

Department of Management

All graduate programs in Management are accredited by AACSB International—The Association to Advance Collegiate Schools of Business—and conform to recommended guidelines.

Doctor of Philosophy Degree in Management and Organization Studies

The College of Business offers opportunities for advanced study and research leading to the Doctor of Philosophy degree in Management and Organization Studies. The Ph.D. in Management and Organization Studies is awarded to candidates who have displayed an in-depth understanding of the subject matter and demonstrated the ability to make an original contribution to knowledge in their field of specialty.

The regulations for this degree comply with the general University regulations (refer to Chapter 2, General Academic Regulations, and Chapter 5, Doctoral Degree Regulations).

Admission Requirements

Applicants must have a bachelor's degree from an accredited university. The Ph.D. Program Committee in the major areas will evaluate applicants to the Ph.D. program based on several factors, including academic achievement, standardized test scores, employment history, a personal statement, letters of recommendation, and possibly an interview. All applicants must submit the following material for evaluation:

- official transcripts of all undergraduate and graduate coursework completed
- Graduate Management Admission Test (GMAT) scores or Graduate Record Examination (GRE) scores from a recent (no more than five years old) administration of the examination
- three letters of recommendation from academic or professional sources familiar with the applicant's background
- a résumé or curriculum vitae and a statement of academic interests and goals
- international students must also submit a score of at least 550 on the Test of English as a Foreign Language (TOEFL). TOEFL scores may not be more than two years old.

Candidates who do not possess a master's degree in a business or business-related discipline with sufficient quantitative rigor are required to complete a program consisting of a minimum of 84 semester credit hours. The Ph.D. Program Committee for the major area discipline will determine a degree program for each candidate based upon that candidate's particular background. Candidates whose backgrounds are determined to be insufficient may be directed to take additional background or leveling courses (See sections A, B, and C of the Program of Study below) before proceeding to the program's required courses. Candidates who enter the program with the appropriate prior graduate coursework may be waived from some or all of the background requirements (sections A, B, and C).

Admission normally includes appointment to a teaching assistantship, research assistantship, or research fellowship. The Ph.D. Program Committee, comprised of members selected from the graduate faculty, is responsible for advising students.

Degree Requirements for Students that have not Obtained a Master's Degree

The degree requires a minimum of 84 semester credit hours beyond the bachelor's degree.

No course for which a grade of less than "C" was earned can be applied to the Doctoral degree program and no more than two courses with a grade of "C" may be applied to the program.

Program of Study

A. M.B.A. Core Courses 9

This requirement may be met by a master's degree in business or business-related discipline. If a student does not have the appropriate graduate degree, a minimum of three courses (9 semester credit hours) outside of the student's major discipline must be taken from the following list:

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| ACC 5023 | Accounting Analysis for Decision Making |
| ECO 5023 | Managerial Economics |
| FIN 5023 | Financial Management |
| MGT 5043 | Management and Behavior in Organizations |
| MGT 5253 | Ethics and Globalization |
| MGT 5903 | Strategic Management and Policy |
| MKT 5023 | Marketing Management |
| MS 5023 | Decision Analysis and Production Management |

The Ph.D. Program Committee may consider the approval of transferring some or all of the credit hours of this requirement based on prior graduate coursework.

B. Discipline background courses (5000-level courses or higher) in the major field or in a field directly related to (or relevant for) the major field (9 semester credit hours) 9

The Ph.D. Program Committee may consider the approval of transferring up to 9 credit hours of this requirement based on prior graduate coursework.

C. Required Course 3

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| GBA 7103 | Doctoral Teaching Seminar |
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D. Statistics and Research Methodology 18

18 semester credit hours of 6000- or 7000-level courses in Statistics, Research Methods, or Management Science, or associated Economics courses as approved by the Ph.D. Program Committee. Courses include but are not limited to:

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| ECO 6013 | Microeconomic Theory |
| ECO 6103 | Econometrics and Business Forecasting |
| ECO 6113 | Mathematical Economics |
| GBA 7013 | Research Methods I |
| GBA 7023 | Research Methods II |
| MS 7033 | Applications in Causal Structural Modeling |
| STA 6923 | Advanced Statistical Learning/Data Mining |
| STA 7013 | Advanced Applied Business Statistical Methods |
| STA 7023 | Applied Linear Statistical Models |
| STA 7033 | Multivariate Statistical Analysis |

E. Major Area Coursework 21

1. PhD Level Courses (12 semester credit hours)

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| MGT 7013 | Seminar in Organizational Behavior |
| MGT 7023 | Seminar in Organization Theory |
| MGT 7033 | Seminar in Human Resource Management |

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| MGT 7043 | Foundations of Strategy | |
| 2. Directed Electives (9 semester credit hours) | | |
| MGT 7053 | Empirical Approaches to Strategy | |
| MGT 7073 | Seminar in Organization and Management Studies | |
| 3 semester credit hours of graduate-level MGT course as approved by the Ph.D. Program Committee. | | |
| F. Free elective | | 3 |
| One course to be approved by the Ph.D. Program Committee. The course may be from within or outside the College of Business and must be at the graduate level. | | |
| G. Doctoral Research | | 9 |
| This requirement is met by doctoral research coursework. | | |
| MGT 7211 | Doctoral Research | |
| MGT 7212 | Doctoral Research | |
| MGT 7213 | Doctoral Research | |
| MGT 7214 | Doctoral Research | |
| MGT 7215 | Doctoral Research | |
| MGT 7216 | Doctoral Research | |
| H. Doctoral Dissertation | | 12 |
| The initial Program of Study must be approved by the Ph.D. Program Committee and must be submitted to the Dean of the Graduate School for final approval. | | |
| MGT 7311 | Doctoral Dissertation | |
| MGT 7312 | Doctoral Dissertation | |
| MGT 7313 | Doctoral Dissertation | |
| MGT 7314 | Doctoral Dissertation | |
| MGT 7315 | Doctoral Dissertation | |
| MGT 7316 | Doctoral Dissertation | |
| Total Credit Hours | | 84 |

Degree Requirements for Students that have Obtained a Master's Degree

The degree requires a minimum of 66 semester credit hours beyond the master's degree.

No course for which a grade of less than "C" was earned can be applied to the Doctoral degree program and no more than two courses with a grade of "C" may be applied to the program.

Program of Study

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| A. Required Course | | 3 |
| GBA 7103 | Doctoral Teaching Seminar | |
| B. Statistics and Research Methodology | | 18 |
| 18 semester credit hours of 6000- or 7000-level courses in Statistics, Research Methods, Management Science, or associated Economics courses as approved by the Ph.D. Program Committee. Courses include but are not limited to: | | |
| ECO 6013 | Microeconomic Theory | |
| ECO 6103 | Econometrics and Business Forecasting | |
| ECO 6113 | Mathematical Economics | |
| GBA 7013 | Research Methods I | |
| GBA 7023 | Research Methods II | |
| MS 7033 | Applications in Causal Structural Modeling | |
| STA 6923 | Advanced Statistical Learning/Data Mining | |

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| STA 7013 | Advanced Applied Business Statistical Methods | |
| STA 7023 | Applied Linear Statistical Models | |
| STA 7033 | Multivariate Statistical Analysis | |
| C. Major Area Coursework | | 21 |
| 1. PhD Level Courses (12 semester credit hours) | | |
| MGT 7013 | Seminar in Organizational Behavior | |
| MGT 7023 | Seminar in Organization Theory | |
| MGT 7033 | Seminar in Human Resource Management | |
| MGT 7043 | Foundations of Strategy | |
| 2. Directed Electives (9 semester credit hours) | | |
| MGT 7053 | Empirical Approaches to Strategy | |
| MGT 7073 | Seminar in Organization and Management Studies | |
| 3 semester credit hours of graduate-level MGT course as approved by the Ph.D. Program Committee. | | |
| D. Free elective | | 3 |
| One course to be approved by the Ph.D. Program Committee. The course may be from within or outside the College of Business and must be at the graduate level. | | |
| E. Doctoral Research | | 9 |
| This requirement is met by doctoral research coursework. | | |
| MGT 7211 | Doctoral Research | |
| MGT 7212 | Doctoral Research | |
| MGT 7213 | Doctoral Research | |
| MGT 7214 | Doctoral Research | |
| MGT 7215 | Doctoral Research | |
| MGT 7216 | Doctoral Research | |
| F. Doctoral Dissertation | | 12 |
| The initial Program of Study must be approved by the Ph.D. Program Committee and must be submitted to the Dean of the Graduate School for final approval. | | |
| MGT 7311 | Doctoral Dissertation | |
| MGT 7312 | Doctoral Dissertation | |
| MGT 7313 | Doctoral Dissertation | |
| MGT 7314 | Doctoral Dissertation | |
| MGT 7315 | Doctoral Dissertation | |
| MGT 7316 | Doctoral Dissertation | |
| Total Credit Hours | | 66 |

Advancement to Candidacy

Advancement to candidacy requires a student to complete University and program requirements and to pass a written qualifying examination following completion of course requirements in the candidate's major field of study. The examination is administered by the Ph.D. Program Committee. No more than two attempts to pass qualifying examinations are allowed. Results of the written and oral examinations must be reported to the Ph.D. Program Committee, the Dean of the College, and the Dean of the Graduate School. Admission into the doctoral program does not guarantee advancement to candidacy.

Dissertation

Candidates must demonstrate the ability to conduct independent research by completing and defending an original dissertation. The research topic is determined by the student in consultation with his or her supervising professor. A Dissertation Committee, selected by the student and supervising professor, guides and critiques the candidate's research.

The completed dissertation must be formally presented to and approved by the Dissertation Committee.

Following an open presentation of the dissertation findings, the Dissertation Committee conducts a closed meeting to determine the adequacy of the research and any further requirements for completion of the dissertation. Results of the meeting must be reported to the Dean of the College and to the Dean of the Graduate School.

Awarding of the degree is based on the approval of the Dissertation Committee, approved by the Dean. The UTSA Dean of the Graduate School certifies the completion of all University-wide requirements.