Georgia Tech
Scheller College of Business
Ph.D. Program
“Georgia Tech taught me to be disciplined and focused in everything I did. I owe so much to Georgia Tech and the rigorous education I received. I’ve always felt a tremendous amount of gratitude and a strong desire to give back to the Institute. I have never been more optimistic about the future of Georgia Tech and our College of Business, and how we’ll continue to define the innovative business school of the 21st century.”

Ernie Scheller, IM 1952
Chairman Emeritus of Silberline Manufacturing Inc.
You will learn from world-class faculty members who are renowned for their research and teaching. The growing size and prestige of our faculty reflects our position as a top business school at the leading edge of innovation.

Our professors are dedicated to helping you succeed. Your research as doctoral students and academics-in-training will contribute significantly to the world’s knowledge base while advancing your career and the reputation of Georgia Tech Scheller College of Business.

Thanks to our location in Technology Square, a state-of-the-art multi-building complex, you will be learning in the heart of Atlanta’s high-tech business community.

As you consider Georgia Tech for your Ph.D. studies, we hope that you’ll visit us to see all that we have to offer you on your journey into academia.

Sincerely,

Maryam Alavi
Dean
Stephen P. Zelnak Jr. Chair and Professor, ITM
WE INVITE YOU
to learn more about our program and
review our faculty research interest
to see how they align with your
professional goals.

We accept applications each fall for admission to doctoral study the
following fall semester. You may apply online at
gradadmiss.gatech.edu/apply-now.

Graduate research and teaching assistantships are offered to entering
doctoral students on the basis of academic merit. Applicants whose
credentials are above average for the Ph.D. program and whose applications
have been received by the January 6 deadline are most likely to receive an
assistantship offer.

If you have any questions regarding the application process or about the
Ph.D. Program in Management at Georgia Tech, please contact the Graduate
Office at 404.385.3896 or send an email to
phd@scheller.gatech.edu.
Choosing a Ph.D. program that matches your skills and interests is critical to your academic, professional, and personal success.

The Georgia Tech Ph.D. in Management offers small, flexible programs in Accounting, Finance, Information Technology Management, Marketing, Operations Management, Organizational Behavior, and Strategic Management. The goal of the Ph.D. program is to develop scholars who are capable of making original contributions to their chosen fields. Most graduates begin careers as researchers, scholars, and teachers working in academic environments.
Program of Study
This is a full-time on-campus program that is completed in five years. While many Ph.D. students have earned an MBA or equivalent degree, knowledge of business or previous graduate work is not a prerequisite for admission.

Each student works closely with an Advisory Committee composed of the advisor and two other faculty members from the chosen area of study. Together with the Advisory Committee, the student develops a program of study to meet his or her objectives, academic requirements, and career goals.

The Ph.D. program stresses continual interaction between the student, advisor, and other faculty members in the student’s area of study. Strongly research-oriented, the program emphasizes early and effective involvement in research. Students benefit from personal attention and close interaction with faculty, who place significant weight on learning outside the classroom.

Research Papers
In addition to course work, students typically assist in faculty research during the first year. These activities lead to the first research paper. The student identifies a topic of interest and prepares the first paper. During the second year, the student works on a research project leading to the second research paper. Both research papers are presented to faculty and graduate students.

While it is possible that either or both of these papers may eventually form the underlying framework for the doctoral dissertation, that is not the primary intent. The main purpose of the papers is to challenge the student intellectually and to begin to develop research skills needed in later work. The papers themselves might arise from work that is of joint interest to the advising faculty member and student. The advisor works with the student to develop these research skills.

Comprehensive Exams
Comprehensive examinations in the student’s field of study are taken during the summer between their second and third year. The exams include a section on research methodology and quantitative methods. Exams are generally written, but may also involve oral components. After completing the first and second papers and passing the comprehensive examinations, the student is ready to write a dissertation that will represent a significant and original contribution to knowledge in the field.

Dissertation
The student will present a dissertation project proposal to his/her Thesis Advisory Committee. The Committee provides advice and guidance during development of the research topic and while the research itself is conducted. The Committee is also charged with approving the dissertation after the research is completed and submitted as the doctoral thesis.

A written proposal must be approved by the Thesis Advisory Committee at least one semester before the defense. The defense consists of an oral presentation of the proposal and its findings to faculty and graduate students.
Courses of Study

**Accounting**
Accounting is a functional area of business that encompasses the production and dissemination of information used by various parties, including managers, investors, creditors, regulatory agencies, and others for decision-making purposes.
[scheller.gatech.edu/accounting](http://scheller.gatech.edu/accounting)

**Finance**
The doctoral program in finance trains scholars to produce original research in the discipline. The economic and quantitative research focus in the finance literature requires that students develop their skills in a range of allied fields, such as economics, statistics, mathematics, and accounting.
[scheller.gatech.edu/finance](http://scheller.gatech.edu/finance)

**Information Technology Management**
Information technology management continues to evolve at breathtaking speed. Advances in IT have profound effects on how firms generate value and how entire industries are structured.
[scheller.gatech.edu/itm](http://scheller.gatech.edu/itm)

**Marketing**
Marketing is concerned with decisions that relate to a firm’s customers, competitors, and network of partners including channel members and promotion agencies. It focuses on how customers make choices and how companies ought to design products, services, and programs to satisfy customer needs.
[scheller.gatech.edu/marketing](http://scheller.gatech.edu/marketing)
Operations Management
Operations management is devoted to planning, creation, and management of an organization’s resources and processes that create products or services, including the work force, equipment, information, distribution system, and materials, all of which represent a significant portion of total costs and controllable assets.

scheller.gatech.edu/om

Organizational Behavior
Organizational behavior investigates the impact of individuals, groups, and structure on behavior within organizations for the purpose of improving organizational effectiveness.

scheller.gatech.edu/ob

Strategic Management
Explaining and predicting competitive advantage is the defining question of strategic management. To answer this question, researchers draw on disciplines such as economics and sociology.

scheller.gatech.edu/strategy
Application and Admission

Admission into the Ph.D. program is highly selective, with a limited number of offers extended each year. Primary considerations include:

- Overall undergraduate grade point average and, if applicable, graduate grade point average
- GMAT or GRE scores (required)
- Compatible research interests with faculty
- Career interests and goals as discussed in essays
- Letters of recommendation
- Overall appropriateness for graduate study
- Ability to handle advanced-level research

A strong background in college-level mathematics, particularly knowledge of linear algebra, calculus, and statistics is necessary.

All international applicants without a U.S. undergraduate or graduate degree must take the Test of English as a Foreign Language (TOEFL). A TOEFL score of at least 100 on the Internet-based test or 600 on the paper version is required.

Georgia Tech school codes are:
- GMAT - HWK-54-07
- GRE - 5248-4201
- TOEFL - 5248

The Ph.D. Admissions Committee looks for applicants with a balanced application and a strong sense of direction. Average test scores for the past several years have been in the 90th percentile or higher. Acceptance into doctoral study may be made after either the bachelor’s or master’s degrees have been completed. The bachelor’s degree must be from an accredited institution of higher learning.

The admission process to the Ph.D. program has two stages. First, applicants are screened by faculty in the appropriate academic area. Second, the Ph.D. Selection Committee reviews applications and makes admission decisions as well as recommendations for financial assistance.
“I knew I was ready to apply for a doctoral program when I found myself thinking more deeply and often about the ‘why’ and influencers of individual attitudes and behaviors in the workplace. I desired to have a significant and lasting impact on the industry and the lives of those that chose to work in management. A career in academia was a fit for that pursuit and thus the decision to apply for a doctoral program.”

Toschia M. Hogan
Ph.D. Candidate 2019
Ph.D. students prepare for their careers in academia in the heart of Technology Square, our main campus in Midtown Atlanta. A district of academic, retail, and research space, Tech Square serves as a new urban ‘main street’ for Georgia Tech and the Midtown community.

Scheller College anchors this nexus of resources, and offers students a tremendous benefit to learn and network in one of the nation’s premier high-tech business neighborhoods.
Tech Square is a hub of 13 corporate innovation centers, five startup incubators and accelerators, 10 investor offices, and more than 100 startups. Practice your ability to lead innovation and drive change through real-world projects with vibrant Tech Square as your home base. Our connections to global businesses and startup communities give you access to experiential learning opportunities that will prepare you to lead in the 21st century.
When is the Ph.D. program application deadline?
Students are admitted only in the fall term. See the Application and Admissions insert for current deadlines. All application materials need to be submitted by the deadline, including letters of reference and official copies of the standardized test results.

Do you have a part-time program?
Our Ph.D. program is full-time only. This includes two years of coursework and the final years of research and preparation for the dissertation.

What standardized tests are required for admission?
Ph.D. applicants may take either the GMAT (Graduate Management Admission Test, institution code: HWK-54-07) or the GRE (Graduate Record Examination, institution code: 5248-4201). We do not have minimum required scores, however, the average scores for admitted Ph.D. applicants are usually in the 90th percentile or higher. These tests must have been taken within five years of the submission of the application.

All international applicants must take and submit official results from the TOEFL (Test of English as a Foreign Language, institution code: 5248) taken within two years of the applicant’s intended matriculation date. A TOEFL score of at least 100 on the internet-based test or 600 on the paper version is required. International applicants who have received a degree from a U.S. degree-granting institution do not need to submit a TOEFL.

Is an MBA or master’s degree required before admission?
We have many students who enter the program with only bachelor’s degrees. About three-fourths of our admitted applicants do have a master’s or other advanced degree.

What is the average length of time it takes a student to receive a Ph.D. degree?
Most Ph.D. students complete the program in four or five years of full-time study.

What criteria make a successful applicant?
Faculty members are looking for a close match between their research interests and the interests of the applicants. They also want to ensure that the applicants have the strong analytical and quantitative abilities required for original doctoral research. A well-focused research statement and clear understanding of the rigors of doctoral study are crucial. Successful applicants will also have strong letters of reference from those capable of discussing their research potential, excellent grades, and exceptional GMAT or GRE scores.

I would like to meet with faculty to discuss my candidacy. How do I set this up?
Interviews are not a required part of the application process. If faculty members have a question about your application or about your background, they will contact you directly. You may contact the Ph.D. coordinator in your area of interest to ask specific research-related questions or contact the College of Business Graduate Office to meet with staff to learn more about the Ph.D. program.

What financial aid is provided?
All Ph.D. students admitted to the program will be awarded a graduate research assistantship (GRA) with admission. The GRA provides a reduction in tuition and an annual stipend of $27,000. This award is provided for up to five years, based on the student’s continued academic success, progress toward the degree, and satisfactory evaluations by the faculty. For U.S. students, additional funding is available through loans.
Frequently Asked Questions
Since opening to a student body of 129 over a century ago, Georgia Tech has broadened its resources to serve more than 20,000 students, more than 6,500 of whom are seeking graduate degrees. Tech students come from every state and more than 90 countries to pursue studies in the Scheller College of Business, Design, Engineering, Computing, Sciences, and the Liberal Arts. These six colleges offer more than 80 master’s and doctoral programs, representing a wide range of traditional and interdisciplinary studies.

From its original campus, consisting of two buildings on nine acres of land, Georgia Tech has grown to occupy more than 320 acres and 128 major buildings. This expansion includes Technology Square, a multifacility complex that is home to the Scheller College of Business. Located in the heart of Midtown Atlanta’s vibrant and growing technology corridor, this complex provides extensive exposure to the business community.
Georgia Tech
and Campus Life
The accounting faculty consists of a strong core of nationally recognized scholars who have published in leading academic journals. Faculty members have a wide range of research interests and expertise.

**Faculty Research Interests**
- Analysts’ earnings forecasts and investors’ use of such forecasts
- Managers’ earnings guidance
- Auditor judgment and decision-making
- CPA firms’ peer/quality reviews
- Information dissemination and market prices
- Investor and managerial decision-making, using techniques from applied game theory, experimental economics, and psychology
- The transparency of accounting information

**Recent Student Dissertations**
- “Auditors’ Evaluation of Evidence: The Effect of Communication Medium and Management Information”
- “The Influence of CSR Reporting Models on Managers’ Capital Allocation Decisions”
- “Effects of Risk-Based Inspections on Auditor Behavior”
- “The Effects of Ego and External Stress on Group Cooperation”

**Recent Student Placements**
- Case Western Reserve University
- Indiana University
- Singapore Management University
- University of Central Florida
Accounting Faculty/Areas of Research

Bryan Church, professor; PhD, University of Florida: experimental economics, judgment and decision making, and auditing

Jeffrey Hales, PhD coordinator, Catherine W. and Edwin A. Wahlen, Jr., professor; PhD, Cornell University: investor and managerial decision-making

Jason Kuang, associate professor; PhD, University of Pittsburgh: application of behavioral sciences to accounting issues, incentive contracting, and experimental economics

Charles W. Mulford, INVEsco chairholder and professor, and director of the Financial Analysis Lab; PhD, Florida State University: economic consequences of accounting standards, financial reporting, and earnings forecasting

Arnold Schneider, area coordinator and professor; PhD, Ohio State University: cost/managerial accounting and auditing

Deborah H. Turner, John and Wendi Wells associate professor, PhD, Georgia State University: financial reporting, managerial accounting, and tax planning/compliance finance

Shankar Venkataraman, associate professor; PhD, University of Texas at Austin: judgment and decision-making process of participants in capital markets

Adam Vitalis, assistant professor; PhD, University of Wisconsin-Madison: audit, experimental, and information processing limitations

Donald Young, assistant professor; PhD, Emory University: judgment and decision making in financial accounting
The accounting faculty consists of a strong core of nationally recognized scholars who have published in leading academic journals. Faculty members have a wide range of research interests and expertise.

**Faculty Research Interests**
- Financial econometrics
- International capital markets and corporate finance
- Informational imperfections in capital markets and corporate financial policy, including dividend policy, capital structure theory, the capital acquisition process, corporate restructuring, and entrepreneurial finance
- Portfolio management and asset pricing
- Theory of financial intermediation and analysis of financial services
- Valuation of derivative securities and the expansion of derivative securities markets

**Recent Student Dissertations**
- Convergence in Global Capital Markets
- Essays on the Role of Information Networks in Financial Markets
- Essays on the Role of Peer Networks in Investment Banking
- Essays on Stock Market Seasonality
- Essays on Financial Economics
- Essays on Institutional Investors and Corporate Governance
- Essays on International Asset Pricing
- Financing and Debt Maturity Choices by Undiversified Owner-Managers: Theory and Evidence
- Governance in the Mutual Fund Industry
- Monitoring Versus Incentives
- Price Discovery for Dually Traded Securities: Evidence from the U.S.-listed Canadian Stocks

**Recent Student Placements**
- Georgia State University
- Hongik University
- Loyola University-Chicago
- San Jose State University
- Singapore Management University
- University of Rhode Island
Finance Faculty/Areas of Research

Sudheer Chava, professor, director of QCF program; PhD, Cornell University: credit risk, banking, and corporate financing.

Jonathan Clarke, associate professor, associate dean of Undergraduate Programs; PhD, University of Pittsburgh: corporate finance, market microstructures, and investments

Andre Danis, assistant professor; PhD, Vienna Graduate School of Finance: corporate finance, and credit derivatives

Nishant Dass, PhD coordinator, associate professor; PhD, INSEAD: empirical corporate finance, banking, and international finance

Cheol Eun, Thomas R. Williams chair holder and professor; PhD, New York University: international investment, capital market theory, international corporate finance, and financial risk management

Alex Hsu, assistant professor; PhD, University of Michigan: asset pricing, and fixed income

Narayanan Jayaraman, Williams-Wells-Fargo professor, area coordinator; PhD, University of Pittsburgh: empirical corporate finance, international finance, derivative markets, and experimental finance

Soohun Kim, assistant professor; PhD, Northwestern University: asset pricing, derivatives, and financial econometrics

Suzanne Lee, PhD coordinator, associate professor; PhD, University of Chicago: financial econometrics, asset pricing, and derivative markets

Qinghai Wang, associate professor; PhD, Ohio State University: theories and empirical methods of investment decision making and asset pricing

Daniel Weagley, assistant professor; PhD, University of Michigan: investments, interaction between financial markets, and government agencies
Information technology ("IT") continues to evolve at breathtaking speed. Advances in IT have profound effects on how firms generate value and how entire industries are structured. Understanding the opportunities and threats created by advances in IT are critical for modern-day managers, and the need for this understanding will grow in importance as more and more business is conducted in “virtual” domains in the future.

**Faculty Research Interests**
- Business value of IT
- Diffusion of IT products and Services
- Economic and behavioral implications of electronic commerce
- Emerging business models for IT products and services
- Emerging technologies
- Enterprise and supply chain systems
- IT outsourcing and off-shoring
- IT Strategy
- Platforms and open innovation
- Project management
- Strategic and innovative uses of IT
- Social media
- Technologies enabling electronic commerce
- Virtualization of business and societal processes

**Recent Student Dissertations**
- Acquisition and Diffusion of Technology Innovation
- Applying Optimization Techniques to Improve E-Business Performance
- Enabling Scalable Online User Interaction through Data Warehousing of Interaction Histories
- Essays on Economics of E-Commerce
- Essays on Innovation Ecosystems in the Enterprise Software Industry
- Essays on Learning-By-Doing After Information Systems Implementation in Developing Countries: the Case of Costa Rica
- Essays on Visual Representation Technology and Decision Making in Teams
- Explaining EDI-based Electronic Cooperation in Customer-Supplier-Inter-Firm Relationships: An Empirical Study
- The Good, the Bad and the Content: Beyond Negativity Bias in Online Word-of-Mouth
- The Implications of Incumbent Intellectual Property Strategies for Open Source Software Success and Commercialization
- Technology Support and Demand for Cloud Infrastructure Services: The Role of Service Providers
- Three Essays on the Economics of Information Technology Innovation
- Toward a Theory of User Value of Information Systems: Incorporating Motivation and Habit into a Conceptual Framework

**Recent Student Placements**
- Arizona State University
- Boston College
- Carnegie Mellon University
- City University of Hong Kong
- Florida International University
- Harbin Institute of Technology
- RSM Erasmus University
- Shanghai Jiao Tong University
- University of British Columbia
- University of Maryland
- University of Missouri
- University of Texas at Austin
- University of Wisconsin at Madison
ITM Faculty/Areas of Research

**Maryam Alavi**, Dean and Stephen P. Zelnak Jr. Chair; PhD, Ohio State University: IT innovation and strategic applications

**Chris Forman**, Alton M. Costely Chair of Sales and Management, professor; PhD, Northwestern University: IT firm strategy, adoption and value of business process innovations, and open innovation.

**Yu “Jeffrey” Hu**, professor; PhD, MIT: social media, internet commerce and marketing, digital products, consumer behavior, and advertising

**Sabyasachi Mitra**, Senior Associate Dean, professor; PhD, University of Iowa: economic impact of information technology, IT outsourcing, IT security management, electronic commerce and IT metrics, and IT infrastructure design

**Sridhar Narasimhan**, Co-Director -Business Analytics Center (BAC), professor; PhD, Ohio State University: business analytics, IT infrastructure design, IT outsourcing

**Marius Florin Niculescu**, associate professor, PhD coordinator; PhD, Stanford University: economics of free in markets for digital goods and services, IT diffusion and management, software quality management, mobile telecommunications, network economics, cloud computing, online distribution of video entertainment

**Eric Overby**, associate professor; PhD, Emory University: migration of physical processes to virtual environments, electronic commerce, and market efficiency.

**D.J. Wu**, area coordinator and professor; PhD, University of Pennsylvania: digital business model innovation, enterprise software, platform ecosystems, and auctions

**Lizhen Xu**, assistant professor; PhD, University of Texas at Austin: economics of information systems and its interface with marketing and operations management, Internet advertising and search engine marketing, mobile user behavior and mobile marketing, online word-of-mouth, network effects and two-sided markets

**Han Zhang**, faculty director of Executive MBA Program, associate professor; PhD, University of Texas at Austin: online trust and reputation related issues, online word-of-mouth, and the evolution of electronic markets

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**Georgia Tech College of Business**
The PhD program in marketing is designed to provide students with the skills and training to conduct impactful, innovative research. Students work closely with faculty on joint research covering a wide spectrum of issues at the core of marketing, as well as multidisciplinary topics that interface with other functional areas including economics, psychology, information sciences, and management.

**Faculty Research Interests**
- Adoption of new products and technologies
- Marketing by entrepreneurial firms
- Social media and consumer word-of-mouth
- Environmental and sustainable branding
- Managing market changes in an e-commerce environment
- Sensory marketing
- Multinational firm strategy and behavior
- Consumer inference and decision making
- Proactive post-sales services
- Brand identity and consumer-brand relationships
- Competitive product strategy

**Recent Student Dissertations**
- The Influence of Consumption Goals on Decision Processing and Choice
- Dynamic In-Store Decision Making
- Consumer Judgment and Forecasting using Online Word-of-Mouth
- Essays on Consumer Decision-Making in Interactive and Information-Rich Environments
- Social Considerations in Online Word-of-Mouth
- Essays in Regulatory Focus and Price Acceptance
- Zigzagging Across the Boundary: Examining the Interplay of Marketing Activities Within and Between Firms
- Consumer Decisions in a Complex World: Measurement Concerns, Scale Development, and Validation in a Healthcare Context

**Recent Student Placements**
- University of Kentucky
- Southern Illinois University
- University of Miami
- Manhattan College
- City University of Hong Kong
- Boston College
- American University
Marketing Faculty/Areas of Research

Samuel Bond, associate professor, area coordinator, PhD coordinator; PhD, Duke University: consumer behavior and decision making, emotions, and information processing

Goutam N. Challagalla, professor; PhD, University of Texas at Austin: sales force management, marketing strategy, distribution channels, and business modeling

Sara Dommer, assistant professor; PhD, University of Pittsburgh: identity, self-concept, and consumer-brand relationships

Ajay Kohli, Gary T. and Elizabeth R. Jones chair holder, professor; PhD, University of Pittsburgh: market orientation, customer solutions, customer relationships, brand management, and sales management

Michael Lowe, assistant professor; PhD, Texas A&M University: sensory marketing, consumer self-control and well-being, social influence

Cem Ozturk, assistant professor; PhD, Emory University: new product/technology adoption, market entry/exit, and competitive strategy

Adithya Pattabhiramaiah, assistant professor; PhD, University of Michigan: two-sided markets, social networks, and media markets

Omar Rodriguez-Vila, assistant professor; PhD, Emory University: effects of sustainability attributes in product and services, social impact of marketing activities, integrated marketing capabilities, design of marketing organizations, and marketing in emerging markets

Francis M. Ulgado, associate professor and faculty research director of the Center for International Business Education and Research (CIBER); PhD, University of Illinois at Urbana-Champaign: international marketing, international services marketing, international business, and multinational firm strategy
Recent graduates of the doctoral program have pursued research at the core of operations management, as well as interests that span other management functional areas. For the most part, doctoral students’ pursuits are reflected in the faculty’s research interests.

**Faculty Research Interests**
- Acquisition and implementation of new technology
- Behavioral operations
- Closed-loop supply chain management
- Collaboration and teamwork in innovation
- Global operations and supply chain management
- Knowledge creation, transfer, and management
- Managing information and operational risk in supply chains
- Measuring the financial impact of operations strategies
- Multi-criteria production scheduling
- New product and process development
- Revenue management
- Service operations
- Sustainability and environmental policy

**Recent Student Dissertations**
- Designing Service Operations
- Essays on Knowledge Management
- Evaluation of Strategies for Repeated Procurement
- Leveraging Supply Network Relationships to Drive Performance
- Integrating Product Platform Development with Global Supply Chain Configuration
- Joint Product Development and Inter-firm Innovation
- Knowledge Management Strategies in New Product Development
- Operational Challenges of Strategy Execution
- Outsourcing of Supply Chain Processes
- Product Strategies in Supply Chains
- Resource Allocation, Incentives and Organizational Structure for New Product Development
- Revenue Management Performance Drivers: An Empirical Analysis in the Hotel Industry
- Strategic Investment in Change over Flexibility for High Volume Production Facilities
- Theoretical Development and Empirical Investigation of Supply Chain Agility
- Role of Information Structures in New Product Development Strategies

**Recent Student Placements**
- Babson College
- Boston University
- Cambridge University
- George Mason University
- Georgetown University
- Indian School of Business
- Michigan State University
- Texas Christian University
- University of California - San Diego
- University of North Carolina - Chapel Hill
- University of Notre Dame
- University of Utah
- University of Virginia
- University of Wisconsin - Milwaukee
- Washington University in St. Louis
Atalay Atasu, associate professor; PhD, INSEAD: sustainable operations management, closed-loop supply chains, strategic pricing and positioning of remanufactured and refurbished products, design of environmental directives, and inventory control

Yih-Long Chang, professor; PhD, University of Texas at Austin: applications and integration of artificial intelligence, information systems, and management science

Cheryl Gaimon, area coordinator, Esther and Edward Brown Chair, Regents’ professor; PhD, Carnegie Mellon University: knowledge management, new product development, process improvement, R&D alliances, implementation of new technology, and sustainable operations

Soumen Ghosh, professor, faculty director for non-degree executive programs; PhD, Ohio State University: supply chain strategy/management, global operations, quality management, and operations/manufacturing strategy

Manpreet Hora, associate professor, PhD coordinator; PhD, University of Western Ontario: operational failures in supply chains - product recalls, process safety, operational risks, and process management and performance

Basak Kalkanci, assistant professor; PhD, Stanford University: supply chain management, behavioral operations, social and environmental reporting and sustainability, and supply contracts and the role of information

Morvarid Rahmani, assistant professor, PhD, University of California, Los Angeles: contracting, collaboration and teamwork, knowledge-based work processes, new product development, service operations, and project management

Karthik Ramachandran, associate professor; PhD, University of Texas at Austin: new product development, innovation, behavioral operations, and operations strategy

Vinod Singhal, Dunn Family professorship; PhD, University of Rochester: operations strategy, total quality management, and supply chain management

Ravi Subramanian, Steven A. Denning professor of technology and management, associate professor; PhD, University of Michigan at Ann Arbor: environmental legislation in supply chains, closed-loop supply chain management, and market value and effectiveness of sustainability efforts

Necati Tereyagoglu, assistant professor; PhD, University of Pennsylvania: economics of operations management, revenue management, behavioral operations, non-profit social applications, and customer analytics

L. Beril Toktay, faculty director, center for business strategies for sustainability, Brady Family Chair, ADVANCE professor; PhD, Massachusetts Institute of Technology: supply chain management, closed-loop supply chains, and sustainable operations
The College’s Organizational Behavior faculty members are nationally recognized for their individual and collective research efforts. The research of both faculty and doctoral students cuts across a wide array of core organizational behavior issues as well as multidisciplinary topics that interface with other functional areas in management and engineering.

**Faculty Research Interests**
- Abusive supervision
- Cross-cultural management issues
- Disability
- Effectiveness of health service organizations
- Enhancing employee creativity
- Goal setting for individuals and teams
- Individual differences
- Influences and consequences of diversity
- Job search and recruitment
- Leadership
- Managerial goals
- Motivational goals
- Newcomer adjustment process
- Organizational change and turbulence
- Organizational identity
- Organizational justice
- Person-organization fit
- Relational identity identification
- Social and human capital
- Social entrepreneurship and nonprofit organizations
- Status loss
- Structuring work environments for creativity and innovation
- Team performance and effectiveness
- Turnover
- Workplace aggression

**Recent Student Dissertations**
- The Effect of Organizational Diversity Management Approach on Potential Applicants’ Perceptions of Organizations
- Closing the Leadership Circle: Building and Testing a Contingent Theory of Servant Leadership
- Cognitive Diversity and Team Performances: The Role of Team Mental Models and Information Processing Mechanisms
- Even Sherlock Needs a Watson: A Theory of Creativity Catalysts
- Organizational Innovation: The Role of Top Management in Different Stages of Innovation Implementation
- The Influence of Organizational Identification in Member Responses in the Context of Large-scale Organizational Change Events
- Predicting Individual Creativity in Organizations: Why do Adults Engage in Creative Activities?

**Recent Student Placements**
- Babson College
- Emory University
- Spelman College
- University at Buffalo – State University of New York
- University of Connecticut
- University of Houston
- University of Melbourne
Organizational Behavior Faculty/Areas of Research

Terry C. Blum, PhD coordinator, Tedd Munchak chair holder, director of the Institute for Leadership and Entrepreneurship and professor; PhD, Columbia University: leadership, social entrepreneurship, disability and work, non-profit boards, and behavioral health care

Benjamin D. Herndon, assistant professor; PhD, University of Texas at Austin: social cognition and transactive memory systems, knowledge sharing and transfer identity, individual, and team learning

Tiffany Johnson, assistant professor; PhD, Pennsylvania State University: microfoundations of inequity and discrimination in organizations, stigma and identity management, autism and employment

Eugene Kim, assistant professor; PhD, University of Minnesota: workplace aggression & victimization, emotions, well-being, individual differences, and human & social capital linkages

Dong Liu, assistant professor; PhD, University of Washington: creativity, turnover, event systems, leadership, and teams

Jennifer Carson Marr, assistant professor; PhD, London Business School: status, status loss, self-regulation, and motivational goals

Dennis H. Nagao, associate professor; PhD, University of Illinois at Urbana-Champaign: group performance and effectiveness, behavioral aspects of information technology, and behavioral decision theory

Charles K. Parsons, professor; PhD, University of Illinois at Urbana-Champaign: human resource management, employment interviewing, and employee feedback

Christina E. Shalley, area coordinator; Thomas R. Williams-Wells Fargo Professor of Management, PhD, University of Illinois at Urbana-Champaign: individual and team creativity, negotiation, motivation, and human resource management

David Sluss, associate professor; PhD, Arizona State University: work-role relationships, relational identity/identification, organizational identification, newcomer adjustment process, nomadic professionals, and dirty-work occupations

Brian W. Swider, assistant professor; PhD, Texas A&M University: interviews and selection, withdrawal and turnover, job search, and recruitment
The strategy unit at Georgia Tech covers strategy, innovation, and entrepreneurship. Our Ph.D. students can develop their own research profiles while benefitting from the mentoring of accomplished faculty members working on a variety of important topics. Our students have published in leading academic journals such as *Strategic Management Journal*, *Organization Science*, *Research Policy*, and *Industrial and Corporate Change*. Several students have won best paper awards and merit-based grants such as the Kauffman Foundation Dissertation Fellowship.

**Faculty Research Interests**
- Capability development
- Economics of science and innovation
- Entrepreneurship and entrepreneurship policy
- Industrial organization
- Intellectual property
- International business/economics
- Legal environment of business
- Management of innovation and new technologies
- Mergers and acquisitions
- Microfoundations of strategy
- New industry creation and growth
- Open innovation and crowdsourcing
- Strategic alliances and technology licensing
- Strategic organization
- University-industry technology transfer

**Recent Student Dissertations**
- Essays on Cooperation and/or Competition within R&D Communities
- Essays on Dynamic Capabilities: The Role of Intellectual Human Capital in Firm Innovation
- Essays on Entrepreneurial Capital Finance
- Essays on the Micro-foundation of the Knowledge-based View
- Human Capital and the Entrepreneurial Careers Of Scientists and Engineers
- University Entrepreneurship: The Role of U.S. Faculty in Technology Transfer and Commercialization

**Recent Student Placements**
- California State University-Sacramento
- Drexel University
- Florida International University
- Mercer University
- University of Missouri-Columbia
- University of Virginia
Marco Ceccagnoli, associate professor; area coordinator, PhD, Carnegie Mellon University: strategy, industrial organization, innovation, and intellectual property

Stuart J. H. Graham, associate professor; PhD, University of California at Berkeley: intellectual property strategy, legal environment of business, business policy and strategy, and management of innovation and new technologies

Matthew Higgins, associate professor and holder of the Imlay Professorship; PhD, Emory University: biopharmaceutical mergers and acquisitions, management of new technologies and innovation, and strategic interaction in high-tech industries

David Ku, Lawrence P. Huang chair holder, professor of engineering entrepreneurship and Regents’ Professor; PhD, Georgia Institute of Technology; MD, Emory University: medical devices, fluid mechanics, and entrepreneurship

John R. McIntyre, professor and director, Center for International Business Education and Research; PhD, University of Georgia: international technology transfer, international business and trade policy, trade regulation, export/import management, and multinational enterprises

Alexander Oettl, assistant professor; PhD, University of Toronto: technology strategy, knowledge spillovers, star scientists, and human capital

Frank T. Rothaermel, Catherine W. and Edwin A. Wahlen Jr. professor; PhD, University of Washington: strategic management, innovation, and entrepreneurship

Henry Sauermann, PhD coordinator, associate professor; PhD, Duke University: economics of science, strategic human capital, and technology entrepreneurship

Eunhee Sohn, assistant professor; PhD, MIT. Research interests: innovation strategy and entrepreneurship policy

Peter Thompson, professor; PhD, University of Florida: technological change, industry evolution, entrepreneurship, and occupational choice

Jerry Thursby, Ernest Scheller Jr. chairholder and professor; PhD, University of North Carolina at Chapel Hill: econometrics, international trade, and licensing of university technologies

Marie Thursby, Hal and John Smith chairholder, executive director of TI:GER® and professor; PhD, University of North Carolina at Chapel Hill: technology innovation and entrepreneurship
The application deadline is **January 6, 2017**, for the Fall 2017 semester. All materials must be submitted by that date. Completed files are reviewed beginning in **January**. You may apply online at [gradadmiss.gatech.edu/apply-now](http://gradadmiss.gatech.edu/apply-now).

**Averages of Admitted PhD Students** (Fall 2016)
- GMAT - 675
- GRE - 323
- International Students - 70%
- Female Students - 55%
- Minority Students - 5%

**Required Documents include:**
- Official transcripts from all colleges and universities attended. Note that transcripts printed from your student account and degree audits aren’t acceptable. Please make sure that any degrees awarded are posted on your official transcript.
- English translations of any transcripts submitted for review that are not in English. If the institution won’t provide a translated copy, translations done by a public translator (through an embassy or an apostille) will be accepted.
- Official copy of GRE/GMAT score sheets
- To be considered a resident of the State of Georgia, a copy of a valid Georgia driver’s license or Georgia voter registration card is required.
- Resume or curriculum vitae.
- Three letters of recommendation.
- TOEFL test score for international students. You may waive the TOEFL test score if you were enrolled in a college or university in the United States for at least one year.