

THEORY BUSINESS ETHICS
STRATEGY



CARLSON SCHOOL
OF MANAGEMENT

UNIVERSITY OF MINNESOTA

FACULTY

DATA MINING

QUALITY MANAGEMENT

MARKETING

RESEARCH

KNOWLEDGE CREATION

TEACHING

CAPITAL MARKETS

INDUSTRIAL RELATIONS

PhD Program in Business Administration



JOIN US FOR
A WORLD-CLASS
EXPERIENCE



STRATEGY
QUALITY MANAGEMENT
INDUSTRIAL RELATIONS
FACULTY THEORY
DATA MINING
MARKETING RESEARCH
KNOWLEDGE CREATION TEACHING
BUSINESS ETHICS
CAPITAL MARKETS



A great place to learn business

The Carlson School's PhD program in business administration prepares students for careers as faculty members at universities throughout the world and for research positions in industry. Students gain experience in conducting basic and applied research, skills for continued professional and scholarship growth, and grounding in the fundamentals of good teaching. Graduates go on to faculty positions at top research institutions prepared to teach and mentor future business leaders. Having gained mastery of a discipline within business administration, they have the tools to contribute to the field's future development.

Students in our program have the opportunity to develop close collaborations with world-renowned faculty across seven disciplines. Our faculty are well-known scholars who publish regularly in top journals, have won distinguished academic awards, are editors of top journals, and receive prestigious grants. We encourage a collaborative, supportive environment among students who bring diverse perspectives, outstanding academic records and varied work experience.

In our program you will choose one of seven concentration areas in business administration: Accounting, Finance, Information and Decision Sciences, Marketing, Strategic Management and Entrepreneurship, Supply Chain and Operations, and Work and Organizations. Students take two years of coursework within their field of specialty as well as supporting field coursework outside of Carlson, in fields such as economics, psychology, sociology, computer science, statistics, and public policy. We offer generous financial support for five years including stipends, conference travel, research support, and coverage of tuition, fees and insurance.

The Carlson School is located in the Twin Cities—headquarters for eighteen Fortune 500 companies, as well as a thriving metropolitan community that provides numerous cultural and recreational opportunities. The school's unique combination of resources makes it a great place to live and a premier place to gain a relevant, cutting-edge PhD.

Come join us for a world-class experience!

Dr. Michelle Duffy, *Director*
PhD Program in Business Administration

► For more information about our program, please visit: carlsonschool.umn.edu/degrees/phd

The Carlson School PhD

Research

Expanding knowledge

Carlson School PhD students have the opportunity to:

Pursue rigorous, high-quality research with faculty members who are recognized for their own cutting-edge research programs

Begin research training early in their program, generally in the first year of graduate study

Acquire specialized knowledge and expertise that prepares them to join the faculty of major research institutions



Teaching

Disseminating knowledge

The PhD program offers students rich teaching opportunities. As a foundation, PhD students participate in the Teaching Initiative Program (TIP). TIP uses a variety of activities to develop student competence and confidence in instructional abilities. These include:

Teaching workshops provided by University of Minnesota staff and coordinated by the Carlson School's PhD program office

An in-class teaching experience, a mentoring experience, and development of a teaching portfolio

For international students, a Teaching Assistant English program

► cei.umn.edu



Concentrating your skills

Receive research and teaching experience



Specialize and develop skills in both theory building and empirical research



Engage in individualized programs of study

Choose from seven areas in business administration to focus your studies:

Accounting ► z.umn.edu/CarlsonPhDAccounting

Finance ► z.umn.edu/CarlsonPhDFinance

Information and Decision Sciences ► z.umn.edu/CarlsonPhDIDSc

Marketing ► z.umn.edu/CarlsonPhDMarketing

Strategic Management and Entrepreneurship ► z.umn.edu/CarlsonPhDSME

Supply Chain and Operations ► z.umn.edu/CarlsonPhDSCO

Work and Organizations ► z.umn.edu/CarlsonPhDWorg

Accounting

The distinguished reputation of Carlson School's Accounting PhD program is a point of extreme pride for our department's faculty. We are committed to upholding and expanding this reputation through our continued dedication to working closely with our students to prepare them to enter a life of scholarly research. As one of the premier theoretical accounting programs in the nation, we are ranked #1 in analytical financial accounting. Empirical accounting research has also become a strong component of the program due to the significant increase in faculty advising capacity in recent years. Students gain immediate and continued exposure in "real time" to the most important research in the field by taking a wide array of seminars and attending the department's active research workshop series as well as the two national research conferences we host each year. We feel that the measure of any PhD program is the success of its graduates, so we are especially proud of our performance on this dimension, too. Our graduates have been placed and tenured at the most prestigious business schools in the nation, including those at Carnegie Mellon University, the University of California at Berkeley, the University of Chicago, the University of North Carolina at Chapel Hill, the University of Texas Austin, Northwestern University, University of Utah, and the Ohio State University. To find out more about this exceptional program visit: z.umn.edu/CarlsonPhDAccounting



Accounting PhD Coordinator
Haiwen (Helen) Zhang
Associate Professor, Carl L. Nelson Professorship in Accounting
PhD, University of Minnesota

Areas of Interest:
 Security & disclosure regulations, corporate risk management, and financial reporting of banks

Curriculum & Courses

Students are, in general, required to take a minimum of twelve credits of Accounting Department PhD seminars, at least eight credits of supporting coursework outside the Carlson School of Management, and twelve credits of a methodology. A complete program of study consists of at least forty credits of coursework overall.

Accounting PhD Seminars Offered:

- Acct 8801:** Topics in Empirical Research I
- Acct 8802:** Topics in Empirical Research II
- Acct 8803:** Topics in Empirical Research III
- Acct 8811:** Topics in Information Economics I
- Acct 8812:** Topics in Information Economics II
- Acct 8813:** Topics in Information Economics III
- Acct 8821:** Topics in Capital Markets I
- Acct 8822:** Topics in Capital Markets II
- Acct 8823:** Topics in Capital Markets III
- Acct 8831:** Topics in Analytical Research I
- Acct 8832:** Topics in Analytical Research II
- Acct 8833:** Topics in Analytical Research III

Admissions Statistics (Fall 2021)

31

Applications



4
Admissions Offers

2
Acceptances

10
Program size

324
Average GRE

725
Average GMAT

Accounting Faculty

Cyrus Aghamolla
Assistant Professor
PhD, Columbia University
Areas of Interest: Disclosure, analysts, financial reporting, conservatism, corporate governance

Salman Arif
Assistant Professor
PhD, Stanford University
Areas of Interest: Capital markets, disclosure, asset pricing, financial reporting, behavioral finance

Vivian W. Fang
Associate Professor, Honeywell Professorship in Accounting
PhD, Tulane University
Areas of Interest: Stock market liquidity, voluntary disclosure, capital markets

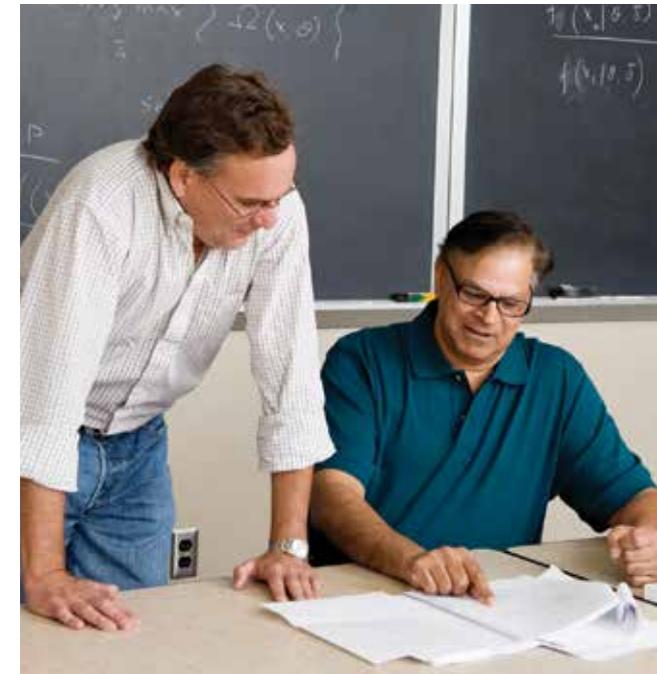
Frank Gigler
Professor and Curtis L Carlson Chair in Accounting
PhD, University of Minnesota
Areas of Interest: Theory of financial disclosure, industrial organization of audit markets

Michael Iselin
Assistant Professor
PhD, The Ohio State University
Areas of Interest: Accounting standards, financial institutions, risk management, corporate disclosure, not-for-profit accounting

Chandra S. Kanodia
Professor and Arthur Andersen & Co./Duane Kullberg Chair in Accounting & Information Systems
PhD, Carnegie Mellon University
Areas of Interest: Real effects of accounting measurement and disclosures, economic consequences of accounting conservatism and market-to-market accounting, implications of higher order beliefs in capital markets and information economics

Nan Li
Assistant Professor
PhD, Columbia University
Areas of Interest: Executive compensation & corporate governance, debt contracting, and international accounting

Paul Ma
Assistant Professor
PhD, Stanford University
Areas of Interest: Financial disclosure, empirical asset pricing, behavioral finance



Joshua M. Madsen
Assistant Professor
PhD, University of Chicago
Areas of Interest: The role of information in capital markets, anomalies, debt contracting, financial disclosures and regulation, and supply chains

Pervin Shroff
Department Chair; Professor and Frederick H. Grose Chair in Accounting
PhD, Columbia University
Areas of Interest: Capital markets, financial reporting, and corporate finance

Gaoqing Zhang
Associate Professor
PhD, Carnegie Mellon University
Areas of Interest: Financial accounting, financial institutions, higher-order beliefs, global games, industrial organization

Haiwen (Helen) Zhang
Associate Professor, Carl L. Nelson Professorship in Accounting
PhD, University of Minnesota
Areas of Interest: Security & disclosure regulations, corporate risk management, and financial reporting of banks

Finance

The PhD concentration in finance emphasizes theoretical economics and provides a rigorous, analytically-grounded education. The Finance Department has a long and prominent intellectual history. Ideas that we now take as commonplace, such as moral hazard problems caused by deposit insurance and the Hansen-Jagannathan bounds in asset-pricing, have their origin at the Carlson School. Faculty members are also dedicated to producing top-flight scholars by offering both doctoral courses that focus on cutting edge research as well as collaborative research opportunities. Students who have strong interests and abilities in quantitative methods, mathematics, and economics will find this program both challenging and stimulating. For more information about this program visit: z.umn.edu/CarlsonPhDFinance



Finance PhD Coordinator

Juliana Salomao

*Professor and John Spooner
Chair in Investment
Management*

Areas of Interest:
International economics,
macroeconomics, finance

Curriculum & Courses

The PhD finance concentration requires a strong mastery of economic theory. During the first year students take doctoral-level courses in microeconomic theory, econometric analysis, and four 2-credit finance PhD seminars. Second-year coursework includes additional finance doctoral seminars along with elective courses in accounting, economics or mathematics.

Finance PhD Seminars Offered:

- Fina 8802:** Theory of Capital Markets I: Discrete Time
- Fina 8803:** Theory of Capital Markets II: Continuous Time
- Fina 8804:** Advance Continuous Time Finance
- Fina 8810:** Topics in Asset Pricing
- Fina 8812:** Corporate Finance I
- Fina 8820:** Topics in Corporate Finance
- Fina 8822:** Empirical Methods in Finance
- Fina 8823:** Empirical Corporate Finance
- Fina 8890:** Topics in Finance

Admissions Statistics (Fall 2021)

52

Applications



3
Admissions
Offers

2
Acceptances

14
Program size

326
Average GRE

723
Average GMAT

Finance Faculty

Gordon J. Alexander
*Professor Emeritus and John Spooner Chair in
Investment Management*
PhD, University of Michigan

Areas of Interest: Value at risk, portfolio theory
and management, short selling and margin
purchasing, estimation risk, market microstructure,
investment companies

Jacelly Cespedes
PhD, University of Texas - Austin

Areas of Interest: Corporate finance, household
finance, financial intermediation, fintech

Murray Z. Frank
*Professor and Piper Jaffray Endowed Faculty Fellow
in Finance*
PhD, Queens University

Areas of Interest: Corporate capital structure

Robert S. Goldstein
Professor and Piper Jaffray Chair in Finance
PhD, University of California - Berkeley

Areas of Interest: Term structure of interest
rates, credit risk, capital structure theory, general
equilibrium

Xiaoji Lin
PhD, University of Minnesota

Areas of Interest: Asset pricing, macroeconomics and
corporate finance

Erik Loualiche
Assistant Professor
PhD, Northwestern University

Areas of Interest: Asset pricing and macroeconomics

Pinar Karaca Mandic
*Professor, C. Arthur Williams Jr. Professor in
Healthcare risk management, Academic Director,
Medical Industry Leadership Institute*

Areas of Interest: Health economics, health
insurance, medical technology, pharmaceuticals

Stephen Parente
*Professor, Minnesota Insurance Industry Chair of
Health Finance, Associate Dean, Carlson Global
Institute, Director, Medical Industry MBA*
PhD, Johns Hopkins University

Areas of Interest: Health e-commerce, managed care,
health information technology, health economics

Juliana T. Salomao
Assistant Professor
PhD, Stanford University

Areas of Interest: International economics,
macroeconomics, finance

Raj Singh
Arthur R Upgren Professor of Finance
PhD, Carnegie Mellon

Areas of Interest: Corporate finance, agency theory,
auction theory, market microstructure

Martin Szydlowski
Assistant Professor
PhD, Northwestern University

Areas of Interest: Microeconomic theory, contract
theory, corporate finance

Richard Thakor
Assistant Professor
PhD, Massachusetts Institute of Technology
Areas of Interest: Investigating how financial
frictions and constraints affect financial policy
and real outcomes

Tracy Yue Wang
*Department Chair, Professor and John Spooner Chair
in Investment Management*
PhD, University of Maryland-College Park

Areas of Interest: Corporate finance, corporate
governance, behavioral finance

Colin Ward
Assistant Professor
PhD, University of Pennsylvania, The Wharton School

Areas of Interest: Asset pricing, international finance,
macrofinance, investments

Andrew Whitman
Professor
PhD, University of Wisconsin-Madison

Areas of Interest: Risk management and insurance,
insurance theory and practice, employee benefits,
personal financial planning

Andrew Winton
*Department Chair, Professor and Minnesota Chair in
Banking & Finance*

PhD, University of Pennsylvania, The Wharton School
Areas of Interest: Corporate finance and ownership
structure, financial contracting, financial institutions

Information & Decision Sciences

The PhD program in the department of Information and Decision Sciences is among the top-ranked programs in the country. The University of Minnesota was one of the first schools to establish a doctoral program in management information systems and remains a top-five leader in the study of MIS. It is recognized worldwide for shaping the field. Factors contributing to this recognition are:

- Defined relevant discipline areas through research, writing, and editorial contributions in major academic and practitioner journals
- Innovations in curriculum
- Number and quality of our graduates
- Faculty leadership in professional societies and journals
- Developed major organizational links between faculty and practitioners

Our faculty conduct theoretical and empirical research that addresses the role, impact, and development of IT innovations from a business perspective in business process, organizational, and market contexts. This provides a wealth of research opportunities for doctoral students to collaborate with faculty. For more information about this program visit:

z.umn.edu/CarlsonPhDIDSc



Information & Decision Sciences PhD Coordinator

Yuqing (Ching) Ren

Associate Professor
PhD, Carnegie Mellon University

Areas of Interest:

Human robot collaboration, social media, online communities, mindful use of smartphones

Curriculum & Courses

Students take a minimum of 40 credits of coursework. Required major field coursework includes an introductory IDS PhD seminar (IDSc 8511) and four pillar IDS seminar courses (IDSc 8521, 8531, 8541, and 8721). In addition, 16 credits of methods and supporting field courses are required, including eight credits of research methods courses. These credits must be 5000-level or above and can include such courses as multivariate statistics, regression analysis, structural equation modeling, experimental design, econometrics, microeconomics, game theory, artificial intelligence, data mining, machine learning, etc.

IDSc PhD Seminars Offered:

- IDSc 8511:** Conceptual Topics and Research Methods in IDSc
- IDSc 8521:** Information System Development
- IDSc 8531:** Organizational Theory and Research in Information Systems
- IDSc 8541:** Intro to Economics of Information Systems
- IDSc 8620:** Data Mining and Personalization
- IDSc 8640:** Social Media and Online Communities
- IDSc 8721:** Behavioral Decision Theory

Admissions Statistics (Fall 2021)

59

Applications



4
Admissions Offers

3
Acceptances

14
Program size

324
Average GRE

665
Average GMAT

Information and Decision Sciences Faculty

Gediminas Adomavicius
Department Chair, Professor and Carolyn I. Anderson Chair in Business Education Excellence
PhD, New York University

Areas of Interest: Personalization technologies and recommender systems, knowledge discovery and data mining, electronic market mechanisms

Ravi Bapna
Professor and Curtis L. Carlson Chair in Business Analytics and Information Systems; Academic Director, Carlson Analytics Lab; Associate Dean for Executive Education
PhD, University of Connecticut

Areas of Interest: Social influence and engagement, social contagion, prescriptive analytics, randomized field experiments, and machine learning

Sofia Bapna
Assistant Professor & Mary and Jim Lawrence Fellow
PhD, University of Minnesota
Areas of Interest: Digital platforms, gender gaps, and entrepreneurship

Xuan Bi
Assistant Professor
PhD, University of Illinois at Urbana-Champaign
Areas of Interest: Data science, statistical learning, recommender system, personalized marketing, sales forecasting

Jason Chan
Associate Professor & Mary and Jim Lawrence Fellow
PhD, New York University
Areas of Interest: Social and economic impacts of online platforms, health IT, crowdfunding and crowdsourcing, design implications of IT artifacts

Shawn Curley
Professor
PhD, University of Michigan
Areas of Interest: Decision and judgment processes under uncertainty, recommender systems, auction behavior

Kartik K. Ganju
Assistant Professor
PhD, Temple University
Areas of Interest: Healthcare IT, telemedicine, IT and societal issues, impact of IT on workers, racial and gender discrimination and IT

Alok Gupta
Associate Dean of Faculty and Research; Professor and Curtis L. Carlson Chair of Information Management
PhD, University of Texas-Austin
Areas of Interest: Economic engineering of digital mechanisms, electronic commerce, information economics, computational mechanism design, online auctions and merchantile processes, network externalities and pricing, data communication and computer networks, real-time mechanisms, digital security

De Liu
Xian Dong Eric Jing Professor, Academic Director, Master of Science in Business Analytics
PhD, University of Texas-Austin
Areas of Interest: gamification, social production of content, AI and chatbots, crowdfunding, auction and contests, economics of online frauds

Veronica Marotta
Assistant Professor
PhD, Carnegie Mellon University
Areas of interest: Economic and social impacts of information technologies and social media, online privacy, online advertising, information economics

Gautam Ray
Professor
PhD, Ohio State University
Areas of Interest: Electronic markets, e-commerce, search costs and market behavior, impact of IT on organizational structure and performance, knowledge sharing

Yuqing (Ching) Ren
Associate Professor & Mary and Jim Lawrence Fellow
PhD, Carnegie Mellon University
Areas of Interest: Social media, online communities, human robot interactions, mobile technologies, distributed collaboration, computational modeling of groups and organizations

Soumya Sen
Associate Professor, McKnight Presidential Fellow, Lawrence Fellow, and Academic Director, MIS Research Center
PhD, University of Pennsylvania
Areas of Interest: Network economics, e-commerce, pricing & resource allocation, optimization, network security, social networks

Yicheng Song
Assistant Professor
PhD, Boston University
Areas of Interest: Data science, machine learning and economics structural modeling in retail analytics, recommender systems and crowdfunding platforms

Mani Subramani
Associate Professor
PhD, Boston University
Areas of Interest: Individual learning, knowledge creation and deployment, interorganizational information systems

Mochen Yang
Assistant Professor
PhD, University of Minnesota
Areas of Interest: Computational design for decision support, machine learning and causal inference, social media and user-generated content

Teng Ye
Assistant Professor
PhD, University of Michigan
Areas of Interest: Data science, machine learning, big data analytics, randomized field experiments, the sharing economy, crowdfunding, social media

Marketing

The PhD program is central to the activities of the marketing department. The scholarly reputation of the department has historically been among the highest in the discipline. The nationally-renowned marketing faculty represent a diverse set of research interests ranging from consumer behavior to marketing strategy. The program is structured flexibly with students developing an individualized program of study with a common orientation to marketing methods and issues, but also affording opportunities for specialized study in either a behavioral or quantitative track. Students develop conceptual, analytical, and research skills that are blended with knowledge of marketing phenomena through structured courses, doctoral seminars, and individual projects in marketing and related social sciences. For more information about this program visit: z.umn.edu/CarlsonPhDMarketing



Marketing PhD Coordinator

William Hedgcock

Associate Professor
PhD, University of Minnesota

Areas of Interest:

Neuromarketing, decision neuroscience, judgment and decision making, choice biases, and decision making in aging

Curriculum & Courses

Students must complete all Marketing PhD seminars offered in their chosen track of specialization (behavioral or quantitative) in their first two years, the Proseminar, and at least 6 seminar credits of their choice from the other track (quantitative or behavioral) for a total of at least 24 marketing credits. They must also take at least 16 credits in supporting/minor field coursework for a total of 40 degree program credits.

Marketing PhD seminars offered alternating years:

Mktg 8810: Consumer Behavior Special Topics (topic areas ranging from Branding to Social Influence and Consumer Well-Being)

Mktg 8831: Seminar in Inter-Organizational Relations

Mktg 8842/8843: Quantitative Modeling I & II

Mktg 8890: Marketing Topics Seminar

Admissions Statistics (Fall 2021)

58

Applications



2
Admissions
Offers
2
Acceptances

14
Program size

328
Average GRE

732
Average GMAT

Marketing Faculty

Rohini Ahluwalia
Professor and Curtis L. Carlson Trust Professor of Marketing
PhD, The Ohio State University
Areas of Interest: Persuasion, consumer information processing, advertising and branding, consumer processing of negative information, consumer well-being

Mark Bergen
Professor and James D. Watkins Chair in Marketing
PhD, University of Minnesota
Areas of Interest: Pricing, channels of distribution and marketing strategy

Tony Cui
Professor, Ecolab-Pierson M. Grieve Chair in International Marketing, Deputy Associate Dean for Global DBA
PhD, University of Pennsylvania, The Wharton School
Areas of Interest: Competitive strategies, pricing, distribution channels, marketing-operations interfaces, behavioral and experimental economics

Vladas Griskevicius
Carlson Family Chaired Professor of Marketing, Associate Dean of the Undergraduate Program
Areas of Interest: Influence and persuasion, motivation and emotion, communication

William Hedgcock
Associate Professor
PhD, University of Minnesota
Areas of Interest: Neuromarketing, decision neuroscience, judgment and decision making, choice biases, and decision making in aging

Deborah R. John
Professor and Curtis L. Carlson Chair in Marketing
PhD, Northwestern University
Areas of Interest: Consumer branding, brand strategies, children's consumer behavior.

George John
Professor and Pillsbury-Gerot Chair of Marketing
PhD, Northwestern University
Areas of Interest: Channels of distribution, industrial marketing

Barbara Loken
David C. McFarland Professor of Marketing
PhD, University of Illinois, Urbana-Champaign
Areas of Interest: Branding, brand dilution, brand extensions, trademark confusion, consumer behavior, categorization, public health campaigns, media impact on tobacco use

Irene Nahm
PhD, University of Houston
Areas of Interest: Multichannel Strategy, Business-to-Business Markets, Customer Relationship Management, Sales Force Management, and State-Dependence in Sales Performance

Akshay Rao
Professor and General Mills Chair in Marketing
PhD, Virginia Tech
Areas of Interest: Pricing strategy, brand management, information economics, consumer risk preferences, cross-cultural consumer behavior, cognitive neuroscience

Joseph Redden
Professor, Curtis L. Carlson Chair in Marketing Analytics
PhD, University of Pennsylvania
Areas of Interest: Enjoyment of repeated experiences, categorization & judgment, behavioral pricing

Kathleen D. Vohs
Professor and Land O'Lakes Chair in Marketing; Distinguished McKnight University Professorship
PhD, Dartmouth College
Areas of Interest: The role of the self in consumption, self-regulation, self-esteem, feelings of threat, sexual economics, narcissism and materialism, changes in the self as a result of money

Alison Jing Xu
Assistant Professor
PhD, University of Illinois, Urbana-Champaign
Areas of Interest: Decision making processes, sequential decision making and behavioral mind-sets, sensory experience and decision making, environmental influence on consumer behavior, technology advancement and consumer behavior

Linli Xu
Associate Professor
PhD, University of Southern California
Areas of Interest: Advertising, digital media, technology, marketing channels

Yi Zhu
Associate Professor
PhD, University of Southern California
Areas of Interest: E-commerce, online auctions, advertising and media, quantitative marketing, industrial organization, new product development, Chinese economy

Strategic Management & Entrepreneurship

The Department of Strategic Management and Entrepreneurship at the Carlson School—consistently rated in the top 10 in terms of research nationwide—focuses on leadership, strategy and entrepreneurship, connecting the external worlds of competition and collaboration with the critical process of knowledge creation and innovation within organizations. Our program draws on world-renowned scholars in strategic management, entrepreneurship, international business, organization theory, and innovation. Each student develops an individualized program of study combining coursework with active involvement in faculty research, research seminars, a weekly PhD workshop, and teaching opportunities. This prepares our students to conduct high level research as well as find academic placements at top research universities worldwide. For more information about this program visit: z.umn.edu/CarlsonPhDSME



Strategic Management & Entrepreneurship
PhD Coordinator

Aseem Kaul

Associate Professor, *The Mosaic Company—Jim Prokopanko Professor for Corporate Responsibility*

Areas of Interest:

Corporate strategy, technology and innovation, nonmarket strategy, multinational strategy, entrepreneurship

Curriculum & Courses

The Strategic Management and Entrepreneurship department offers seminars on a wide range of topics of interest to the fields of strategy and entrepreneurship, as listed below. Students are required to take at least 20 credits of coursework with the department (the equivalent of 5 semester long seminars) in their first two years in the program and strongly encouraged to take all seminars offered by department faculty. In addition, students take between 8 to 11 courses outside the department to deepen their research understanding and disciplinary focus.

Topics of Seminars offered:

Strategy
Organization Theory
Entrepreneurship
Research Methods & Design
Nonmarket Strategy
Technology Strategy
Behavioral Strategy
International Business
Theory Building

Admissions Statistics (Fall 2021)

55

Applications



4

Admissions Offers

3

Acceptances

13

Program size

325

Average GRE

715

Average GMAT

Strategic Management & Entrepreneurship Faculty

Moshe Barach
Assistant Professor
PhD, University of California, Berkeley
Areas of Interest: Firm strategy, organizational theory, entrepreneurship, technology strategy, strategic human capital

Mary Benner
Department Chair, Professor, John and Nancy Lindahl Professor for Excellent in Business Education
PhD, Columbia University
Areas of Interest: Organization theory, strategy, technology and innovation, organizational change, process management

Sunasir Dutta
Assistant Professor
PhD, Stanford University
Areas of Interest: Organization theory, social entrepreneurship, strategies of change in organizations and markets, collective action

Dan Forbes
Associate Professor
PhD, New York University
Areas of Interest: Corporate governance, new venture strategy, social psychology of entrepreneurship, strategic decision-making

Russell Funk
Assistant Professor
PhD, University of Michigan
Areas of Interest: Technology strategy, innovation management, entrepreneurship, social networks, economic geography, data science

Aseem Kaul
Associate Professor, *The Mosaic Company—Jim Prokopanko Professor for Corporate Responsibility*
PhD, University of Pennsylvania, The Wharton School
Areas of Interest: Corporate strategy, technology and innovation, nonmarket strategy, multinational strategy, entrepreneurship

Jiao Luo
Associate Professor
PhD, Columbia Business School
Areas of Interest: Organization theory, nonmarket strategy, corporate social responsibility, corporate philanthropy, social impact

Ian Maitland
Professor
PhD, Columbia University
Areas of Interest: Business ethics, corporate governance, corporate social responsibility, ethics of international business

Alfred Marcus
Professor and Edson Spencer Endowed Chair in Strategy and Technological Leadership
PhD, Harvard University
Areas of Interest: Pricing strategy, brand management, information economics, consumer risk preferences, cross-cultural consumer behavior, cognitive neuroscience

Myles Shaver
Professor, Curtis L. Carlson Chair in Corporate Strategy
PhD, University of Michigan
Areas of Interest: Corporate strategy choice and performance, the management and economics of international expansion

Paul Vaaler
Professor, John & Bruce Mooty Chair in Law & Business
PhD, University of Minnesota
Areas of Interest: Risk and investment in emerging market countries, performance stability in turbulent industries, and migrant remittances

Gurneeta Vasudeva Singh
Associate Professor
PhD, George Washington University
Areas of Interest: Knowledge-building strategies, technology alliances, geography of innovation, national institutions

Joel Waldfogel
Associate Dean of MBA Programs, Professor and Fredrick R. Kappel Chair in Applied Economics
PhD, Stanford University
Areas of Interest: Industrial organization, law, economics

Jeremy Watson
Assistant Professor
PhD, Boston University
Areas of Interest: Technology strategy, innovation, intellectual property

Alex Wilson
Assistant Professor
PhD, Duke University
Areas of Interest: Behavioral strategy, organizational routines, organizational structure

Sandy Yu
Assistant Professor
PhD, New York University
Areas of Interest: Strategy, entrepreneurship, innovation

Aks Zaheer
Professor, Curtis L. Carlson Chair in Strategic Management and Entrepreneurship
PhD, Massachusetts Institute of Technology
Areas of Interest: Competitive advantage from interfirm relationships, trust in inter-organizational collaborations, buyer-supplier relations, research on networks of firms, using inter-firm networks to build capabilities, strategic decision making in uncertain business environments, mergers and acquisitions, strategic alliances

Srilata Zaheer
Dean of the Carlson School of Management, Elmer L. Andersen Chair in Global Corporate Social Responsibility
PhD, Massachusetts Institute of Technology
Areas of Interest: The legitimacy of MNEs, offshore outsourcing, location strategies, information networks

Shaker Zahra
Robert E. Buuck Chair in Entrepreneurship; Academic Director of the Gary S. Holmes Center for Entrepreneurial Studies
PhD, University of Mississippi
Areas in Interest: Entrepreneurship in global contexts, technology strategy, nascent industries, innovation

Supply Chain & Operations

The Department of Supply Chain and Operations was recently rated the top research program in the nation. This program trains scholars to conduct theoretically-grounded, methodologically-rigorous research that addresses relevant problems facing operations and supply chain managers within and across organizations that are embedded in global supply chains. The success of this program stems from its globally-recognized and widely-cited faculty. The program provides a uniquely rigorous and rewarding experience for students that prepare them for a successful research-driven academic career in PhD-granting business schools. For more information about this program visit: z.umn.edu/CarlsonPhDSCO



Supply Chain & Operations
PhD Coordinator

Rachna Shah

Professor
PhD, The Ohio State University

Areas of Interest:

Process improvement using lean thinking, product recalls, drug shortages, supply chain risks and corporate governance, econometric and psychometric methods

Curriculum & Courses

Students in the SCO PhD Program are required to take a minimum of 40 course credits during their PhD Program. These include SCO PhD seminars during their first two years which can add up to 24 credits, and an additional set of elective/supporting courses during or beyond the first two years.

SCO PhD Seminars Offered:

- SCO 8810: Operations Strategy
- SCO 8820: Management of Technological Operations
- SCO 8822: Innovative Operations
- SCO 8830: Analytical Models for Operations Management
- SCO 8831: Supply Chain Management
- SCO 8840: Behavioral Research in Operations Management
- SCO 8842: Retail Operations
- SCO 8843: Sustainable and Socially-Responsible Operations

Admissions Statistics (Fall 2021)

29

Applications



5
Admissions Offers

2
Acceptances

13
Program size

323
Average GRE

710
Average GMAT



Supply Chain & Operations Faculty

Hailong Cui
Assistant Professor
PhD, University of Southern California
Areas of Interest: Sustainability in the context of supply chain, retail, and restaurant operations

Karen Donohue
Professor, Board of Oversees Professorship, Curtis L. Carlson Endowed Chair in Supply Chain Operations
PhD, Northwestern University
Areas of Interest: Supply chain coordination, behavioral operations, social and environmental issues in supply chain management, retail operations

Necati Ertekin
Assistant Professor
PhD, Texas A&M University
Areas of interest: Retail operations, omnichannel retailing, operations/marketing interface, consumer returns

Ximin (Natalie) Huang
Assistant Professor
PhD, Georgia Institute of Technology
Areas if Interest: Sustainable operations, environmental legislation, product recovery strategies and economics, supply chain management

Susan Meyer Goldstein
Associate Professor
PhD, The Ohio State University
Areas of interest: Service design, service process management, health care management and quality

Anant Mishra
Associate Professor
PhD, University of Minnesota
Areas of interest: Public sector operations, supply chain in developing economies, socially responsible operations, sharing economy platforms, innovation, and new product development

Christopher Nachtsheim
Professor, Frank A. Donaldson Chair in Operations Management
PhD, University of Minnesota
Areas of Interest: Experimental design, regression, analysis of variance, predictive modeling, business analytics, optimization, quality and process improvement, AI and deep learning in manufacturing

Karthik V. Natarajan
Assistant Professor
PhD, University of North Carolina, Chapel Hill
Areas of Interest: Humanitarian and not-for-profit operations, health care delivery systems in resource constrained settings, socially responsible operations, global health supply chains

Rachna Shah
Professor
PhD, The Ohio State University
Areas of Interest: Process improvement using lean thinking, product recalls, drug shortages, supply chain risks and corporate governance, econometric and psychometric methods

Kingshuk K. Sinha
Department Chair, Professor, and Elmer L. Andersen Chair in Sustainable Supply Chain
PhD, University of Texas, Austin
Areas of Interest: Technology and Innovation Management, Health Care Supply Chain Management, Global Supply Chain Management, Responsible Supply Chain Management, and Big Data Analytics

Work & Organizations

The internationally recognized department of Work and Organizations offers a rigorous program of doctoral studies with a multidisciplinary focus in organizational behavior, human resource management, organizational economics, personnel economics, labor relations, and related areas. Students gain a rigorous, multidisciplinary understanding of research questions, theories, empirical methodologies and analytic approaches across the breadth of the concentration, while pursuing in-depth and focused research within particular domains based on faculty expertise and student interest. Faculty are committed to providing a rich educational experience that maximizes faculty-student mentorships and collaboration. In addition, students have access to an outstanding research infrastructure in the Carlson School including behavioral laboratories, an expansive subject pool within the school, an on-site field-specific library, and exposure to a number of Fortune 500 corporate headquarters located in the Twin Cities area. For more information about this program visit: z.umn.edu/CarlsonPhDWorg



Work & Organizations
PhD Coordinator

Connie Wanberg

*Professor and Industrial Relations
Faculty Excellence Chair
PhD, Iowa State University*

Areas of Interest:

Expatriate readjustments; mental health/re-employment of out-of-work individuals, antecedents of effective mentoring programs

Curriculum & Courses

The curriculum provides a multidisciplinary understanding of theories and methodologies used in research on work and organizations as the foundation for focused research in specific areas of student interest. This includes a common set of core seminars as well as tailored coursework in other top-ranked departments.

Required Theory Core

Fundamentals of Economic Analysis
Fundamentals of Organizational Behavior
Fundamentals of HR Research

Required Analytical Core: Econometrics I, Psychometrics, Advanced Multiple Regression, Research Methods in Work and Organizations

Special Topics—Expanding Expertise

Students take at least four special topics seminars in their first two years to deepen their expertise in specific areas

Outside Courses—Expanding Theoretical and Statistical Expertise

Students also take courses outside WOrg to gain expertise in theoretical and statistical areas particularly suited to the student's plan of study.

Work & Organizations Faculty

Abdifatah Ali
*Assistant Professor
PhD, Michigan State University*
Areas of Interest: Stigma, diversity, equity, and inclusion, job search and early career processes, and work motivation

Avner Ben-Ner
*Professor
PhD, State University of New York-Stony Brook*
Areas of Interest: Human resource management and firm performance, structure and performance in for-profit, nonprofit, and government organizations

Alan Benson
*Associate Professor
PhD, Massachusetts Institute of Technology*
Areas of Interest: How firms create and sustain competitive rents through employment practices, especially recruitment, incentives and training.

John W. Budd
*Professor and Industrial Relations Land Grant Chair
PhD, Princeton University*
Areas of Interest: Labor unions and worker voice, theories of work, and conflict resolution

Elizabeth Campbell
*Assistant Professor
PhD, University of Maryland, College Park*
Areas of interest: Consequences of high performance and proactivity, interpersonal processes, states, and interactions within workgroups and teams; variance and disparity in collective motives, expertise, and status; multilevel phenomena with workgroups and teams

Michelle Duffy
*Professor, Vernon Heath Chair
PhD, University of Arkansas*
Areas of interest: Workplace envy, social undermining, mood and affective texture of individuals and teams, moral emotions, employee well-being

Theresa M. Glomb
*Professor and The Toro Company-David M. Lilly Chair in Human Resources
PhD, University of Illinois, Urbana-Champaign*
Areas of Interest: Emotions and emotional labor in organizations, worker well-being; workplace victimization

John D. Kammeyer-Mueller
*Professor, Curtis L. Carlson Professor of Industrial Relations
PhD, University of Minnesota*
Areas of Interest: New employee socialization and adaptation, individual differences, attitudes and emotions, and research methodology

Colleen F. Manchester
*Associate Professor
PhD, Stanford University*
Areas of Interest: Human capital, employer-provided training, retirement plans, worker mobility, work-family practices

Pri P. Shah
*Associate Professor
PhD, Northwestern University*
Areas of Interest: Group goal setting, negotiation, procedural justice, social networking, ultimatum bargaining

Aaron Sojourner
*Associate Professor
PhD, Northwestern University*
Areas of Interest: Human capital, personnel economics in education, labor unions

Connie Wanberg
*Professor and Industrial Relations Faculty Excellence Chair
PhD, Iowa State University*
Areas of Interest: Expatriate readjustments; mental health/re-employment of out-of-work individuals, antecedents of effective mentoring programs

Mary Zellmer-Bruhn
*Department Chair; Professor, Director of the Center for Human Resources and Labor Studies
PhD, University of Wisconsin, Madison*
Areas of Interest: Team composition and its effects including cultural diversity and knowledge variety; shared cognitive structures among team members; knowledge recognition, integration and action by team members; teams in entrepreneurship; teams in healthcare; and charter school boards

Betty Zhou
*Associate Professor
PhD, University of Florida*
Areas of interest: Leadership, work groups and teams, workplace training and development

Admissions Statistics (Fall 2021)

52
Applications



4
Admissions Offers
2
Acceptances

14
Program size

320
Average GRE

720
Average GMAT



Progressing through the program

All students who enter the doctoral program in business administration complete the following steps to earn their degree:

Complete at least 40 semester credits of coursework within the first two years in the program, including:

- Courses in a major area and in a minor or supporting program
- An integrated sequence of methodology courses in areas such as statistics, research design, cognitive modeling, econometrics, survey methodology, or psychometrics



- Successfully complete written and oral preliminary examinations
- Complete a dissertation proposal defense
- Complete a final dissertation defense and file final degree documentation
- Serve as a teaching and research assistant
- Teach at least one course
- Complete other requirements as mandated by the specific area of concentration (e.g., first-year examination, first or second-year research papers, additional course credits)

Enhancing your PhD experience

Carlson Global Institute

In today's highly interconnected business environment, globally competent leadership is crucial. The Carlson Global Institute offers innovative educational programs, supports international research, guides businesses to compete in a global marketplace, and generates new knowledge for leaders in Minnesota and around the world.

Center for Human Resources and Labor Studies

The Center for Human Resources and Labor Studies conducts research on such topics as human resources and labor markets, organized labor and collective bargaining, organization theory and behavior, and human resource management.

Center for Integrative Leadership

The Center for Integrative Leadership, jointly administered by the Carlson School and the Humphrey School of Public Affairs, applies findings on the nature and practice of leadership across business, government, and civil society sectors to address grand challenges and advance the common good.

Gary S. Holmes Center for Entrepreneurship

The Holmes Center for Entrepreneurship forges new relationships between the business community and the Carlson School as well as fostering networking relationships among students, faculty, and business professionals throughout the Minnesota business community.

Institute for Research in Marketing

The Institute for Research in Marketing leverages the expertise of the Carlson School's world-class marketing faculty, PhD students, and an advisory board of practitioners from leading corporations, to foster rigorous and relevant research that improves the science and practice of marketing.

Joseph M. Juran Center for Research in Supply Chain, Operations, and Quality

Started in 1993 with sponsorships from several Minnesota companies, the Joseph M. Juran Center for Research in Supply Chain, Operations, and Quality has become the intellectual home of the quality movement, supporting conferences, fellowships, research, leader education, and learning resources.

Management Information Systems Research Center (MISRC)

Founded in 1968, MISRC complements the Carlson School's internationally recognized department of Information and Decision Sciences. The center is supported by companies headquartered in the Twin Cities and promotes research on MIS topics as well as educates and develops interactions between MIS professionals and academics.

Medical Industry Leadership Institute

The Medical Industry Leadership Institute was established to advance management research and leadership education for the medical industry sector. It creates and enhances industry-relevant curriculum, develops and supports doctoral student and faculty research, and designs unparalleled executive education programs.

Corporate Connections

PhD candidates reap the benefits of a unique, dynamic partnership between academics and the corporate community. The Twin Cities serve as headquarters to many *Fortune* 500 companies including Target Corporation, General Mills, 3M, Ecolab, Best Buy, UnitedHealth Group, and SUPERVALU.

Strong Supporting Programs

PhD students benefit from the strength of various top-rated academic programs on campus such as economics, statistics, and psychology.

Application Procedures

Prospective students must submit an online application by December 15 for fall admission consideration. A complete application includes the following:

Graduate school online application
 ▶ choose.umn.edu/apply/

Unofficial transcripts from all college and university coursework, uploaded via the online application system

Official GMAT or GRE score report

Official English-language assessment score report (if applicable)

Statement of purpose/ personal goal statement

Three letters of recommendation uploaded via the online application system

Application fee

More Information

For further details, see the Carlson School PhD program application procedures and checklist on the website:

▶ z.umn.edu/CarlsonPhDAdmitProcess

What does it take?

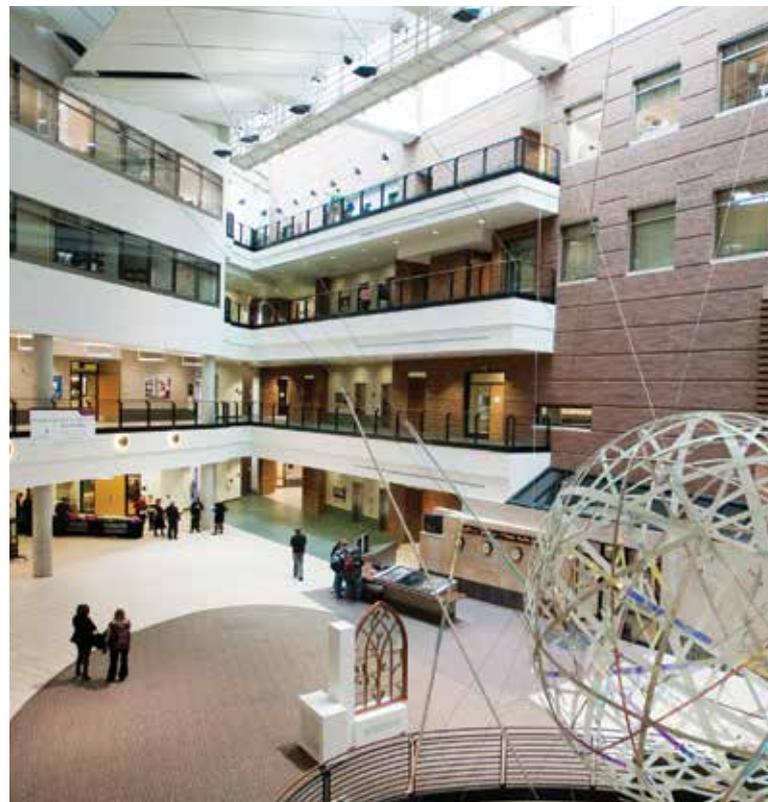
Admission to the Carlson School PhD program in business administration is based on:

- An assessment of the applicant's potential for scholarship, research, and teaching
- Evidence of a commitment to a career based on a PhD
- The ability to complete a rigorous program of study

Applicants must have a bachelor's degree or its foreign equivalent from a recognized college or university. While there is no set formula for determining admission to the doctoral program, most incoming students have:

- Excellent academic records
- 3 strong letters of recommendation
- Competitive GMAT/GRE scores: the minimum score that is typically accepted for the GMAT is 650, and 320 for the GRE

▶ z.umn.edu/CarlsonPhDAdmissions



Placements

Accounting		
2021	Hui (Eva) Liang Jacob Ott	University of Texas at Tyler London School of Economics
2020	Jacob Raleigh	Monash University
2019	Andrew Fluharty Xiaoli Guo	University of Minnesota - Duluth University of North Dakota
Finance		
2021	Chao Ying Fangyuan Yu	Chinese University of Hong Kong China-ASEAN Institute of Financial Cooperation
2020	Yao Deng Xuelin Li	University of Connecticut University of South Carolina
2019	Kaushalendra Kishore Jincheng Tong Wei Zhang	Centre for Advanced Financial Research and Learning (Mumbai) University of Toronto West Texas A&M University
Information and Decision Sciences		
2021	Scott Schanke	University of Wisconsin-Milwaukee
2020	Yash Babar Yaqiong Wang	University of Wisconsin-Madison Santa Clara University
2019	Zhihong Ke	Clemson University
Marketing		
2021	Jinjie (J.J.) Chen	City University of Hong Kong
2020	Yilong Liang Ruitong Wang	University of Science and Technology of China Tongji University
2019	Maria Rodas	University of Southern California
Strategic Management & Entrepreneurship		
2021	Keith Pennington Haram Seo	University of Southern California (post-doc) Texas A&M University
2020	Min Jung Kim Rosa Kim	University of Illinois-Urbana-Champaign Oklahoma State University (visiting professor)
2019	Keyman Dennie Kim Paul Nary Nicholas Poggioli Gui Deng Say	University of Virginia - Darden University of Pennsylvania University of Michigan - Erb Institute (post-doc) Singapore Management University
Supply Chain & Operations		
2021	Dwaipayan Roy Junhao (Vincent) Yu	University of Virginia-Charlottesville North Carolina State University (post-doc)
2020	Amir Karimi	University of Texas-San Antonio
2019	Kedong Chen Sehwon Kang	Old Dominion University Tilburg University (Netherlands)
Work & Organizations		
2021	Bori Csillag Elizabeth (Ellie) Stillwell	Oregon State University Northeastern University
2020	Liz Adair Tianna Barnes	California State University-Monterey Bay University of Pennsylvania (post-doc)
2019	Greg Beaver	Suffolk University

Testimonials

Accounting

“Choosing to get my PhD at the Carlson School was one of the best decisions I have ever made. Early in the program students are exposed to a wide variety of empirical and theoretical research. This provides the perfect opportunity to identify your own research interests and begin working on projects. The faculty could not have been more helpful or gracious with their time. If you are considering a career in accounting academia, I highly recommend the accounting PhD at Minnesota.”

Jacob Ott, 2021

London School of Economics

“The landscape of accounting research is in a transition toward more interplay between theoretical and empirical methods. The stellar reputation of analytical and empirical research at the Accounting Department provide doctoral students with unmatched depth and skills which will give them an edge in conducting accounting research. Supportive faculty, continuous exposure to leading research, academic freedom, and collegial work environment are among many reasons to choose the Carlson School.”

Iman Sheibany, 2019

University of Utah

Finance

“I’ve spent the most rewarding time at the Carlson School as a PhD student. We receive cutting-edge education and rigorous training in financial economics. World-class faculty care and guide our research with tremendous patience. The department atmosphere is extremely friendly and supportive of us attending conferences and summer research camps. Life in Minnesota is colorful and there are always

fun outdoor activities every season. I couldn’t ask for more from the program and strongly recommend the Carlson School for your PhD journey.”

Yao Deng, 2020

University of Connecticut

“The Carlson School faculty are a great help when students seek feedback on research projects. The Economics Department, the Federal Reserve Bank of Minneapolis and the Carlson School together form a “Research Triangle” for anyone interested in financial economics. The seminars at these places and opportunities to meet with excellent scholars benefit students’ research and career development a great deal. I strongly recommend the Carlson School to anyone considering a research career in finance and economics.”

Jincheng Tong, 2019

University of Toronto

Information & Decision Sciences

“The Carlson School has been an epicenter of academic research activity in management information systems for decades. Not only does it boast of distinguished scholars as its faculty but it has also shaped the careers of hundreds of IS scholars who now hold prestigious leadership positions in universities across the world. You get access to these people and their wonderful minds through an IDSc PhD here. The program offers excellent infrastructural support and access, diversity in the student pool, teaching resources and opportunities, and an affordable, cultured, and safe and friendly city to live in. Perhaps the greatest virtue of the IDSc program is a feeling of scholarly camaraderie across the faculty and PhD students, encouraging

the free questioning of ideas and frequent intellectual debates.”

Yash Babar, 2020

University of Wisconsin-Madison

“The PhD in Information and Decision Sciences gave me the tools and connections that I needed to develop as a researcher, while also affording me the freedom to define my own research agenda and interests. The diversity of expertise in the department gives students a variety of perspectives from which they can approach problems. This, combined with the high level of rigor, offers PhD students excellent preparation for jobs in academia.”

Zach Sheffler, 2018

University of Massachusetts-

Amherst

Marketing

“The PhD Program at Carlson provided me everything I needed to grow as a researcher. The large selection of seminars and classes provided me a solid foundation for a lifelong career in research. The opportunity to work with many different faculty members was such an invaluable experience. The support, guidance, and advice I received from them will benefit me for many years to come. I also received amazing resources and support from the staff and the school. Overall, I believe this program will provide you everything you need to succeed as a doctoral student and a researcher.”

Jinjie (J.J.) Chen, 2021

City University of Hong Kong

“Carlson’s PhD program gave me a solid foundation to build my academic career. I acquired valuable knowledge and skills, not only through courses and seminars, but also through

the sharing of ideas, critical discussions, and collaborations with faculty and fellow doctoral students. Early on, I was encouraged to work with as many different faculty members as possible to get exposure to different research streams and work styles. This allowed me to shape my own research agenda and learn from some of the leading researchers in marketing.”

Maria Rodas, 2019

University of Southern California

Strategic Management & Entrepreneurship

“The Carlson School PhD program and the department of Strategic Management & Entrepreneurship prepared me for a successful career in academia. The faculty make themselves available to students and truly care about what students have to say. This creates an amazingly collaborative and supportive environment where I had the opportunity to learn how to conduct impactful research from brilliant, dedicated, and productive scholars in our field. I am forever grateful to have been a part of that environment during my PhD years.”

Haram Seo, 2021

Texas A&M University

“Choosing to attend the PhD program at the Carlson School has been the single best decision at the early stages of my academic career. The faculty at the SME department are world-class scholars and leaders in their field as well as excellent mentors. As a research powerhouse and a flagship state university, the University of Minnesota has countless opportunities to expand a student’s academic breadth, and to gain access to resources outside of the business school. But more importantly, it is the

incredible group of genuine and dedicated people that makes the Carlson School such a fantastic place to start a junior scholar off on the path to a fruitful academic career.”

Paul Nary, 2019

The Wharton School, University of Pennsylvania

Supply Chain & Operations

“From the first day, I was encouraged to think about solving problems that could make a real difference to business organizations and to society. While department seminars built a foundation in supply chain and operations management, the flexibility to take classes from other departments at the University helped me to take a multi-disciplinary approach in developing my dissertation. Apart from training me to conduct cutting-edge, problem-driven research, the SCO faculty cared for my overall well-being as an individual. Since the program has 90+ PhD students across 7 disciplines, I got numerous opportunities to engage in thoughtful intellectual discussions with my peers that contributed immensely to my development as an independent research scholar.”

Dwaipayan Roy, 2021

University of Virginia-Charlottesville

“The Department of Supply Chain and Operations is renowned for conducting rigorous research that not only advances the academic body of knowledge, but also contributes significantly to the betterment of business and society. The PhD program teaches you the nuts and bolts of conducting this type of research through interactive seminars and mentorship programs, preparing you to become a fully independent scholar. No matter

what real-world problems you are motivated by, you will be sure to receive relentless dedication and support from esteemed faculty members who are experts in their areas of study at the Carlson School.”

Amir Karimi, 2020

University of Texas-San Antonio

Work & Organizations

“My experience in the Carlson School PhD program has been nothing short of amazing. Joining the program was one of the best decisions I’ve ever made. I have developed so much both professionally and personally during my time here. I am continuously impressed by the brilliance, competence and kindness of the faculty and my fellow students, and by the resources available to support student research. I appreciate the cooperative culture we foster here and how prepared I feel to start my career in academia.”

Liz Adair, 2020

California State University-Monterey Bay

“Being a PhD student in Work and Organizations has been the best educational and professional experience of my life. On top of the exceptional educational and research resources to which I was so lucky to have access, I have had the opportunity to benefit from the guidance and generous assistance my mentors offered. To me, what distinguishes WOrg is its people and its collegial and supportive culture. The faculty, staff and fellow PhD students have been essential to my educational journey in unique ways. I will be forever grateful to them for making my time at Carlson the best educational experience of my life.”

Sima Sajjadi, 2018

University of British Columbia

PhD by the Numbers

Class
entering 2021

336
APPLICANTS



26

Admissions
Offers



16

INCOMING
STUDENTS

Demographics for
current students

53
MEN

39
WOMEN

92
STUDENTS
TOTAL



13
U.S. STUDENTS

+



79
INTERNATIONAL
STUDENTS

324
Average GRE

715
Average GMAT

For more information

Website: carlsonschool.umn.edu/degrees/phd
Email: csom-phd@umn.edu

Sandy Herzan Associate director
612-624-0875 • herza002@umn.edu

Important websites

PhD Financial Aid z.umn.edu/CarlsonPhDTuition
Graduate School grad.umn.edu
Housing Services housing.umn.edu



The University of Minnesota is:

Founded in the faith that we are ennobled by understanding
Dedicated to the advancement of learning and the search for truth
Devoted to the instruction of youth and the welfare of the State



TEACHING
FACULTY
MARKETING STRATEGY
RESEARCH
TEACHING
QUALITY MANAGEMENT BUSINESS ETHICS
CAPITAL MARKETS
FACULTY THEORY
KNOWLEDGE CREATION
E-COMMERCE

PhD in Business Administration
Carlson School of Management
University of Minnesota

321 Nineteenth Ave. South, Suite 4-205
Minneapolis, MN 55455-0438

612-624-0875 or 612-624-5065
csom-phd@umn.edu
carlsonschool.umn.edu/degrees/phd

© 2021 by the Regents of the University of Minnesota. All rights reserved.
The University of Minnesota is an equal opportunity educator and employer.