

# BUSINESS: MANAGEMENT AND HUMAN RESOURCES, PHD

## REQUIREMENTS

### MINIMUM GRADUATE SCHOOL REQUIREMENTS

Review the Graduate School minimum academic progress and degree requirements (<http://guide.wisc.edu/graduate/#policiesandrequirements>), in addition to the program requirements listed below.

### MAJOR REQUIREMENTS

#### MODE OF INSTRUCTION

Face to Face	Evening/ Weekend	Online	Hybrid	Accelerated
Yes	No	No	No	No

#### Mode of Instruction Definitions

**Accelerated:** Accelerated programs are offered at a fast pace that condenses the time to completion. Students typically take enough credits aimed at completing the program in a year or two.

**Evening/Weekend:** Courses meet on the UW–Madison campus only in evenings and/or on weekends to accommodate typical business schedules. Students have the advantages of face-to-face courses with the flexibility to keep work and other life commitments.

**Face-to-Face:** Courses typically meet during weekdays on the UW–Madison Campus.

**Hybrid:** These programs combine face-to-face and online learning formats. Contact the program for more specific information.

**Online:** These programs are offered 100% online. Some programs may require an on-campus orientation or residency experience, but the courses will be facilitated in an online format.

### CURRICULAR REQUIREMENTS

#### Requirement Detail

Minimum  
Credit  
Requirement

Minimum 51 credits

Residence  
Credit  
Requirement

Minimum 33 credits  
Graduate  
Coursework  
Requirement

26 credits must be graduate-level coursework. Refer to the Graduate School: Minimum Graduate Coursework (50%) Requirement policy: <https://policy.wisc.edu/library/UW-1244> (<https://policy.wisc.edu/library/UW-1244/>).

Overall 3.20 GPA required.

Graduate  
GPA  
Requirement

Other Grade  
Requirements n/a

Assessments  
and  
Examinations

Doctoral students are required to pass a comprehensive preliminary examination after they have cleared their record of all Incomplete and Progress grades (other than research and thesis). Deposit of the doctoral dissertation in the Graduate School is required.

Language  
Requirements

There are no curricular language requirements for Business PhD students.

Graduate  
School  
Breadth  
Requirement

A doctoral minor or graduate/professional certificate is not required; breadth is achieved in other ways.

### REQUIRED COURSES

The management and human resources department offers a slate of foundational PhD seminars across the group's core areas of research, including human resource management (HR), organizational behavior (OB), organizational theory (OT), entrepreneurship (ENT), and strategy.

The seminar offerings vary from year to year. Doctoral students are expected to take all PhD seminars offered by the department, which consists of 17 credits. In addition to the required courses listed below, all PhD students are required to participate in the Teaching Improvement Program and Graduate Assistant Equity Workshop.

Code	Title	Credits
<b>PhD Seminars</b>		
M H R 871	Seminar-Personnel Management	3
M H R 872	Seminar in Organizational Behavior and Design	3
M H R 973	Doctoral Research Seminar in Business Strategy	3
M H R 975	Doctoral Research Seminar in Management	3
M H R 976	Doctoral Research Seminar in Management	2
M H R 977	Emerging Entrepreneurship Theory and Research	3
<b>Other Requirements</b>		
GEN BUS 933	Beginning a Research Career in Business	1

**Advanced Research Methods and Statistics\* (see list below for possible course options)** 18

**Breadth** 15

**Total Credits** 51

#### Breadth

Students are required to take an additional 15 credits of coursework, numbered 700 or higher, from any department. A substantial share of coursework may be undertaken outside of the School of Business. Students take a diverse array of seminars in the economics, sociology, psychology, statistics, and computer science departments, depending on their specific research interests. These may be theory or methods courses.

## Preliminary Exams

Preliminary exams are written at the end of the second year. The exam, which takes place over two days, consists of four questions. Two questions cover the student's primary concentration, one question covers the student's secondary concentration, and there is one methods question. (The concentrations are human resource management (HR), organizational behavior (OB), or strategy/entrepreneurship (ENT)/organizational theory (OT).)

The subsequent two years of study are allocated to developing and defending a dissertation.

## Advanced Research Methods and Statistics

Code	Title	Credits
Required coursework in advanced research methods and statistics includes a minimum of 18 credits, consisting of two courses in statistics, two in research methodology, and two depth courses. Courses are selected in consultation with the student's advisor. Examples of courses that have fulfilled these requirements in the past include:		
A A E/M H R 540	Intellectual Property Rights, Innovation and Technology	3
A A E 636	Applied Econometric Analysis I	3
A A E 637	Applied Econometric Analysis II	4
A A E 737	Applied Econometric Analysis III	3
COMP SCI 838	Topics in Computing	1-3
ECON 522	Law and Economics	3-4
ECON 700	Mathematics for Economists	3
ECON 701	Microeconomics I	3
ECON 702	Macroeconomics I	3
ECON 704	Econometrics I	3
ECON 705	Econometrics II	3
ECON 706	Econometrics III	3
ECON 708	Microeconomics II	3
ECON 709	Economic Statistics and Econometrics I	3-4
ECON 710	Economic Statistics and Econometrics II	3-4
ECON 711	Economic Theory-Microeconomics Sequence	3
ECON 712	Economic Theory-Macroeconomics Sequence	3
ECON 717	Applied Econometrics	3
ECON 750	Labor Economics	3
ECON 751	Survey of Institutional Aspects of Labor Economics	3
ECON 873	Seminar-International Economics	2-3
ED PSYCH 711	Current Topics in Educational Psychology	1-3
ED PSYCH/ COUN PSY/ CURRIC/ED POL/ ELPA/RP & SE 719	Introduction to Qualitative Research	3
ED PSYCH 760	Statistical Methods Applied to Education I	3
ED PSYCH 761	Statistical Methods Applied to Education II	3

ED PSYCH 762	Introduction to the Design of Educational Experiments	3
ED PSYCH 763	Regression Models in Education	3
ED PSYCH/ ELPA 827	Surveys and Other Quantitative Data Collection Strategies	3
ED PSYCH 960	Structural Equation Modeling	3
ED PSYCH 963	Design & Analysis of Quasi-Experiments for Causal Inference	3
ED PSYCH 964	Hierarchical Linear Modeling	3
MARKETNG 971	Seminar-Marketing PhD, Contemporary Topics in Marketing	1-3
MATH/STAT 431	Introduction to the Theory of Probability	3
MATH 521	Analysis I	3
POLI SCI 812	Introduction to Statistical Methods in Political Science	4
POLI SCI 813	Multivariable Statistical Inference for Political Research	3
POLI SCI 818	Maximum Likelihood Estimation	3
POLI SCI/A A E 835	Game Theory and Political Analysis	3
POLI SCI 919	Seminar-Advanced Methodology	3
PSYCH 610	Design and Analysis of Psychological Experiments I	4
PSYCH 710	Design and Analysis of Psychological Experiments II	4
PSYCH 711	Current Topics in Psychology	2-3
R M I 930	Seminar in Actuarial Science, Risk Management & Insurance II	3
SOC/C&E SOC 360	Statistics for Sociologists I	4
SOC/C&E SOC 361	Statistics for Sociologists II	4
SOC 362	Statistics for Sociologists III	4
SOC 375	Introduction to Mathematical Sociology	3
SOC 632	Sociology of Organizations	3-4
SOC/C&E SOC 652	Sociology of Economic Institutions	3
SOC 952	Seminar-Mathematical and Statistical Applications in Sociology	3
STAT 849	Theory and Application of Regression and Analysis of Variance I	3