

Expectations for Students in the Management Department Doctoral Program

Approved by Department of Management Ph.D. Committee 11/20/08

The Management Department's Doctoral Program is a research-based program that prepares students for careers in research and teaching. This program has an Organizational Behavior emphasis, and students are expected to conduct an Organizational Behavior dissertation. Students are expected to engage in organizational behavior research activities during the course of their program. Although students will have the freedom to pursue some of their own research activities, students are expected to participate in research projects with the faculty. These joint research projects are an important way in which faculty mentor doctoral students. Consequently, potential doctoral students should investigate the research interests of the current faculty and decide if these interests are compatible with their own. As part of the mentoring process, the faculty expects to be informed of independent research that doctoral students are engaged in and to read doctoral student papers before they are submitted to academic conferences or journals.

Prospective doctoral students should examine the courses and course topics included in the program to see if these cover the areas they are interested in pursuing. If not, the students should apply to other programs where the courses and faculty research match their own interests.

Students are expected to take enough courses each semester to make adequate progress in the program which must be completed by both full- and part-time students within seven years. (The minimal acceptable number of classes per semester is two). The majority of the School's PhD courses are offered during the day and students must have the flexibility to attend these classes when they are offered. Students must also be available to meet with the faculty during the day to work on joint research projects. Students are also expected to develop their teaching skills while in our program, and to gain teaching experience by teaching classes at some point before earning their degree. This is facilitated by required participation in the department's Teaching Development Program.

Because PhD programs prepare students to be experts in the field, the reading list for classes is considerably longer and more in-depth than what is normally found in MBA or other Master's level classes. The reading list for doctoral seminars mostly consists of empirical research in scholarly journals. Students, particularly those who plan to continue in an outside job during their participation in the program, should examine course reading lists and assess whether they will have the time to perform adequately in this type of course. Students are also expected to attend relevant academic conferences (e.g., Academy of Management, Southern Management Association, Society for Industrial and Organizational Psychology).