

# Management (MGMT)

John Delery  
Department Chair  
Business Building  
jdelery@walton.uark.edu

Anne O'Leary-Kelly  
Ph.D. Program Director  
Business Building  
aokelly@walton.uark.edu

## Degree Conferred:

Ph.D. in Business Administration (BADM)

**Program Description:** The primary objective of the Ph.D. program in Business Administration with an area of study in Management is to prepare candidates for careers in university research and teaching. The program of study is designed to ensure that students receive an exposure to the broad areas of management, develop the conceptual skills and methodological tools necessary to design and conduct independent research, and develop the skills and experience necessary to teach at all levels of higher education.

## Ph.D. in Business Administration (Management)

**Admission Requirements:** Students must apply to the Graduate School of Business (GSB) and meet the requirements (<http://catalog.uark.edu/graduatecatalog/business/>) of both the Graduate School and the GSB. Students must be admitted by the departmental admissions committee.

**Program Requirements:** The primary objective of the Ph.D. program in Management is to prepare candidates for careers in university research and teaching. The program of study is designed to ensure that students receive an exposure to the broad areas of Management, develop the conceptual skills and methodological tools necessary to design and conduct independent research, and develop the skills and experience necessary to teach at all levels of higher education.

### Required Courses (13 hours)

MGMT 62103	Seminar in Research Methods	3
SEVI 61203	Seminar in Entrepreneurship Research	3
SEVI 61303	Seminar in Strategy Research	3
MGMT 62303	Seminar in Human Resource Management	3
BUSI 61101	Seminar in Business Administration Teaching I	1

### Supporting Fields 12

Courses for the supporting fields requirement are selected in consultation with the student's Ph.D. Advisory Committee. All courses taken for the supporting fields must be at the graduate level and/or taken for graduate credit.

Choose four courses from the following:

ISYS 68303	Theory Development
MGMT 60101	Graduate Colloquium
MGMT 6360V	Special Problems in Management (1-12 Hours)
PSYC 50603	Advanced Social Psychology
PSYC 63703	Seminar in Personality and Social Psychology
SCMT 64303	Supply Chain Management Research
WLLC 5750V	Special Investigations

### Research Requirements 18

Courses used to meet the Research Requirements will be selected in consultation with the student's Ph.D. Advisory Committee and should support the student's program of study. The courses should provide the student with a knowledge of advanced descriptive and inferential statistics, research design, and research methods.

MGMT 62103 Seminar in Research Methods

Choose five courses from the following:

COMM 51703 Qualitative Methods in Communication

ESRM 64203 Multiple Regression Techniques for Education

ESRM 66503 Measurement and Evaluation

ISYS 57203 Advanced Multivariate Analysis

ISYS 67303 Emerging Topics

MGMT 6360V Special Problems in Management

MKTG 64303 Seminar in Research Methods

PADM 58003 Quantitative Methods Analysis

PLSC 59403 Advanced Research Methods in Political Science

PSYC 51303 Inferential Statistics for Psychology

PSYC 51403 Advanced Descriptive Statistics for Psychology

PSYC 63403 Seminar in Quantitative Methods

### Dissertation 18

MGMT 7000V Doctoral Dissertation

MGMT 61103 Seminar in Organizational Behavior

### Total Hours 61

### Candidacy Exam

Students will be required to take a candidacy examination in the summer following the second-year coursework as a requirement of the Ph.D. program. The exam will cover the students' major and minor content areas as well as research methods. Grading of the candidacy examination is conducted by section (major, minor, research methods), such that students receive a Pass or Fail grade on each section. To successfully pass the candidacy examination and move forward to dissertation research, students must receive a passing grade on all sections of their examination.

Students who do not pass their candidacy examination on the first try will be given a second chance to demonstrate knowledge in a candidacy exam retake. This retake examination is section-specific such that students retake only the portions of the examination that were failed on their first attempt. This retake of the examination will occur between three and six months of receiving results from their failed examination, with the time frame being decided in consultation with the Management Department Doctoral Coordinator. Students who do not successfully pass the candidacy examination after the second attempt will be ineligible for continuation in the doctoral program.

Students must complete a minimum of 72 graduate credit hours beyond the bachelor's degree and 42 graduate credit hours beyond the master's degree. For students who apply to the degree program without a master's degree, a minimum of 11 additional credit hours in consultation with the Ph.D. coordinator will be required to fulfill the full degree requirements to include approved graduate courses. Additional hours may be assessed in individual cases to meet specific coursework deficiencies.

For a complete list of University Graduate School and International Education degree requirements, please visit the Objectives

and Regulations (<http://catalog.uark.edu/graduatecatalog/objectivesandregulations/>) page of the catalog.

## Graduate Faculty

**Delery, John**, Ph.D. (Texas A&M University), M.S. (Memphis State University), B.S. (Tulane University of Louisiana), Professor, Raymond F. Orr Chair in Management, 1992, 2009.

**Lueke, Sarah B.**, Ph.D. (University of Akron), M.S. (Indiana University-Purdue University-Indianapolis), B.A. (University of Wisconsin-Madison), Teaching Assistant Professor, 2019.

**O'Leary-Kelly, Anne M.**, Ph.D. (Michigan State University), B.A. (University of Michigan), Professor, William R. and Cacia Howard Chair in Management, 1997, 2012.

**Rosen, Chris**, Ph.D. (University of Akron), M.A. (Appalachian State University), B.A. (Washington and Lee University), Professor, 2006, 2015.

**Simon, Lauren**, Ph.D., B.S.B.A., B.S. (University of Florida), Associate Professor, 2016, 2018.

**Soignet, Denise Breaux**, Ph.D. (Florida State University), M.B.A., B.S. (Nicholls State University), Teaching Associate Professor, 2010.

**Stoverink, Adam**, Ph.D. (Texas A&M University), M.B.A. (St. Louis University), B.S.B.A. (University of Missouri), Associate Professor, 2017, 2021.

**Wilmot, Michael**, Ph.D. (University of Minnesota), M.S., B.A. (University of Nebraska), Assistant Professor, 2020.

## Courses

### **MGMT 52203. Business Leadership and Ethics. 3 Hours.**

Management for a global environment. The class will cover interpersonal workplace skills such as leadership and motivation, along with the management of human capital through well designed recruitment, selection, performance evaluation, compensation, and quality control systems. (Typically offered: Fall) May be repeated for degree credit.

### **MGMT 56103. Leadership and Organizational Behavior. 3 Hours.**

Managing in a global workforce, including human resource issues, motivation, performance evaluation, quality concepts, transformational leadership, and selection/recruitment/ development of employees. (Typically offered: Summer)

### **MGMT 60101. Graduate Colloquium. 1 Hour.**

Presentation and critique of research papers and proposals. (Typically offered: Fall and Spring) May be repeated for degree credit.

### **MGMT 61103. Seminar in Organizational Behavior. 3 Hours.**

Survey of theoretical and empirical literature in organizational behavior. Stresses critical evaluation of current writing in the field and its integration with prior research. Covers topics relating to motivation, individual differences, job attitudes, social influence processes, and group dynamics. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

### **MGMT 62103. Seminar in Research Methods. 3 Hours.**

Familiarizes students with the principles and techniques underlying research in management and organizations. Issues of basic philosophy of science and research methods are covered. Special attention given to the practical problems of research design, measurement, data collection, sampling, and interpretation in conducting research in management and in organizations. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

### **MGMT 62303. Seminar in Human Resource Management. 3 Hours.**

Provides an overview of major issues in human resource management. Designed to familiarize students with the seminal research in human resource management, and to provide them with the conceptual and methodological tools necessary to do research in the area. Prerequisite: Admission to a Ph.D. program. (Typically offered: Irregular)

### **MGMT 6360V. Special Problems in Management. 1-12 Hour.**

Individual reading and research. (Typically offered: Fall and Spring) May be repeated for up to 12 hours of degree credit.

### **MGMT 7000V. Doctoral Dissertation. 1-18 Hour.**

Doctoral Dissertation. Prerequisite: Candidacy. (Typically offered: Fall and Spring) May be repeated for degree credit.