

Program Course Descriptions

The descriptions of the Ph.D. in Management courses are as follows:

Core Courses

1. MGT 906 Contemporary Issues in Business Ethics (3 credits)

This course examines the ethical issues that arise in business and will develop the knowledge and skills needed by a practicing manager to address these issues and to make sound business decisions.

2. MGT 907 Business Knowledge Studies (3 credits)

Business Knowledge Studies in Accounting, Finance, Economics, and Statistics is a course that is firmly based upon current business practices designed for effective decision making using quantitative data. While being broad and flexible it is relevant, rigorous, and balanced, thus providing doctoral students with a strong foundation in accounting, finance, economics, statistics. This course is also a key subject in the formative aspects of the student as a consumer, citizen and employee.

3. MGT 908 Emerging Issues in Marketing in a Global Context (3 credits)

This course will cover emerging issues in global marketing and the challenges they bring to developing and managing a global marketing effort. Students will be required to discuss and apply the information presented in this course as a means of thinking critically about how current issues affect elements of the global marketing function. This course is designed to equip students with the knowledge and practices necessary to craft marketing strategies in the dynamic environment of global markets with consideration to issues, such as, international trade, culture, politics, and technology.

4. MGT 910 Advanced Managerial Communication (3 credits)

This course is designed to explore the strategies of communication in more depth and allow students to apply theoretical and practical knowledge. Students will examine their personal communication styles and enhance their skills at written, oral, and nonverbal communication. Areas examined in the course will include communication networks, organizational channels, barriers to effective communication, including gender and cultural attributes of communication, dealing with conflict, and creating consensus. The course will also explore how technology and the media play a role in communication.

5. MGT 912 Management Science and Analysis (3 credits)

This course examines the scientific and methodological approaches encompassing management theory and research, while exploring the role of the scholar-practitioner as scientist and advocate of evidence-based management. Students will analyze the elements of a scientific study and evaluate the underlying assumptions of qualitative, quantitative, and mixed-methods studies. Students will also identify the strengths and

limitations of various approaches and provide recommendations for future research based on a review of current and emerging research literature.

6. MGT 919 Seminar in Human Resource Management (HR) and Development (3 credits)

The effective use of human resources through managing activities in an organization is a complex task. This course covers the range of HR activities including strategic HR management, legal issues, compensation, labor relations, technical support systems, staffing, recruitment and selection, performance management, and training and development with an emphasis on adult learning and development. Through interactive activities and case studies, students investigate the practical aspects of HR in real world situations.

7. MGT 923 Leadership in Organizations (3 credits)

This course reviews the broad range of leadership theories from trait, behavior and contingency approaches to the more recent frameworks that include transformational, servant, and authentic leadership. Emphasis is placed on how relevant theories can be applied in the context of organizational settings and how managers and leaders can positively impact their organizations. Specialized topics include transformative change, employee engagement, empowerment, ethics, teams, and cross-cultural leadership.

8. MGT 936 Emerging Issues in Global Information Technology Systems (3 credits)

This course evaluates the underlying value and uses of information systems in business with regard to operations, management decision-making, and strategy formulation within a global context. The course begins with an overview of information systems concepts, terms and applications and assists learners in building competency in using this knowledge to improve the effectiveness and efficiency with which businesses pursue organizational goals. The course further investigates current issues in e-commerce, cloud computing, information security and the impact of culture on IT systems.

Research Methodology Courses

1. MGT 905 Inquiry to Doctoral Writing (3 credits)

Successful completion of a doctoral dissertation requires that the doctoral student demonstrate his or her scholarly writing ability. This course will introduce the doctoral student to the demands of scholarly writing and the doctoral dissertation writing process. The goal of this course is to prepare the doctoral student to present his or her research findings in a relevant rhetorical context using the appropriate writing styles and formats of the discipline. In addition, this course will familiarize doctoral students with the specific doctoral dissertation requirements of the School of Business, Economics, and Technology.

2. MGT 915 Doctoral Research Methodology (3 credits)

This course provides an overview of best practices for conducting quality research in the field of business and introduces doctoral students to the strengths and limitations of various research designs. This course is designed to provide the doctoral student with a broad understanding of how to conduct research and the ability to critically evaluate the results and conclusions from other research studies. As part of this course, doctoral students will conduct a literature review (Chapter 2) and submit a finished research proposal (prospectus) as a means of further developing his or her dissertation research questions or hypotheses.

3. MGT 935 Advanced Quantitative Research and Analysis (3 credits)

The purpose of this course is to develop the doctoral student's ability to design and carry out methodologically sound and practically relevant quantitative research. As a result the doctoral student will become an informed consumer of quantitative research. This course presents the basic principles of mathematical probability and statistics that are essential for advanced quantitative analysis of phenomena using statistical methods. The course emphasizes the use of statistics to make inferences and judgments about phenomena, which include estimation, hypothesis testing, asymptotic analysis and regression. As part of this course, doctoral students will develop a research methodology (Chapter 3) that serves as a plan for investigation into his or her research questions or hypotheses.

4. MGT 945 Advanced Qualitative Research and Analysis (3 credits)

The purpose of this course is to help the doctoral student develop an understanding of qualitative research methods and design through a hands-on approach. As a result the doctoral student will become an informed consumer of qualitative research. This course focuses on the full spectrum of qualitative design, including: (a) identification of the research problem(s), (b) development of design, (c) data collection, and (d) data analysis procedures. This course is designed to provide the doctoral student with the skills necessary to derive credible knowledge through qualitative research practices and prepare him or her to deal with issues of quality, validity, and rigor.

Required Residency Courses

1. MGT 901 Required Residency I (0 credit)

This four-day face-to-face conference will be scheduled in the first term upon enrollment. The faculty mentor will work with the student to develop a personal student plan/degree completion plan identifying the timeline and the milestones in the doctoral study.

2. MGT 902 Required Residency II (0 credit)

This four-day face-to-face conference will be scheduled at the beginning of the second year in term 4. In this four-day conference, the student will present their dissertation proposals to get input and feedback from their peers as well as from their committee members.

3. MGT 903 Required Residency III (0 credit)

This four-day face-to-face conference will be scheduled at the beginning of the third year in term 7. In this four-day conference, the student will present their dissertation proposals to get input and feedback from their peers as well as from their committee members, and review the key concepts from the core course to prepare for the comprehensive examination.

Dissertation Proposal Development Courses

1. MGT 951 Proposal I (1 credit)

In this one-credit proposal preparation course, there will be a cohort with a maximum of seven students working with one assigned Faculty Mentor. They will go over the proposal preparation process and identify a possible research area for the dissertation.

2. MGT 952 Proposal II (1 credit)

In this one-credit proposal preparation course, there will be a cohort with a maximum of seven students working with one assigned Faculty Mentor. They will conduct a broad literature review on topics of students' interests to finalize the research topic for their dissertation proposals.

3. MGT 953 Proposal III (1 credit)

In this one-credit proposal preparation course, there will be a cohort with a maximum of seven students working with one assigned Faculty Mentor. The students will work with the Faculty Mentor to write Chapter 1 Introduction of the dissertation proposal.

4. MGT 954 Proposal IV (1 credit)

In this one-credit proposal preparation course, there will be a cohort with a maximum of seven students working with one assigned Faculty Mentor. The students will work with the Faculty Mentor to write Chapter 2 Literature Review of the dissertation proposal.

5. MGT 955 Proposal V (1 credit)

In this one-credit proposal preparation course, there will be a cohort with a maximum of seven students working with one assigned Faculty Mentor. The students will work with the Faculty Mentor to write Chapter 3 Methodology of the dissertation proposal.

6. MGT 956 Proposal VI (1 credit)

In this one-credit proposal preparation course, there will be a cohort with a maximum of seven students working with one assigned Faculty Mentor. The students will work with the Faculty Mentor to finalize the dissertation proposal, develop research instruments, and conduct pilot research if applicable.

Dissertation Courses

MGT 960 Dissertation I (3 hrs.)

This course deals with the theoretical and practical aspects of designing dissertation research and successfully defending the design. The purpose of the course is to assist students through the dissertation writing processes and to facilitate the transition from course work to dissertation.

MGT 961 Dissertation II (3 hrs.)

Prerequisite: MGT 960. This course continues the process of dealing with the theoretical and practical aspects of designing dissertation research and successfully defending the design. The purpose of the course is to assist students through the dissertation writing processes and to facilitate the transition from course work to dissertation.

MGT 999 Dissertation Continuation (0 credit)

Prerequisite: Enrollment in MGT 960 and MGT 961. This course continues the process of dealing with the theoretical and practical aspects of designing dissertation research and successfully defending the design. The purpose of the course is to assist students through the dissertation writing processes and to facilitate the transition from course work to dissertation.