Ph.D. Admission

The applicant must hold at least a bachelor’s degree from an accredited college or university. No specific undergraduate preparation in business is required.

The applicant must demonstrate competence as a scholar through a high level of previous academic performance and high percentile scores on the Graduate Management Admission Test or Graduate Record Examination. Scores may not be older than five years at the time of application. In addition, international applicants must present high scores on the Test of English as a Foreign Language, or IELTS.

Finally, the applicant must demonstrate the ability for doctoral study in business, either by a record of achievement in previous professional or academic experience, including research and scholarship, or through letters of recommendation and a personal interview.

These requirements are intended only as suggestions for minimum admission standards. They should not be construed as a guarantee of admission to the Ph.D. program.

A $65 nonrefundable application fee for domestic students and $85 for international students, payable to the University of Kansas, must accompany all applications.

Submit your graduate application online (http://www.graduate.ku.edu).

Doctor of Philosophy in Business

The program is designed for students who wish to become scholars-teachers. It develops the capacity for original research and effective teaching by providing mastery of the knowledge in a particular field, a thorough understanding of research methodology, the ability to communicate effectively, and the motivation for continuing self-education. Students must specialize in a concentration and develop a broad knowledge of other areas of business and their interrelationships in the management function.

As of fall 2016, 32 students were enrolled in the Ph.D. program. The program will continue to be limited in size so each student can work closely with faculty members to receive substantial individual attention.

Ph.D. Degree Requirements

By the end of the third semester of the aspirant’s program (excluding summer sessions), an aspirant must complete the following qualifier requirements. All aspirants must demonstrate some proficiency in doing original research of publishable quality and some proficiency in teaching.

Accounting

Ph.D. students must take the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>DSCI 920 &amp; DSCI 921</td>
<td>Probability for Business Research and Statistics for Business Research</td>
<td>4</td>
</tr>
<tr>
<td>DSCI 921</td>
<td>Statistics for Business Research</td>
<td>4</td>
</tr>
<tr>
<td>BE 917</td>
<td>Advanced Managerial Economics</td>
<td>3</td>
</tr>
<tr>
<td>EPSY 810</td>
<td>Regression and ANOVA: General Linear Models</td>
<td>3</td>
</tr>
<tr>
<td>ECON 715</td>
<td>Elementary Econometrics</td>
<td>3</td>
</tr>
<tr>
<td>DSCI 922</td>
<td>Advanced Regression</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 928</td>
<td>Introduction to Accounting Research</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 929</td>
<td>Seminar in Archival-Based Accounting Research</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 932</td>
<td>Seminar in Financial Accounting I</td>
<td>3</td>
</tr>
</tbody>
</table>
Select from one of the three tracks below:

**Auditing track:**
- ACCT 930 Seminar in Auditing Research I
- ACCT 931 Seminar in Auditing Research II

**Financial track:**
- ACCT 933 Seminar in Financial Accounting Research II
- FIN 937 Seminar in Business Finance

**Tax track:**
- ACCT 934 Seminar in Empirical Tax Research I
- ACCT 935 Seminar in Empirical Tax Research II

Select four of the below courses:
- FIN 937 Seminar in Business Finance
- FIN 938 Seminar in Investments
- FIN 939 Seminar in Financial Institutions
- ECON 730 Topics in Industrial Organization
- ECON 750 The Theory of International Finance
- ECON 769 Financial Economics
- ECON 817 Econometrics I
- ECON 818 Econometrics II
- ECON 830 Game Theory and Industrial Organization
- ECON 831 Economics of Regulation
- ECON 850 The Advanced Theory of International Finance
- ECON 851 The Theory of International Trade
- ECON 869 Advanced Financial Economics
- ECON 880 Selected Topics in Economic Theory: _____
- ECON 915 Advanced Econometrics I
- ECON 916 Advanced Econometrics II
- ECON 917 Advanced Econometrics III
- ECON 918 Financial Econometrics
- PSYC 790 Statistical Methods in Psychology I
- PSYC 791 Statistical Methods in Psychology II
- PSYC 893 Multivariate Analysis
- PSYC 894 Multilevel Modeling
- PSYC 895 Categorical Data Analysis
- PSYC 896 Structural Equation Modeling I
- MATH 715 Sampling Techniques
- MATH 717 Nonparametric Statistics
- MATH 722 Mathematical Logic
- MATH 727 Probability Theory
- MATH 728 Statistical Theory

**Decision Sciences**

Ph.D. students must take the following:
- DSCI 920 Probability for Business Research 4
- MATH 727 Probability Theory 3
- BE 917 Advanced Managerial Economics 3
- DSCI 921 Statistics for Business Research 4
- FIN 901 Current Research in Finance 2
- FIN 937 Seminar in Business Finance 3
- FIN 938 Seminar in Investments 3
- FIN 939 Seminar in Financial Institutions 3
- Advanced elective in finance or econometrics or research methods

Select one of the three sequences below:

**Sequence 1:**
- ECON 715 Elementary Econometrics 3

**Finance**

Ph.D. students must take the following:
- DSCI 920 Probability for Business Research 4
- MATH 727 Probability Theory 3
- DSCI 921 Statistics for Business Research 4
- BE 917 Advanced Managerial Economics 3
- ECON 801 Microeconomics I 3
- ECON 802 Microeconomics II 3
- FIN 901 Current Research in Finance 2
- FIN 937 Seminar in Business Finance 3
- FIN 938 Seminar in Investments 3
- FIN 939 Seminar in Financial Institutions 3
- Advanced elective in finance or econometrics or research methods

Select four of the below courses:
- ECON 770 Survey of Microeconomics 3
- MATH 765 Mathematical Analysis I 3
- MATH 790 Linear Algebra II 3
- ECON 715 Elementary Econometrics (OR) 3
- DSCI 922 Advanced Regression 3
- DSCI 740 Seminar in Decision Sciences: _____ 3
- DSCI 934 Seminar in Probability and Statistics: _____ 3
- DSCI 935 Seminar in Optimization: _____ 3
- DSCI 995 Doctoral Seminar in Decision Sciences: _____ 2-5
- SCM 995 Doctoral Seminar in Supply Chain Management 2-5
- SCM 998 Independent Study for Doctoral Students 1-5

Select four of the below courses:
- FIN 710 Investments I
- FIN 711 Investments II
- FIN 712 Business Investment
- FIN 713 Business Financing
- ECON 817 Econometrics I
- ECON 818 Econometrics II
- ECON 916 Advanced Econometrics II
- MKTG 950 Advanced Marketing Research
- MKTG 952 Introduction to Marketing Models
- MKTG 954 Pricing and Strategy
- MKTG 955 Product Management
- EPSY 906 Latent Trait Measurement and Structural Equation Models
- EPSY 908 Structural Equation Modeling II

Select from one of the three tracks below:
Sequence 2:
- ACCT 928 Introduction to Accounting Research
- ACCT 932 Seminar in Financial Accounting Research I

Sequence 3:
- ECON 770 Economics of the Labor Market
- ECON 870 Applied Microeconomics

**Human Resources Management**
Ph.D. students must take the following:

- MGMT 905 Philosophy of the Behavioral and Organizational Sciences 3
- MGMT 906 Behavioral Research Methods 4
- MGMT 916 Seminar in Organization Theory 3

Select one of the following in microeconomic theory: 3

- BE 701 Business Economics
- BE 917 Advanced Managerial Economics
- ECON 700 Survey of Microeconomics
- MGMT 950 Personnel Selection and Effective Work Performance 3
- MGMT 951 Training, Developing, and Managing Careers in Organizations 3
- MGMT 952 Strategic Human Resource Management 3
- MGMT 998 Independent Study for Doctoral Students 1-5

Select one of the below courses:

- MGMT 953 Designing Effective Work Environments in Organizations
- MGMT 954 Individual and Interactionist Perspectives of Organizations
- MGMT 955 Creativity, Innovation, and Change in Organizations
- MGMT 956 Economic Theories of Strategic Management
- MGMT 957 Behavioral Theories of Strategic Management
- IBUS 950 Research in International Management and Strategy

Select one of the two sequences below:

Sequence 1:
- PSYC 790 Statistical Methods in Psychology I
- PSYC 791 Statistical Methods in Psychology II

Sequence 2:
- DSCI 920 Probability for Business Research
- DSCI 921 Statistics for Business Research
- PSYC 893 Multivariate Analysis 4
- PSYC 896 Structural Equation Modeling I 4

Select one of the courses below:

- PSYC 894 Multilevel Modeling
- PSYC 892 Test Theory
- PSYC 996 Structural Equation Modeling II
- EPSY 812 Meta-Analysis

**Marketing**
Ph.D. students must take the following:

Choose at least five of the following courses:

- MKTG 952 Introduction to Marketing Models 3
- MKTG 954 Pricing and Strategy 3
- MKTG 955 Product Management 3
- MKTG 956 Current Topics in Behavioral Marketing Research 3
- MKTG 957 Managerial Issues in Marketing 3
- MKTG 958 Consumer Judgment and Decision Making 3
- MKTG 959 Affect, Cognition and Hedonic Consumption 3
- MKTG 960 Emotion and Motivation 3
- MKTG 953 Marketing Communications 3

AND

- DSCI 920 Probability for Business Research 4
- BE 917 Advanced Managerial Economics 3

Choose at least three of the following courses:

- PSYC 578 Social Attitudes
- PSYC 723 Advanced Cognitive Psychology
- PSYC 725 Cognitive Neuroscience
- PSYC 735 Psycholinguistics I
- PSYC 774 Advanced Social Psychology I
- PSYC 775 Advanced Social Psychology II
- PSYC 784 Proseminar in Communication and Aging
- PSYC 787 Gerontology Proseminar
- PSYC 831 Advanced Human Learning and Memory
- PSYC 885 Altruism and Helping Behavior

Choose at least three of the following courses:

- PSYC 791 Statistical Methods in Psychology II
- PSYC 818 Experimental Research Methods in Social Psychology
- PSYC 893 Multivariate Analysis
- PSYC 894 Multilevel Modeling
- PSYC 895 Categorical Data Analysis
- PSYC 896 Structural Equation Modeling I
- PSYC 933 Seminar: The Measurement of Attitudes
- PSYC 983 Methods & Professional Issues in the Cognitive & Brain Sciences
- PSYC 991 Longitudinal Data Analysis
- PSYC 993 Seminar: _____
- PSYC 996 Structural Equation Modeling II
- DSCI 921 Statistics for Business Research

Two additional courses are required

**Organizational Behavior**
Ph.D. students must take the following:

- MGMT 905 Philosophy of the Behavioral and Organizational Sciences 3
- MGMT 906 Behavioral Research Methods 4
- MGMT 916 Seminar in Organization Theory 3

Select one of the following in microeconomic theory: 3

- BE 701 Business Economics
- BE 917 Advanced Managerial Economics
- ECON 700 Survey of Microeconomics
- MGMT 953 Designing Effective Work Environments in Organizations 3
- MGMT 954 Individual and Interactionist Perspectives of Organizations 3
- MGMT 955 Creativity, Innovation, and Change in Organizations 3
Doctor of Philosophy in Business

MGMT 998 Independent Study for Doctoral Students 1-5

Select one of the below courses:
- MGMT 950 Personnel Selection and Effective Work Performance
- MGMT 951 Training, Developing, and Managing Careers in Organizations
- MGMT 952 Strategic Human Resource Management
- MGMT 956 Economic Theories of Strategic Management
- MGMT 957 Behavioral Theories of Strategic Management
- IBUS 950 Research in International Management and Strategy

Select one of the two sequences below:
Sequence 1:
- PSYC 790 Statistical Methods in Psychology I
- PSYC 791 Statistical Methods in Psychology II
Sequence 2:
- DSCI 920 Probability for Business Research
- DSCI 921 Statistics for Business Research
- PSYC 893 Multivariate Analysis
- PSYC 896 Structural Equation Modeling I

Select one of the courses below:
- PSYC 894 Multilevel Modeling
- PSYC 892 Test Theory
- PSYC 996 Structural Equation Modeling II
- EPSY 812 Meta-Analysis
- PSYC 895 Categorical Data Analysis

OR
- EPSY 814 Nonparametric Statistics
- PSYC 933 Seminar: The Measurement of Attitudes
- PSYC 991 Longitudinal Data Analysis

OR
- PSYC 993 Seminar: _____
- PSYC 819 Field and Evaluation Research Methods in Social Psychology
- PSYC 818 Experimental Research Methods in Social Psychology
- PSYC 983 Methods & Professional Issues in the Cognitive & Brain Sciences

OR
- COMS 850 Introduction to Research Methods
- COMS 855 Qualitative Research Methods in Communication Studies
- SOC 811 Sociological Research
- SOC 910 Seminar on Special Topics in Methods: _____
- ANTH 783 Doing Ethnography

OR
- SOC 813 Field Methods and Participant Observation

Select one of the courses below:
- BE 701 Business Economics
- BE 917 Advanced Managerial Economics
- ECON 700 Survey of Microeconomics
- MGMT 956 Economic Theories of Strategic Management 3
- MGMT 957 Behavioral Theories of Strategic Management 3
- IBUS 950 Research in International Management and Strategy 3
- MGMT 998 Independent Study for Doctoral Students 1-5

Select one of the below courses:
- MGMT 952 Strategic Human Resource Management
- MGMT 953 Designing Effective Work Environments in Organizations
- MGMT 954 Individual and Interactionist Perspectives of Organizations
- MGMT 955 Creativity, Innovation, and Change in Organizations

Select one of the two sequences below:
Sequence one:
- PSYC 790 Statistical Methods in Psychology I
- PSYC 791 Statistical Methods in Psychology II
- PSYC 893 Multivariate Analysis
- Advanced elective statistics course
Sequence two:
- DSCI 920 Probability for Business Research
- DSCI 921 Statistics for Business Research
- Advanced econometrics course
- Advanced econometrics course

Two additional courses are required

These courses should be completed in the first 2 years of a student’s program. In addition, students must take area-specific core courses defined by their area group. At or before the end of the aspirant’s third semester in the program, a qualifier assessment team, composed of five faculty members, holistically determines whether or not a student continues in the program.

The aspirant for the Ph.D. in business administration must have an area of concentration, supporting areas, and preparation in research methodology.

Concentration

Each aspirant, with the assistance of her or his faculty advisor and the area faculty, selects an area of concentration from the traditional business disciplines of accounting, finance, human resources management, decision sciences, marketing, organizational behavior, and strategic management. An aspirant also may propose an interdisciplinary concentration that is a combination of these disciplines, or may include emphases such as international business, law, and economics. The aspirant must take at least five advanced courses in the concentration. These courses may include those offered outside the School of Business.

Supporting Areas

Course work in the area of concentration is supplemented and strengthened by study in one or two supporting areas. A supporting area is one that supplements and complements the concentration. The aspirant satisfies the supporting area requirement by taking at least 4 advanced courses in the supporting areas (at least 2 courses in each of 2 supporting areas or at least 4 courses in 1 supporting area). Courses
recommended for preparation for the qualifier assessment may not be included in satisfying the supporting area requirement.

**Probation and Dismissal Guidelines**

To be in good standing, a student must maintain a 3.0 cumulative grade-point average; if the grade-point average falls below 3.0, the student is placed on probation. This is followed by a letter to the student confirming the probation and explaining the student's options.

A student is placed on probation for 1 academic semester. If the cumulative grade-point average has not risen to 3.0 in the next semester of enrollment (excluding summers), the student can either be dismissed or allowed to continue on probation. Continued probation requires the area director for the student's concentration to write a letter to the Ph.D. team explaining why the student should be allowed to continue.

A graduate student can be dismissed on recommendation of the area director for the student's concentration. Usually a graduate student is dismissed because of a low grade-point average; however, failure of examinations or failure to make satisfactory progress toward the degree is also cause for dismissal. Academic dismissal should occur before a semester begins; but if a student is dismissed during the semester, the dismissal is effective only at the end of the semester in which the Ph.D. team gives notification of dismissal.

**Policy for KU School of Business Ph.D. Program on Academic Misconduct:**

We believe that doctoral students should be held to a higher standard with regard to academic integrity than other students in the School given their future role in doing research and teaching in the university setting as well as enforcing such standards in their own classes. To this end, the faculty of the KU School of Business provides a course, Bus 903 - Responsible Conduct in Research, that is required of each student in the Ph.D. program.

Consistent with USRR 2.5.1 and existing Graduate Studies Policies on "Good Academic Standing" and "Dismissed Enrollment," this document discusses the guidelines for probation and dismissal of doctoral students who commit academic misconduct. The Ph.D. program administrators will regularly check with the Provost's office for any records of misconduct by business doctoral students in any class at KU (inside or outside of the School of Business). For example, these checks will occur (but are not limited to): (a) at the end of the first year for use in the qualifying review process; (b) prior to start of any teaching responsibilities; (c) prior to comprehensive exams; (d) prior to the dissertation proposal defense. Instances of misconduct will be shared with the members of the Ph.D. team, advisor, and deans of the School.

The first case of any academic misconduct in a class anywhere in the university may result in probation or dismissal of the student depending on the severity of the misconduct and the student's response. It is expected that the advisor, Ph.D. team chair and team members, and Ph.D. program director will all be granted access to the details of a misconduct case by the professor involved. If probation, the conditions for the probation are set by the Ph.D. team chair and Ph.D. program director in consultation with the advisor and Ph.D. team members. The conditions may include (but are not limited to) such assignments as reviewing the literature on the area of the responsible conduct in research violated by the misconduct and/or reviewing the material covered in the target class. These conditions and the choice of probation vs. dismissal will be based on the details of each individual case. Importantly, if the student is not dismissed as a result of the first offense and if the conditions for the probation are not met in a timely manner, or if a second act of misconduct occurs, the student will likely be dismissed from the Ph.D. program.

Dissertations will also be reviewed by the advisor and program director for academic misconduct before being submitted to the Research and Graduate Studies Office. Academic misconduct on a dissertation is grounds for dismissal from the program. Academic misconduct on the dissertation that is not discovered until after graduation may be grounds for revoking the Ph.D. degree. In summary, the Ph.D. program in the KU School of Business seeks to maintain the highest standards of academic integrity with this policy.

**Research Methodology**

When preparing for the qualifier assessment, area groups should ensure that the student's program includes adequate preparation in research methodology.

**Responsible Scholarship**

Students in the first year must enroll in BUS 903 Responsible Conduct of Research. This course builds students' abilities to analyze ethical issues and introduces students to various issues that may arise while engaging in the research endeavor.

Note: Contact your department or program for more information about research skills and responsible scholarship, and the current requirements for doctoral students. Current Lawrence and Edwards Campus policies on Doctoral Research Skills and Responsible Scholarship are listed in the KU Policy Library.

**Teaching**

Students enroll in BUS 902 Teaching Seminar during the first semester in which they teach independently. Before the completion of the Ph.D. program, all students also must have teaching experience equivalent to teaching at least 2 undergraduate courses independently in 2 different semesters.

**Examinations**

To advance to candidacy, the student must pass a written-oral comprehensive examination in the concentration. Finally, the student must pass an oral defense of the dissertation research proposal and the dissertation.