

PhD Management

Price College of Business

Management and Entrepreneurship Ph.D. Program

The Management doctoral program at the Michael F. Price College of Business allows students to focus in one of two areas—organizational behavior/human resource management or entrepreneurship. Students are expected to develop an in-depth understanding of management theory across the areas of management as they increase their knowledge within a specific area of interest. In addition, students in the program receive rigorous training in basic and advanced statistics and research methodologies.

PhD students work in partnership with research-active faculty members. Five of the faculty members from the Division of Management and Entrepreneurship are credited with over 1000 citations to their work. Working with faculty members who have had this level of impact on the Management field and have published in such top-tier scholarly journals as *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Business Venturing*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Strategic Entrepreneurship Journal*, and *Strategic Management Journal*, provides world-class training for students and prepares them to contribute to the discipline in equally impressive ways. The small size of the program allows for apprenticeship-style mentoring with high levels of interaction between faculty and students as evidenced by the fact that every PhD graduate of the Division of Management and Entrepreneurship since 2002 has had at least one paper published with Division faculty.



Life in Norman

Stroll down historic downtown Main Street and experience the friendliness of a neighborly community. Spend an afternoon exploring tree-lined and shop-lined Campus Corner and feel the youthfulness of the university spirit. Norman has the kind of exploration young adventures crave. Larger-than-life dinosaur exhibits await at the Sam Noble Museum of Natural History. From the contemporary artists of our downtown galleries to the French Impressionism at the world-famous Fred Jones Jr. Museum of Art, an appreciation for finer things is waiting just around the corner.

Discover all the reasons why Money Magazine has ranked Norman as the sixth best small city in the nation, located only 15 miles away from Oklahoma City which CNN Money.com chose as the Best Large Metropolitan area to launch a new business.



Admission Requirements

Admission to the PhD program is selective. Offers of admission will be made to students who demonstrate aptitude for and interest in advanced research in business. Previous study in business is not required. Admission decisions are based on a number of factors: Undergraduate/graduate GPA, GMAT/GRE score, employment history, letters of recommendation, and statement of goals. Strong applicants are normally invited to campus for a personal interview which is an important element of the selection process. *The application deadline is February 1* but applicants are typically reviewed beginning in January.

The PhD is designed to be completed over four years and must be pursued on a full-time basis. Requirements include departmental seminars, a statistics/ research methods sequence, and a second year research project.

Recent Placements

University of Alabama
University of Central Florida
University of Maine
University of Southern Mississippi
James Madison University
North Carolina State University
Oklahoma State University
Oregon State University
Washington State University

Contact Information

http://www.ou.edu/content/price/management_entrepreneurship/management_PhD.html

Graduate Programs Office
1003 Asp Avenue, Suite 1040
The University of Oklahoma
Norman, OK 73019-4302
(405) 325-4107

PhD Management

Organizational Behavior/ Human Resource Management

The PhD concentration in OB/HRM develops scholars capable of conducting leading-edge research at world-class institutions and disseminating that knowledge among future generations of organizational leaders. Through coursework and assistantships with faculty members, OB/HRM students gain an intimate understanding of Organizational Behavior which focuses on understanding employee behavior individually and in teams, and Human Resources which includes personnel selection, performance management, compensation systems, and employee development.

OB/HRM Faculty

Mark Bolino

*Michael F. Price Chair in International Business
Ph.D. University of South Carolina*

Professor Bolino's research explores why employees go the extra mile for their organizations and examines the costs and benefits of being a good organizational citizen. In addition, he is interested in understanding how employees use image management strategies at work and why such tactics may succeed or fail. Finally, his work examines global work experiences, such as working overseas as an expatriate or engaging in frequent international business travel, and how these experiences affect employees' personal and professional lives.

Bret Bradley

*Associate Professor of Management
Ph.D. University of Iowa*

Professor Bradley's research seeks to gain a deeper understanding of factors that positively contribute to work teams' performance as well as those that damage their performance. Specifically, his most recent work examines characteristics such as the mix of personalities on the team, the type of conflict amongst team members, and the quality of cooperative climates within teams as factors that influence whether teams succeed or fail.

Michael Buckley

*JC Penney Company Business Leadership Chair
Ph.D. Auburn University*

Professor Buckley's research focuses on how decisions are made in interviews, how feedback is given in organizations, the appraisal of performance, socializing in organizations, and unethical behavior by students. His recent work includes developing an alternative to realistic job previews in helping to meet the expectations of new employees and examining the negative consequences of diva behavior in the workplace.

Craig Russell

*Professor of Management
Ph.D. University of Iowa*

Professor Russell performs research trying to develop theory and practice in Human Resources Management. His recent efforts focus on understanding how people decide to quit their jobs and what prior life experiences best predict future performance on the job. Dr. Russell also is actively involved in research and practice surrounding Equal Employment Opportunity (EEO) compliance.

Entrepreneurship

Our PhD in Entrepreneurship is a program dedicated to producing impactful inquiry of startup and growth-oriented ventures. Students learn to advance our understanding of entrepreneurship as well as contribute to the pedagogical development of the field in meaningful ways. Our study of entrepreneurship includes cognition and decision making at the individual level to more macro aspects including opportunity development, new venture strategy, growth at the firm level, and social entrepreneurship. Programs of study are complemented by learning in organization theory, organizational behavior, and statistics. Our entrepreneurship program is ranked in the Top 10 in the nation by Entrepreneur magazine and The Princeton Review. Recently, Unigo.com named the University of Oklahoma as the #1 program in the country for aspiring entrepreneurs.

Entrepreneurship Faculty

Lowell Busenitz

*Michael F. Price Chair in Entrepreneurship
Ph.D. Texas A&M University*

Professor Busenitz's research focuses on entrepreneurial cognition in the development of new venture concepts and ventures as well as strategic decision making. He is also very active in social entrepreneurship including traveling to Ethiopia to help create a business plan for the implementation of water wells in remote areas.

Will Drover

*Assistant Professor of Management and Entrepreneurship
Ph.D. Southern Illinois University*

Professor Drover's research focuses on entrepreneurship and strategy. His research has been published in several leading journals such as the Journal of Business Venturing. Drover has twice been awarded best paper recognition and his research has been presented as the keynote address to one of the world's largest angel investor symposiums at Microsoft in Silicon Valley. He has worked with and consulted for a number of startups and will remain active in practice as an early-stage investor.

Mark Sharfman

*Director of the Division of Management and Entrepreneurship
Puterbaugh Chair in American Enterprise
Ph.D. University of Arizona*

Professor Sharfman's research addresses the firm's relationship with the business environment. Specifically, how the business environment affects the firm, how the firm affects the natural environment and how firms manage the social issues they face in the business environment.

Jeremy Short

*Rath Chair in Strategic Management
Ph.D. Louisiana State University*

Professor Short's research focuses on entrepreneurship, components of firm performance, the processes in which organizations make strategic decisions, and franchising and family business. He has published an innovative graphic novel focusing on management and entrepreneurship (Atlas Black: The Complete Adventure) as well as a graphic novel focusing on franchising and family business (Tales of Garcón: The Franchise Players).

