MANAGEMENT PH.D. PROGRAM

PROGRAM OVERVIEW
The Management Ph.D. program is a high quality, full-time, residential program designed to prepare qualified individuals for a career in scholarly research and teaching at the university level. The faculty in the Department of Management is engaged in research covering a wide range of topics in strategy, organizational behavior, leadership, international business, and entrepreneurship. Students will have the opportunity to work with faculty to develop strong knowledge and skills in management research and teaching.

CONTACT INFORMATION
OLGA BRUYAKA
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Ph.D. EM Lyon Business School and University Lyon III (France)
Expertise: Inter-firm alliances and alliance portfolios, technology and innovation, resource based theories, signaling theory and organizational stigma
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ADMISSION PROCESS
Students begin their graduate work in the fall semester. To be assured full consideration for August admission and/or financial aid, the department must have received completed applications by February 1. The department makes most admission decisions during February and March. Given application processing time, we encourage potential students to apply early to ensure all materials are received prior to the due date.

Minimum application requirements include:
/ 3.0 undergraduate GPA and 3.25 graduate GPA (US standards)
/ 620 GMAT score (or GRE equivalent)
/ 7.0 IELTS or 100 TOEFL-ibt (ESL students only)
/ A résumé
/ Three (3) letters of reference
/ A statement of purpose

WVU offers generous 12-month graduate assistantships, including a $23,000 annual salary, medical insurance coverage, and tuition waivers. Additional funding opportunities can be awarded based on availability and applicant qualifications. For more information, visit business.wvu.edu.
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PROGRAM MISSION
The mission of the program is to prepare students to excel in knowledge creation and knowledge dissemination. The goal is to strive for continuous improvement in training world-class researchers and college professors who are able to conduct independent, original academic research and teach university-level courses in their major areas of study. Throughout the Ph.D. program, students are expected to work with faculty on impactful research.

The Ph.D. program in Management is designed to provide students with enough flexibility to discover an intellectual niche while ensuring that all students acquire:

/ General research knowledge in the broader field of management
/ In-depth expertise in a selected area of specialization (i.e., strategic management or organizational behavior)
/ Competence in quantitative research methods.

Coursework will be tailored to students’ specific interests to provide depth in key areas most relevant to their planned research.

PROCESS OVERVIEW
During the first two years, students take a variety of courses and seminars, including:

/ Seminars in organizational behavior, group and team processes, strategic management, organization theory, and philosophy of science
/ Quantitative methods courses such as research methods, univariate statistics, multivariate statistics, and structural equation modeling
/ Independent study courses tailored to a student’s individual research interests

Following coursework and the successful completion of a qualifying paper, students take a comprehensive exam, which includes written and oral components. Upon successful completion of the comprehensive exam, students begin working on a dissertation. Although the length of the program varies, students should anticipate 4-5 years to complete the program.

SELECTED MANAGEMENT FACULTY

JODI GOODMAN
Professor of Management
Ph.D. Georgia Tech
Expertise: Learning processes, adaptive expertise, institutional environments, and research methods

DAVID DAWLEY
Associate Professor of Management and Director of the Robbins Center for Global Business
Ph.D. Florida State University
Expertise: organization turn-around, signaling theory, and multilevel phenomena

JAMIE FIELD
Assistant Professor of Management
Ph.D. Virginia Commonwealth University
Expertise: meta-analysis, sensitivity analysis, open science, big data, employee turnover, employee motivation

MARK GAVIN
Professor of Management & Associate Dean of Research/Graduate Programs
Ph.D. Purdue University
Expertise: trust, emotions, leadership, multilevel phenomena, and research methods

JEFF HOUGHTON
Associate Professor of Management
Ph.D. Virginia Tech
Expertise: leadership & self-leadership, team processes & performance, international HR, creativity & innovation, and personality & individual differences

EDWARD TOMLINSON
Associate Professor of Management
Ph.D. The Ohio State University
Expertise: interpersonal trust, behavioral integrity, and deviant workplace behavior