

Management and Organization's Ph.D. Program Overview

Foster School of Business, University of Washington
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The purpose of this document is to provide an overview of M&O's Ph.D. program for enrolled students. It is not intended to displace formal policy. It is not designed for the potential student.

An overall schedule and major milestones for a five-year¹ program is depicted below.

YEAR	Classes/Teaching ²	RA/TA	Unique Tasks	Major Milestones
First	Course work	3 quarters	Engage on-boarding faculty mentor (late summer) Attend Ph.D. orientation & M&O Research Seminars Begin formation of your supervisory committee Engage research	1 st year Research Paper Attend AOM: New student consortium
Second	Course work	3 quarters (1 of which is a teaching mentorship)	Formalize supervisory committee Prepare for Major Area Exams Engage research	Present 1 st Year Paper Submit to AoM Take Major Area Exams Attend AoM
Third	Teach 1 quarter	2 quarters	Engage research Prepare to teach	Results: Major Exam 3 rd Year Dissertation Forum Submit: Journals & AoM Attend AoM
Fourth	Teach 1 quarter	2 quarters	Engage research Prepare to teach	Defend Proposal Submit: Journals & AoM Attend AoM
Fifth	No: Fellowship ³	No: Fellowship	Job Market Engage research	Defend Dissertation Submit: Journals & AoM Secure a tenure track job at a peer institution

¹ This is not a statement of financial support.

² In five years, typical assignment is 3 qrts of fellowship, 2 qrts of teaching and 10 qrts of RA/TA. Summer are RA.

³ Contingent on satisfactory progress in the program.

First and Second Years

Supervisory Committee: Until students establish a supervisory committee by the end of the Spring Quarter of their first year an initial advisor (the department's Phd coordinator) advises students. The supervisory committee approves the course of studies, and monitors the student's progress.

Course work: The total amount of coursework required depends on incoming education and minor tracks selected. However, it is expected that students take the major doctoral seminars offered by the department as well as Research Methods courses. These courses are supplemented by course outside the department and outside the school, e.g., statistics.

Minor Area Requirements: Students in management must select "Research Methods" as one of their minor areas. A second or third minor area will depend on the student's interest.

1st Year Paper: During the Fall Quarter of the second year, students must present their summer research paper to the management faculty. In most instances, by this time a student will have formed a Supervisory Committee and will have conferred with them about this presentation.

Major Area Exams: The examination will be held in Summer of each year. This written exam will be scheduled over several days. The focus per day will be made clear by the committee. One day will be research methods focused, while the other(s) will be theoretical content focused. If the Supervisory Committee believes that the student's performance was unsatisfactory, the committee may recommend that the student retake the area exams. If the student successfully passes these exams, then he or she has completed the prelims. In no instance will a student be allowed to remain in the program if the exam is not successfully completed by the end of their third year.

Third, Fourth and Fifth Years

3rd Year Dissertation Forum: During Spring of your 3rd Year a major presentation will be made to the faculty related to your intended dissertation research.

General Exam: Students who successfully complete the area exams can begin working on a dissertation proposal. The general exam, also referred to as the "proposal defense" exam, is an oral examination of their dissertation proposal. After the successful completion of this exam the student enters "Candidacy." The oral exam is structured such that the student presents their dissertation research to their committee for approval.

Reading Committee: At this point, a student may reconstitute his/her Supervisory Committee and must select his/her Reading Committee, which is usually a subsection of the Supervisory Committee. In practice, the chair of the student's Supervisory Committee usually becomes the chair of the Reading Committee. The Reading Committee may consist entirely of members of the Supervisory Committee or may include one or more members not previously on the Supervisory Committee. The Graduate School appoints an outside member to the Reading Committee. The student's Reading Committee administers the final defense of a student's dissertation. With the successful completion of the dissertation defense and submission of the dissertation to the graduate school a student will have completed all the requirements for a Ph.D.

Course Planning

Course (offered every other year)	Instructor	Quarter
590 Economic Foundations of Strategy	Hill	Spring
591 Sociological Foundations of Strategy	Boeker	Fall
592 Contemporary Strategy Research: (Foundations of ENT)	Kotha	Winter
593 Special Topics Strategy I		Fall
594 Special Topics Strategy II: (Innovations & Organizations)	Pahnke	Spring
580 Psychological Foundations of Organizational Behavior	Lee	Spring
581 Social Processes in Organizations	Barnes	Winter
582 Contemporary OB Research		
583 Special Topics OB I: (Leadership)	Avolio	Spring
584 Special Topics in Organizational Behavior Research II	Reynolds	Spring
Course (offered every year)		
BARM 590 Behavioral R.M. Theory and Design	Lee	Fall
BARM 591 Behavioral R.M. Approaches and Application	Steensma	Winter

I. Strategic Management Track:

The program consists of a core of five dedicated doctoral seminars in strategic management, a minor in research methods, and possibly additional minors. *Additionally, one course chosen from the doctoral seminars in OB/HRM track is required for all Strategic Management track students.* The additional course hours needed should be taken outside the department. For example, additional research methods courses such as the Econometrics or Psychometric series, as well as, content courses in Economics, Sociology, Political Science, etc.

II. OB/HRM Track Students:

The program consists of a core of five dedicated doctoral seminars in organizational behavior/HRM, a minor in research methods, and possibly additional minors. *Additionally, one course chosen from the doctoral seminars in Strategy track is required for all OB/HRM students.* The additional course hours needed should be taken outside the department. For example, additional research methods courses such as the Econometrics or Psychometric series, as well as, content courses in sub-fields of Psychology.