing, socialization, performance management, and employee relations.

- **Strategic Management** focuses on the roles and problems 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

**Ricky W. Griffin, Department Head, 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 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 Paul M. and Rosalie Robertson Chair in Business**
Employment staffing; assessing the impact of personalities and other individual differences at work; employee motivation

**Leonard Bierman, Professor and Mays Research Fellow**
Employment regulation; negotiations; international trade, corporate governance

**Wendy R. Boswell, Jerry and Kay Cox Professor**
Human resource management; employee attraction and retention; job search behavior; work-nonwork interface; workplace conflict

**Steven R. Boivie, Associate Professor**
Corporate governance; top executives and directors; technology and new industry formation

**Dan S. Chiaburu, Assistant 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**
The impact of HR systems and practices - particularly task design, compensation, and performance management - on team and leadership effectiveness; the transfer of leadership and influence from supervisors to team members

*cont’d on next page*
FACULTY AND RESEARCH INTERESTS cont’d

Lorraine Eden, Professor and Texas A&M University Faculty Fellow
Multinational enterprises and public policy; transfer pricing, international taxation and corruption; liability of foreignness; regional integration

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

Michael A. Hitt, Texas A&M University Distinguished Professor, Joe B. Foster ’56 Chair
Strategic management; international strategy; strategic entrepreneurship

Michael D. Howard, Assistant Professor
Process of innovation and new venture creation; concepts of entrepreneurship and management strategy; empirical research

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

Hermann A. Ndofor, Assistant Professor
Competitive dynamics; strategic change; resource-based view of the firm; new venture creation and immigrant entrepreneurship

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

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

Laszlo Tihanyi, B. Marie Oth Associate Professor 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 development theory; entrepreneurship

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

Cindy Zapata, Associate Professor
Consequences of justice and trust; the influence of individual differences; the role of the supervisor

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/GRADUATEAPPLICATION

December 10: Early application submission by all PhD applicants, particularly those seeking funding opportunities, is strongly encouraged (U.S. citizens, U.S. permanent residents, and international). 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: Application closing begins as offers of admission are accepted.
May 26: Application closes to update application for the following

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