

PHD PROGRAM IN ORGANIZATION STUDIES

**BOSTON  
COLLEGE**

CARROLL SCHOOL  
OF MANAGEMENT

Designed to prepare students for academic careers, the PhD Program in Organization Studies at Boston College is recognized worldwide for its rigorous curriculum, exceptional faculty, and distinguished graduates who are leaders in their fields.

The program emphasizes a strong foundation in organizational theory, research methods, and statistics. Students begin the program with a set of complementary courses in micro- and macro-organizational theory, qualitative and quantitative research methods, statistics, and teaching skills. In the third year, students complete a major empirical research project and teach a course of their own.

Throughout their course of study, students pursue research on their own and in collaboration with faculty. All students are encouraged to deliver papers at national and international professional conferences, as well as to submit articles for publication in top-tier research journals. Our graduates emerge as creative, independent scholars who can craft and pursue their own research agendas.



## Myeong-Gu Seo, PhD '03

Associate Professor of Management and Organization, Robert H. Smith School of Business, University of Maryland

“Boston College offers a nurturing environment where students are supported and encouraged to develop their own ideas. In class discussions and in the feedback to my papers, I always felt that my perspective was respected.

I also appreciated the intellectual freedom I had at BC. At some schools, students are expected to align their studies with the research interests of the professors, but at BC I was able to follow my own passion. No one in the department specialized in my area of interest—the role of emotion in thinking and behavior—but they encouraged me to pursue my ideas anyway.

Those ideas became the foundation for my professional career. My dissertation, a cross-disciplinary project examining how emotion affects investment decisions, won a grant from the National Science Foundation. I’m still drawing on data from my dissertation in my ongoing research.

The job market for professors is highly competitive—you need to demonstrate that you are capable of conducting interesting and important research. I had a strong record coming out of BC, so I had invitations from seven universities. And today, I’m a tenured professor at the University of Maryland.”



## PhD in Organization Studies Program Requirements

All students complete a variety of required theory, methods, and application courses, as well as graduate-level electives. Students without previous management education take two additional MBA courses for a total of 21 courses. Students with prior management education take a total of 19 courses. Electives may be taken from other departments and universities, subject to approval. Prior graduate-level coursework in research methods may be submitted for consideration toward fulfillment of some requirements.

### COMPREHENSIVE EXAMINATION

The comprehensive examination is given at the end of the second year. To pass the exam, students must demonstrate a substantial knowledge of theory and methods involved in the study of organizational behavior and theory.

### RESEARCH PROJECT AND DISSERTATION

By the end of the third year, students complete a research paper demonstrating the ability to conduct innovative research in organizational studies. The culmination of the program is the dissertation: a substantial, significant, and original contribution to the body of knowledge in organizational studies that is prepared under the guidance of a dissertation committee of three faculty members.

### FINANCIAL SUPPORT

All entering students receive full tuition remission plus a stipend for five years, provided they maintain their status as students in good standing and meet the residency requirements of the program. Students serve as research assistants during each of the five years of the program. During part of their time in the program, they also serve as teaching assistants and teaching fellows.

### CURRICULUM AND COURSE SEQUENCE

YEAR 1*	YEAR 2*	YEAR 3	YEARS 4 & 5
FALL			
Micro-Organizational Theory	Macro-Organizational Theory	Independent Research	Dissertation Research
Statistics I	Quantitative Research		
Qualitative Research Methods	Special Topics Course		
Special Topics Course	Elective		
Research in the Community			
SPRING			
Statistics II	Research Seminar	Research Seminar	Dissertation Research
Special Topics Course	Teaching Seminar		
Elective	Special Topics Course		
	Elective		
SUMMER (STUDENTS ARE REQUIRED TO REMAIN IN RESIDENCE AT BOSTON COLLEGE)			
Independent Research	Independent Research	Dissertation Research	Dissertation Research

\*The semesters in which these courses are offered may vary.

## CAREERS

The PhD in Organization Studies is designed to provide students with the knowledge and skills needed to conduct high-quality research and teaching in the field of organization studies. The Management and Organization Department takes an active role in placing students in attractive academic positions.

Our students and recent graduates also have been successful in terms of scholarly output. Their papers have appeared in top management and organization outlets, such as the *Academy of Management Annals*, *Academy of Management Journal*, *Advances in Strategic Management*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Organization Science*, *Research in the Sociology of Work*, and *Research in the Sociology of Organizations*. They also have contributed articles to numerous other publications and chapters to books.

» [WWW.BC.EDU/PHDOS](http://WWW.BC.EDU/PHDOS)



## Stephanie J. Creary, PhD '14

Doctoral Student in Organization Studies

"After I earned my first master's degree, I worked for several years as a speech-language pathologist. At the same time, I was also a professional dancer and a yoga instructor. I enjoyed what I was doing, but I became more interested in the dynamics of working in an organization. I entered an MBA program, where I discovered the field of organizational behavior.

I was attracted to Boston College because I knew that some of the top scholars in identity are here and because the PhD program is set up like an apprenticeship, where one or two faculty members take you under their wing and teach you how to be a researcher and scholar.

For my third-year paper, I'm studying professional identity co-creation. The goal for the third-year paper is that it pave the way for the dissertation. Through this paper, we're beginning to craft our identities as scholars."

## Faculty

Jean M. Bartunek, RSCJ  
*Robert A. and Evelyn J. Ferris Chair and Professor;*  
*PhD, University of Illinois, Chicago*

Judith A. Clair  
*Associate Professor; PhD, University of*  
*Southern California*

Simona Giorgi  
*Assistant Professor; PhD, Northwestern University*

Mary Ann Glynn  
*The Joseph F. Cotter Professor and Winston Center*  
*for Leadership and Ethics Research Director;*  
*PhD, Columbia University*

Bradley K. Googins  
*Associate Professor; PhD, Brandeis University*

Judith R. Gordon  
*Professor and Chairperson of the Department;*  
*PhD, Massachusetts Institute of Technology*

Spencer Harrison  
*Assistant Professor; PhD, Arizona State University*

Candace Jones  
*Associate Professor; PhD, University of Utah*

Richard P. Nielsen  
*Professor; PhD, Syracuse University*

Michael Pratt  
*The O'Connor Family Professor and PhD Director;*  
*PhD, University of Michigan*

Metin Sengul  
*Assistant Professor; PhD, INSEAD*

William B. Stevenson  
*Associate Professor; PhD, University of*  
*California, Riverside*

Mohan Subramaniam  
*Associate Professor; DBA, Boston University*

Sandra Waddock  
*Galligan Chair of Strategy and Professor;*  
*DBA, Boston University*

Tieying Yu  
*Associate Professor; PhD, Texas A&M University*

»» [WWW.BC.EDU/OSFACULTY](http://WWW.BC.EDU/OSFACULTY)



## Admission

The Boston College PhD Program in Organization Studies seeks students with outstanding potential for leadership and academic excellence. While notable for the diversity of their individual achievements, our students all present a consistent record of taking initiative, leading change, and demonstrating a desire to make an impact in the world.

### HOW TO APPLY

Each candidate must complete an application for admission, which includes transcripts of all academic work, one essay, and two letters of recommendation. Prior academic and work experience are significant criteria in the admissions process.

All applicants are required to take the Graduate Management Admissions Test (GMAT) or Graduate Record Examination (GRE).

Applicants whose native language is not English must take the Test of English as a Foreign Language (TOEFL). All candidates must be graduates of accredited colleges or universities.

» [WWW.BC.EDU/PHDOSADMISSION](http://www.bc.edu/phdosadmission)

The Boston College Carroll School of Management publications contain current information regarding the University calendar, admissions, degree requirements, fees, regulations, and course offerings. They are not intended to be and should not be relied upon as a statement of the University's contractual undertakings.

ACCREDITATION INFORMATION MAY BE ACCESSED AT:  
[www.bc.edu/offices/irpa/ir/heoa/accreditation\\_info.html](http://www.bc.edu/offices/irpa/ir/heoa/accreditation_info.html)

NONDISCRIMINATION STATEMENT MAY BE ACCESSED AT:  
[www.bc.edu/offices/diversity/compliance/nondiscrim.html](http://www.bc.edu/offices/diversity/compliance/nondiscrim.html)

CAMPUS SAFETY AND SECURITY PROGRAM MAY BE ACCESSED AT:  
[www.bc.edu/offices/hr/resources/programs/campussecurity.html](http://www.bc.edu/offices/hr/resources/programs/campussecurity.html)



## BOSTON COLLEGE

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