



DEPARTMENT OF MANAGEMENT  
College of Business  
Florida Atlantic University

## PhD Program

The Management PhD program at FAU adheres to a very individual, one-on-one mentoring philosophy. Early in the program our students are paired with at least one faculty mentor who shares their research interests. The program generally consists of two years of coursework, followed by comprehensive exams and a dissertation. While there are some required classes, students are able to select one of two tracks and then tailor their program of study within that track through electives, based on their specific research interests. The program takes a minimum of four years to complete.

Our students regularly present their research at prestigious conferences, and many have publications prior to graduation. Job placements are strong, with our students obtaining positions at universities nationwide.

## Why FAU

- AACSB-accredited program
- Competitive financial support
- Research-active faculty
- Faculty trained in top PhD programs
- Access to CRSP, Compustat, IBES, SDC, Datastream, and other databases
- Diverse PhD program and overall student body

## Program Summary

Full-time program requires 4 to 5 years in residency:

- 2 years of coursework consisting of core management seminars, research methods classes, and supporting courses
- Development and completion of research projects with publication potential
- Successful completion of comprehensive exams and defense of a doctoral dissertation

## Financial Support

Admitted students are provided the following:

- \$24,000 annual stipend
- Tuition waiver
- Travel reimbursement to attend conferences

Students work as research assistants for management faculty their first two years and teach undergraduate classes beginning in their third year.

### Program & Application Information:

<https://business.fau.edu/masters-phd/phd-program/>



## Admission Requirements

Admission to the PhD Program is restricted to students who show exceptionally high promise for mastering conceptual and analytical tools in business. While the minimum requirements are listed below, higher requirements may be used when there are numerous applicants with strong credentials.

### Previous Coursework

- Minimum 3.5 GPA in master's program
- Minimum 3.0 GPA in undergraduate program
- A professional general evaluation is required for all international transcripts.

### Graduate Management Admissions Test

- A minimum score of 600 on the GMAT taken within the last five years.
- The GRE may be considered but the GMAT is preferred.

### Letters of Recommendation

- Three letters of recommendation are required. At least two of the letters should be from professors who can assess the applicant's potential for study at the PhD level.

### Statement of Career Goals

- The applicant should provide a statement (maximum length three pages) regarding why he or she wishes to pursue the PhD degree.

### Language Requirements

- For applicants whose native language is not English, minimum scores of 600 on the TOEFL and 250 on the Test of Spoken English are required.

### Resume

**Application Deadline: January 15**

## Research Specializations

Students specialize in one of two tracks— Entrepreneurship or Management Studies. Alone or working with faculty, students in the Entrepreneurship track have conducted research in such areas as:

- Entrepreneurial Cognition
- Family Business
- Professional Entrepreneurship
- Social Entrepreneurship
- Startup Approaches

Students in the Management Studies track have conducted research in such areas as:

- Corporate-Level Strategy
- Human Resource Management
- International Business
- Leadership and Influence Tactics
- Performance Appraisal Systems

## Recent PhD Placements

Augusta University  
Barry University  
California State University, Long Beach  
Central Washington University  
Eastern Michigan University  
Florida A&M University  
Georgia Southern University  
Grenoble École de Management  
Indiana University Southeast  
Loyola University at New Orleans  
Middle East Technical University  
University of Central Oklahoma  
University of Evansville  
University of North Carolina, Wilmington  
University of Portland  
University of Tampa

## Faculty Research

Faculty members in the Management Programs Department have published in such journals as:

- Academy of Management Journal
- Academy of Management Review
- Asia Pacific Journal of Management
- Decision Sciences
- Entrepreneurship Theory and Practice
- Human Resource Management
- Journal of Applied Psychology
- Journal of Business Ethics
- Journal of Business Venturing
- Journal of Cross Cultural Psychology
- Journal of International Business Studies
- Journal of International Management
- Journal of Management
- Journal of Management Studies
- Journal of Organizational Behavior
- Leadership Quarterly
- Management International Review
- Organization Studies
- Strategic Management Journal



## FAU Contact Information

### Management PhD Faculty Coordinator

Dr. Gary Castrogiovanni – [castrogi@fau.edu](mailto:castrogi@fau.edu)

### General PhD Information

Judith Benson – [benson@fau.edu](mailto:benson@fau.edu) –

(561) 297-1176

## Management Faculty

**Chair:** Roland Kidwell, PhD<sup>1</sup>

### Professors

Gary Castrogiovanni, PhD<sup>1</sup>

Beth Goodrick, PhD<sup>5</sup>

Tomasz Lenartowicz, PhD<sup>2</sup>

Chandra Mishra, PhD<sup>1</sup>

Donald Neubaum, PhD<sup>1</sup>

Dennis Palkon, PhD<sup>5</sup>

Len Trevino, PhD<sup>2</sup>

### Associate Professors

Pierre Alexandre, PhD<sup>5</sup>

Andac Arikan, PhD<sup>4</sup>

Patrick Bernet, PhD<sup>5</sup>

Stephanie Castro, PhD<sup>3</sup>

Donna Cooke, PhD<sup>3</sup>

Kimberly Ellis, PhD<sup>4</sup>

Gulcin Gumus, PhD<sup>5</sup>

Ethlyn Williams, PhD<sup>3</sup>

### Assistant Professors

Wan-Ting Chiu, PhD<sup>4</sup>

Scott Feyereisen, PhD<sup>5</sup>

Michael Harari, PhD<sup>3</sup>

Mingxiang Li, PhD<sup>4</sup>

Rajeev Sawant, PhD<sup>2</sup>

Ciprian Stan, PhD<sup>2</sup>

<sup>1</sup>Entrepreneurship; <sup>2</sup>International Business;

<sup>3</sup>Organizational Behavior/Human Resources;

<sup>4</sup>Strategic Management; <sup>5</sup>Health Administration

# Curriculum

## Years One and Two

Management students generally take 13-15 courses over two years. One is a teaching course taken by all doctoral students in the College of Business. In addition, there is a three-course Management core, a three-course Research Methods core, and 6-8 supporting courses, determined by the student's track and specialization within that track.

### *Management Core*

- Organization Theory
- Organizational Behavior
- Strategic Management

### *Research Methods Core*

- Univariate Statistics
- Multivariate Statistics
- Research Design and Measurement

### *Supporting Courses*

- Entrepreneurship Track
- Management Studies Track

## Year Three

- Comprehensive Exams
- Dissertation Proposal

## Year Four

- Dissertation

Following this plan, students should be able to finish in four years, but delays along the way could require additional time in the program.

# Entrepreneurship Track

## Supporting Courses

Students in the Entrepreneurship track take supporting courses in the following areas.

- The Entrepreneurship Field
- Venture Creation
- Entrepreneurial Skills
- Technology Commercialization
- Venture Capital
- Scientific Method

Additional courses may be needed depending on the student's particular background and interests.

## Entrepreneurship Faculty

Four full professors who have done extensive work in the area anchor the Entrepreneurship track.

- Gary Castrogiovanni
- Roland Kidwell
- Chandra Mishra
- Donald Neubaum

Others in the department with some entrepreneurship research interests include:

- Andac Arian
- Wan-Tan Chiu
- Gulcin Gumus
- Mingxiang Li
- Rajeev Sawant

Faculty in other departments who also conduct entrepreneurship research include Ravi Behara in Operations Management, Rebel Cole in Finance, and Melih Madanoglu in Marketing. In the entrepreneurship field, few schools have such depth among their tenure track faculty.

# Management Studies Track

## Supporting Courses

Students in the Management Studies track take all non-core doctoral seminars offered by the department. These may vary depending on student interest and faculty availability. In recent years, they have included seminars in the following areas.

- Entrepreneurship
- Industrial Organization Psychology
- International Business
- Leadership

In addition, Management Studies students take electives fitting a specialty area for their dissertation research. A student interested in Human Resource Management (HRM), for example, may take one or two HRM courses and/or a Research Methods course fitting the kind of HRM research that the student wishes to pursue. Potential specialty areas include the following.

- Health Administration
- Human Resource Management
- International Business
- Organization Theory
- Organizational Behavior
- Strategic Management