HARVARD | BUSINESS | SCHOOL

DOCTORAL PROGRAMS
“Think of the most pressing challenges, and interesting opportunities, facing the world today. These will not be met without business playing a significant role.”

DEAN NITIN NOHRIA
YOUR IDEAS WILL MATTER.

SUSTAINABILITY  HEALTH CARE
ORGANIZATIONS  TECHNOLOGY
CAPITAL MARKETS  EDUCATION
A DOCTORAL DEGREE IN BUSINESS is the path to becoming a tenure-track professor at an institution of higher learning, most commonly at a business school. These positions are offered to doctoral students, trained as scholars, who are able to demonstrate their independent research and thought leadership through publications in academic journals and scholarly presentations of their work.

Business scholars investigate a wide range of topics from a scientific perspective, pursuing questions relating to management, markets, finance, and organizations and aspire to rewarding careers filled with inquiry and intellectual growth. They create and disseminate knowledge influencing not only the practice of business, but also education, government, and public policy on a global scale.

Successful doctoral students come from a variety of backgrounds, including economics, mathematics, psychology, sociology, engineering, and statistics, and from all stages of life. Some begin immediately following their undergraduate studies while others start the doctoral degree after a decade or more of professional experience.
WHILE ALL ACADEMICS CAN make their mark in a field, those in business academia have the opportunity to influence both the academic and the corporate sectors. Because most research is grounded in the reality of business, many scholars today see their theories enacted in the practice of business. In addition to writing scholarly publications and collaborating with colleagues on cutting-edge research, business professors can also be found advising leaders of industry and public policy and guiding students as well as executives in search of new ideas and practices.

Most research evolves into published works that impact both academia and business practice, and many professors assume leadership roles as consultants to and board members of international corporations that define the way our world does business. Academics also work on issues and ideas that affect emerging global markets and infrastructures of national economies.

Although the work is challenging, a career in academia offers great flexibility. It requires that you serve as your own manager—compelling you to be exceptionally disciplined and self-guided, while rewarding you with the freedom to pursue ideas and topics that most interest you.
While some basic foundations are helpful in the pursuit of a doctorate, the most important requirements involve who you are. To undertake doctoral studies, you must be self-directed, motivated, and highly disciplined because you hold ultimate responsibility for your success.

You must have passion for knowledge and research, for developing new ideas and paradigms. Creativity and the potential to do outstanding research must be a hallmark of your personality and intellectual skill set. Scholarly pursuit requires both the ability to work independently and to examine a topic in detail for extended study, involving long periods of reading and reflection on your own as well as an ability to engage collaboratively with other doctoral students and faculty to develop and refine your ideas.

As success is determined in large part by your ability to communicate your findings to your peers, mentors, and the business world at large, you must possess excellent written and oral communication skills. Successful candidates must not only hold exemplary academic credentials, but must also exhibit superior leadership qualities, as well as the potential to do outstanding research.

Although there are no required courses to begin a doctoral program at HBS, candidates should have a strong grasp of the fundamentals of mathematics, statistics, and other quantitatively rigorous subjects. Depending on your individual program of study, it may also be beneficial to have a good understanding of the basic principles of your chosen field, for example, psychology or sociology, if you are pursuing graduate work in organizational behavior, or economics if you are interested in finance. Whatever area you choose, you should be prepared to undertake a rigorous disciplinary curriculum before you begin to work more specifically in your field of study.

Before embarking on a career in academia, you should consider the significant professional and personal commitments you will be making. A doctoral program entails at least four years of intensive study, offering little time for outside pursuits or employment. Candidates must wholeheartedly embrace all aspects of the curriculum to get the most out of the doctoral experience. Although the challenges of graduate study are weighty, the hurdles facing doctoral students can be overcome by the well-prepared and highly motivated candidate.
Perhaps the most important factor to consider in choosing a school is how well its program supports your research interests. The schools you apply to should offer both coursework and opportunities for research in your chosen field that are compatible with your career goals.

For example, if you are planning to pursue research that has a practical application in brand marketing, the school you attend should focus on research that managers in this field will actually employ in their work. As you review your choice of schools, you will find that each school not only specializes in different fields, but also prepares its students for various roles within academia—from highly theoretical to more practical applications.

“Students should know that HBS offers the best possible training and research resources. We have access to the field, we have access to organizations, and students work on and solve important problems. They will be doing something qualitatively different than they would at any other business school.”

—Gary Pisano, Harry E. Figgie, Jr. Professor of Business Administration

You should research each doctoral program’s curriculum and admissions process, as well as various faculty members’ research interests. Some candidates also review professional journals to identify scholars and schools that are working on the topics they hope to study. Because of the competitive nature of admission to top doctoral programs today, potential candidates should identify several schools to which to apply.
WHY HBS?

FACULTY
Harvard Business School faculty are world-class scholars who have had an impact on organizations and economies on every continent. As teachers, mentors, researchers, and co-authors, faculty from across the University create a collaborative and rich learning environment.

227
FULL-TIME FACULTY, WITH 9 NEW TENURE-TRACK FACULTY ADDED ANNUALLY

COMMITMENT TO RESEARCH
Each academic year, HBS faculty author or co-author more than 300 academic papers and 35 books. The School ranked first in research output in the 2014 FT.com Business School Rankings.

$110m.
INVESTED IN FACULTY RESEARCH, 2013
PROGRAM STRUCTURE
In addition to training you in cutting-edge research methods, the two years of coursework, followed by a comprehensive examination, ensure you possess the skills needed to become a world-class scholar. The remaining two to three years for your research are designed for you to test your abilities with the various methods and learning from the coursework phase, culminating in your own original, independent, scholarly dissertation in your chosen field.

COMMUNITY OF SCHOLARS
All doctoral students receive rigorous methods training in their discipline of choice by taking courses at HBS, Harvard University, and neighboring schools, offering an unparalleled network of resources and opportunities for development as a scholar.

B.E.S.T. COURSE SERIES
In addition to a rigorous and foundational research curriculum, HBS doctoral students are offered a multi-year course series known as B.E.S.T. (Business Education for Teachers & Scholars), to enhance foundational knowledge of business fundamentals as well as the teaching and communication skills needed to thrive as a faculty member.

RECORD OF PLACEMENT
Our doctoral programs are recognized as a leader in educating faculty for business schools and universities throughout the world.

80%
PLACED AT LEADING ACADEMIC INSTITUTIONS, 2014
OUR DOCTORAL STUDENTS COLLABORATE with faculty on research, writing, and teaching. By the time they graduate, most students have co-authored at least one scholarly article with another graduate student or a faculty member. As one of the world’s great academic centers, Boston offers a wealth of opportunities for seminars, events, and collaborations with leading scholars across all fields and disciplines.

“The collaborative process could not be more rewarding. When we talk through our research design, theory, and the interpretation of our analysis, we are able to push each other to higher ground than if one of us were pursuing this alone,” says DBA student Michelle Shell.

At the heart of the HBS experience are the relationships formed among doctoral students. In this collegial environment, students challenge each other, grow together, collaborate on research, and enrich the learning process for one another. After graduating, they belong to a lifelong alumni network of nearly 70,000 influential business leaders and scholars.
The research and teaching resources at HBS are unmatched by any other school. Students can make use of virtually any methodology required to pursue their research interests, including field studies, large-scale statistical databases, consumer panel research, behavioral experiments, and theoretical and empirical models. Support is available for methodological and statistical consultation, data procurement and analysis, programming, research software, subject pool administration, travel, and region-based field support. And, the collections of Baker Library—one of the world’s largest and most respected business libraries—are available at the center of the campus.

RESEARCH COMPUTING CENTER
Research Computing Services provides expertise and personalized guidance in all phases of faculty and doctoral student research projects, including planning, data collection, analysis, and reporting. With a staff consisting of statisticians, research analysts, and applications and system programmers, the Services center assists doctoral students with all their research computing needs.

ACADEMIC JOB PLACEMENT SUPPORT
The Doctoral Programs Office in conjunction with faculty and program chairs also offers support for your placement on the job market during your final year. We provide support for attending recruitment conferences as well as tailored seminars and group and individual coaching for presentation and communication skills. The Office also offers one-on-one professional help with slide and presentation materials.

BUREAU OF STUDY COUNSEL
The services of the Bureau of Study Counsel (BSC) are designed to support you in your efforts to learn and grow at Harvard—to approach your intellectual work with skill, strategy, and spirit; to make difficult choices about your time and your priorities; to conduct yourself with integrity and honor; to develop a sense of voice and authority in your scholarship, relationships, and leadership; to work well and play well with others; to discover what leaves you feeling enlivened and engaged; and to make meaning of your work and your life.
RESEARCH SUPPORT

Baker Research Services provides doctoral students with research assistance, specializing in data retrieval, analysis, and management. Services include, but are not limited to data sourcing and purchasing, locating data, finding articles, managing citations, creating charts and graphs for papers or presentations, utilizing Baker Library’s databases, diving deeply into Excel’s functionality (including creating models), merging data from disparate sources, designing your study, deciding which statistical methods to employ, interpreting results, and writing a STATA or SAS program.

GLOBAL RESEARCH CENTERS

California
Silicon Valley

Latin America
Buenos Aires

Europe
Paris | Istanbul

South Asia
Mumbai

Asia-Pacific
Hong Kong | Shanghai | Tokyo
“I LOVE THE FREEDOM TO EXPLORE MY INTERESTS AND LET CURiosITY LEAD MY DAY AND SCHEDULE. MY DAYS HERE COMBINE DOING MY OWN RESEARCH AND PARTICIPATING IN INTELLECTUALLY CAPTIVATING SEMINARS. IT’S A VERY COLLABORATIVE AND COLLEGIAL ENVIRONMENT.

ABOVE EVERYTHING ELSE, I LOVE BEING EXPOSED TO THE IDEAS EXPLORED BY FELLOW STUDENTS AND FACULTY; I FEEL LUCKY TO BE A PART OF THE RICH INTELLECTUAL COMMUNITY.”

HILA LIFSHITZ-ASSAF, DBA 2014
DOCTORAL PROGRAMS

Flexibility in learning, independence in study, research with deep impact, outstanding faculty who are leaders in their fields, and the finest resources in academia—these are the distinguishing characteristics of Harvard Business School Doctoral Programs.

The DBA and PhD programs are equivalent in terms of their rigor, intensity, structure, and purpose. Because of a historical Harvard University requirement, doctoral programs administered by or jointly administered with the Harvard Faculty of Arts and Sciences (FAS) are considered PhD programs. Those administered exclusively by Harvard Business School are called DBA programs. There is, however, no difference in terms of the career path and placement record between the DBA and PhD programs. Both are designed to offer you equivalent opportunities for success as scholars in Business Academia. All of our doctoral students work closely with faculty and access resources throughout HBS and Harvard University.
DEGREE PROGRAMS

- Accounting & Management
- Business Economics
- Health Policy (Management)
- Management
- Marketing
- Organizational Behavior
- Strategy
- Technology & Operations Management

2–3 YEARS COURSEWORK

5 YEARS TO DEGREE
The doctoral program in Accounting and Management focuses on understanding the role of information and measurement systems for the following:

- Allocating resources among firms in the economy and between departments or divisions of individual firms
- Formulating, executing, and evaluating strategy by firm managers
- Managing franchise risk
- Rewarding and monitoring the performance of managers
- Understanding the profitability of suppliers, products, customers, distribution channels, and business units

Students in the accounting and management program work closely with faculty in the Accounting and Management Unit, among other groups across HBS. The unit’s research falls into two broad areas: Financial Reporting and Analysis and Management Accounting.

“The Accounting and Management program stands out to me as a group deeply invested in its people and their pursuit of big questions. Equipped with a rigorous training in both analytical and empirical modeling and exposed to a broad range of management research, students are enabled to set bold research trajectories.”

—Abigail Allen, DBA 2013
Business Economics

A joint degree offered by Harvard Business School and the Department of Economics in the Faculty of Arts and Sciences, the PhD in Business Economics combines economic analysis with the practical aspects of business. This degree is primarily intended to prepare students for careers in research and teaching in business administration and related fields of economics. The general management approach of the Harvard Business School is an important ingredient in the program.

“In my view, the Business Economics program provides the best of both worlds: rigorous training in economics alongside other Economics PhD students and access to the incredible resources at HBS, including faculty, students, and courses that make it easy to identify research questions that are relevant to the world.”

—Andrew Hillis, PhD student

The program is distinguished from the Harvard PhD in Economics by its greater emphasis on business fields and its focus on the use of economic analysis and statistical methods in dealing effectively with management problems.

Possible fields of specialization include

Business and government
Business strategy and industrial organization
Capital markets and financial institutions
Corporate finance
Corporate governance
International business
Organizations and markets

Students take an active role in selecting and defining the combination of subjects that will make up their own individual fields of specialization.
Health Policy (Management)

The Harvard PhD in Health Policy, awarded by the Faculty of Arts and Sciences, is a collaborative program among six Harvard University faculties: Graduate School of Arts and Sciences, Harvard Business School, Harvard Kennedy School, Harvard Law School, Harvard Medical School, and Harvard School of Public Health.

“This is a truly unique program that brings together health policy and a disciplinary area of management—in my case, operations management. It trains students to become an expert in both fields and supports us in doing research at the intersection of the two. In fact, students take two sets of qualifying exams, one in health policy and another in an area of focus within management. This uncompromising rigor and the stellar faculty lay a strong foundation for incredible research.”

—Hummy Song, PhD candidate

While the program is interdisciplinary in nature, students specialize in one of six concentrations, with Management as the concentration affiliated with Harvard Business School. This management-focused program prepares students to do research on the managerial, operational, and strategic issues facing a wide range of organizations in the health care industry including health care providers, pharmaceutical and biotechnology firms, device and technology companies, and private and public insurers.

Students in the program examine how theories and concepts from fields such as technology and operations management, organizational behavior, organizational economics, and competitive strategy can be applied to and further developed for understanding health care organizations.

Key research themes include

Information technology and the management of health care processes
Learning and process improvement
Managing R&D organizations
Managing teams in clinical and research settings
Organizational structure and performance in health care delivery
Management

Perhaps the most distinctive feature of Management is its focus on real organizational phenomena from a multidisciplinary perspective. Students in Management typically choose at least one discipline in which to anchor their research. As organizational phenomena cut across economics, psychology, sociology, organizational behavior, and administrative sciences, our students develop discipline-based expertise in at least two substantive domains. Students in Management focus on research creating management theory and knowledge that is relevant to business practice.

“The Management program is evolving quickly and students are constantly asked to participate in shaping its development, which is representative of how faculty members treat doctoral students—like junior colleagues. Even as a first-year student I was encouraged to think deeply about the type of research that would be significant and also fulfill my interests.”

—Patricia Satterstrom, DBA candidate

Through a curriculum covering multiple disciplines and functional perspectives and through thesis work that typically includes field-based research, students in Management master concepts and research skills that enable them to do rigorous research that is directly relevant to business problems.

Key research themes include

- Entrepreneurship
- General management
- Globalization
- Globally distributed teams
- Innovation
- Leadership
- Networks and strategic alliances
- Organizational learning
- Senior teams
- Social enterprises
The doctoral program in Marketing draws on a variety of underlying disciplines to research important marketing management problems centered around the immediate and future needs and wants of customers.

“When coming to HBS, I imagined I would have little face-time with the faculty because of their demanding schedules. However, I generally see my advisor multiple times a week and have regular meetings about our research. It turns out the faculty are really passionate and excited about research and count it as one of their most engaging pursuits. They make time to talk about it.”

—Grant Donnelly, DBA student

While the program encourages the use of field research to sense and define a problem, it does not have an ideological view on any single methodology as being superior to others in terms of the full scope of the research. Be it analytical, experimental, or qualitative, it is the appropriateness of the method in addressing the specific problem that matters. As a result, marketing faculty draw on a variety of underlying disciplines in research and consequently engage doctoral students in a broad spectrum of disciplinary bases.

Students in the marketing program work closely with faculty in the Marketing Unit, among other departments across the University. The program draws on economic, behavioral, psychological, and administrative theory to focus on marketing problems faced by the firm and its management. Through a combination of discipline- and field-based methods, the curriculum enables students to master concepts and research skills directly relevant to business problems. Candidates must come to understand the point of view of practicing managers and be able to bring theory and careful research to bear in illuminating important business problems.

Key research themes include

- Brand management
- Business to business marketing
- Consumer behavior
- Consumer involvement and co-creation
- Digital Marketing
- High-technology marketing
- Marketing of Innovations
- Social marketing
Organizational Behavior

The doctoral program in Organizational Behavior trains scholars who are able to draw on the concepts and methods of psychology and sociology in conducting research on behavior and management within complex organizations. Special attention is given to studies that bridge the gap between research and theory on one hand and constructive organizational practice on the other.

“Collaborating with doctoral students is the most important part of my career. Working with spectacular doctoral students is a real joy, and I take great pride in seeing my former students thrive as professors at the best management schools in the world. For me, working together is simultaneously a great way to conduct research and allows us all to grow as better researchers.”

—Max Bazerman, Jesse Isidor Straus Professor of Business Administration

The Organizational Behavior program is presented jointly by the faculty of Harvard Business School and the Department of Sociology in the Faculty of Arts and Sciences. The program combines training in the theory and methods of psychology and sociology, the study of business administration, and empirical research on organizational phenomena. Students have the choice of focusing their research at either the micro (i.e., psychological, interpersonal) or macro (i.e., sociological, organizational) level. Organizational Behavior faculty members come from both the Faculty of Arts and Sciences and the Harvard Business School.

Although specific research interests span a wide range of subjects, the Organizational Behavior program features a problem-driven, interdisciplinary, multi-method approach that has led to significant impact on theory and practice. Our current intellectual agenda builds on the rich history of OB at HBS and focuses squarely on the organizational changes and challenges arising from today’s increasingly global and more competitive economy. In the last decade, the faculty have been recognized for their work on leadership in an increasingly diverse and dynamic environment, the evolution of managerial careers in our society, managing diversity, and organizational design and change to meet evolving needs and expectations in a changing world.
The doctoral program in Strategy encourages students to pursue multi-disciplinary research that utilizes multiple methodologies—quantitative, as well as qualitative—to study how companies and industries around the world develop and sustain competitive advantage. The program draws on multiple disciplines, including economics, sociology, and political science, and focuses on both domestic and global competition.

“Given my main research interests, the Strategy program is a great fit as it is located at the intersection of many academic disciplines—economics, psychology, and more—and also physically at the intersection of the intellectual wealth of Harvard and Boston’s many neighboring schools.”

—Anoop Menon, DBA 2013

Many of these topics can best be addressed by drawing on both microeconomics, the foundation that has traditionally been used to study strategy, and on other complementary disciplines. For example, work on how managers perceive their strategic choices requires delving into the broad literature on cognition, which itself draws on psychology and the behavioral sciences. Work on non-market strategy and the regulatory environment of the firm might well draw on political science and law.

Students in the program are expected to master graduate-level microeconomic theory and econometrics. In addition, they are expected to devote substantial time to mastering one additional complementary discipline, such as psychology, sociology, or political science, and to develop expertise in research methodologies suited to their particular interests, such as qualitative analysis, designing effective fieldwork, and analysis of survey data.

The doctoral program in Strategy provides students with the multi-disciplinary training required to examine such questions. Students in the Strategy doctoral program work closely with faculty in the Strategy Unit, as well as faculty in departments across the University.

Key issues include

**Analysis of the competitive environment**

**Development and effectiveness of firm strategy at both a business and corporate level**

**Sustainability of strategy over time**
Technology & Operations Management

The doctoral program in Technology & Operations Management prepares students to conduct important research on a broad range of issues in operations and innovation, including the following:

- Leveraging operational capabilities to create and sustain competitive advantage
- Managing innovation and new product development
- Operations management and strategy
- Organizational learning and process improvement
- Supply chain management

Faculty in the Technology & Operations Management Unit are trained in various disciplinary areas including operations research, operations management, economics, engineering, and organizational behavior. Faculty and doctoral students’ research addresses managerially relevant problems, integrating discipline-based theory with rigorous research methods.

“A key strength of the TOM unit is the diversity of the faculty, in terms of backgrounds and research interests. There are economists, operations management scholars, organizational theorists, and others studying topics ranging from open innovation to information technology to product innovation. I have borrowed freely from these many perspectives to develop my own research.”

—Anil Doshi, DBA candidate

By combining education in disciplinary theories, training in a variety of research methods, and exposure to practicing managers through field research, the curriculum enables students to bring theory and careful research to bear to address research questions that illuminate important business problems.
APPLICATION MATERIALS

REQUIRED MATERIALS

Completed online application form
Resume or CV
Statement of Purpose
Transcripts for all college/university degrees and courses
(Self-reported transcripts are accepted for DBA programs. Official transcripts are required for PhD programs.)
Current GMAT or GRE scores
Current TOEFL scores
(if applicable)
Three letters of recommendation
Application fee via credit card

APPLY ONLINE
www.hbs.edu/doctoral
“THE PROGRAM EMPHASIZES A BALANCE OF THEORETICAL RIGOR AND PRACTICAL RELEVANCE IN RESEARCH. THE COURSES OFFERED AT HBS, HARVARD, AND NEIGHBORING SCHOOLS PRESENT AN OPPORTUNITY TO DEVELOP A UNIQUE SKILL SET IN EMPIRICAL METHODS AND ANALYTICAL MODELING TECHNIQUES.”

PAVEL KIREYEV, DBA CANDIDATE
With the expanding role of business in global society and the increasing sophistication of the practice of management, the demand for faculty researchers and educators at business schools has never been greater.

Harvard Business School is recognized as a leading supplier of faculty—renowned researchers and educators who are firmly grounded in both theory and practice—for business schools and universities across the country and around the globe. Graduates of the HBS Doctoral Programs have gone on to become prominent scholars in a wide range of disciplines at many of the world’s most prestigious institutions.

A complete list of academia placements since 2005 follows.
Business academia is an exciting career that offers unparalleled autonomy, independence, flexibility, and intellectual freedom for individuals who are creative and driven to succeed. As a professor you are free to explore the most interesting and pressing issues facing businesses today with a skill set that enables you to influence how individuals and organizations succeed and grow. If you are looking for a career that is rewarding and impactful, we hope you will consider this unique and fulfilling route for your future.

Students are forever changed by their HBS experience. They are challenged to ponder the most critical issues in business management and to form new insights by thinking at levels they never thought possible. Ultimately, these students become the next generation of faculty who will make a difference in the world through their teaching and research.
ACCOUNTING & MANAGEMENT

Kyle Travis Welch, DBA 2014
The George Washington University
“Private Equity’s Diversification Illusion: Economic Comovement and Fair Value Reporting”

Abigail McIntosh Allen, DBA 2013
Harvard Business School
“Essays in Financial Accounting Standard Setting
1) Agenda Setting at the FASB: Evidence from the Role of the FASAC, 2) The Auditing Oligopoly and Accounting Standards Lobbying, 3) Toward an Understanding of the Role of Standard Setters in Standard Setting”

Maria Loumioti, DBA 2012
University of Southern California, Marshall School of Business
“The Use of Intangible Assets as Loan Collateral”

Aida Sijamic Wahid, DBA 2012
University of Toronto, Rotman School of Management
“Director Heterogeneity and Its Impact on Board Effectiveness”

James P. Naughton, DBA 2011
Northwestern University, Kellogg School of Management
“Essays on Corporate Pension Plans”

Sofia Lourenço, DBA 2010
Instituto Superior de Economia e Gestão
“Do Monetary Incentives, Feedback and Recognition Matter for Performance? Evidence from a Field Experiment in a Retail Services Company”

George Serafeim, DBA 2010
Harvard Business School
“Essays on Fair Value Reporting 1) Consequences and Institutional Determinants of Unregulated Corporate Financial Statements: Evidence from Embedded Value Reporting, 2) Information Risk and Fair Values: An Examination of Equity Betas, 3) Did Fair Valuation Depress Equity Values During the 2008 Financial Crisis?”

Lloyd Tanlu, DBA 2009
University of Washington, Foster School of Business
“Essays on Forecasting 1) Do Rolling Forecasts Improve Planning? 2) Are Managers Unable or Unwilling to Revise Earnings Forecasts?”

David Maber, DBA 2009
University of Southern California, Leventhal School of Accounting

Craig Chapman, DBA 2008
Northwestern University, Kellogg School of Management
“Essays on Real Earnings Management”

Wan Wong Sun-Wai, DBA 2007
Northwestern University, Kellogg School of Management
“Does Venture Capitalist Quality Affect Corporate Governance?”

George Eli Batta, DBA 2005
National Economic Research Association
“Financial Information’s Role in Credit Analysis and Credit Derivative Valuation”

Dennis Campbell, DBA 2005
Harvard Business School
“Performance Measurement and Joint Production Between the Customer and Firm: Empirical and Analytical Perspectives.”

Tatiana Sandino, DBA 2005
University of Southern California, Leventhal School of Accounting
“Introducing the First Management Control Systems: Evidence from the Retail Sector”

BUSINESS ECONOMICS

Catherine Grace Barrera, PhD 2014
Cornell University, Johnson School of Management

Thomas Rutford Covert, PhD 2014
University of Chicago, Booth School of Business
“Essays in Industrial Organization and Finance”

Raluca Ecaterina Dragusanu, PhD 2014
Federal Reserve Board Research and Statistics, Economist
“Essays in International Trade and Development”

Samuel Arthur Kruger, PhD 2014
The University of Texas at Austin, McCombs School of Business
“Essays in Financial Economics”

Heather Ward Schofield, PhD 2014
“Essays in Development and Health”

Dmitry Taubinsky, PhD 2014
Harvard University and University of California, Berkeley, Post-Doctoral Fellow in Economics
“Essays in Behavioral and Experimental Economics”
Eric Meinberg Zwick, PhD 2014
University of Chicago, Booth School of Business
“Finance Implications of the Great Recession”

Stephanie Ruth Hurder, PhD 2013
MIT, Sloan School of Management, Post-Doctoral Associate (2013), University of Michigan (2014)

Benjamin Charles Iverson, PhD 2013
Northwestern University, Kellogg School of Management

Hoan Soo Lee, PhD 2013
Tsinghua University

Shai Bernstein, PhD 2012
Stanford Graduate School of Business

Julian Emil Kolev, PhD 2012
MIT, Sloan School of Management, Post-Doctoral Fellow
“Essay in Finance and Innovation 1) Of Mice and Academics: Examining the Effect of Openness on Innovation, 2) Strategic Corporate Layoffs, 3) Credit Constraints in the Funding of Innovation: Theory and Evidence”

Jacob Dov Leshno, PhD 2012

Carolin Elisabeth Pflueger, PhD 2012
University of British Colombia, Sauder School of Business
“Inflation and Asset Prices 1) Inflation Risk in Corporate Bonds, 2) An Empirical Decomposition of Risk and Liquidity in Nominal and Inflation-Indexed Government Bonds, 3) A Heteroskedasticity and Autocorrelation Robust Pre-Test for Weak Instruments”

Michael James Sinkinson, PhD 2012
University of Pennsylvania, Wharton School of Business
“Essays on Industrial Organization”

Michael Dickstein, PhD 2011
Stanford University, Department of Economics
“Essays on the Industrial Organization of Health Care”

Samuel Hanson, PhD 2011
Harvard Business School
“Essays in Financial Economics”

Judd Kessler, PhD 2011
University of Pennsylvania, Wharton School of Business
“Social Forces and Public Good Provision”

Scott Duke Kominers, PhD 2011
University of Chicago, Becker Friedman Institute for Research in Economics, Post-Doctoral Fellow (2011)
“Matching Models of Markets”

Hongyi Li, PhD 2011
MIT, Post-Doctoral Fellow
“Essays in Microeconomic Theory”

Laura Elena Serban, PhD 2010
U.S. Securities and Exchange Commission, Division of Risk, Strategy, and Financial Innovation
“Liquidity and Traders’ Behavior in Financial Markets”

Sergey Chernenko, PhD 2010
Ohio State University, Fisher College of Business
“Capital Market Imperfections and Corporate Finance”

Lucas Coffman, PhD 2010
Ohio State University, Department of Economics
“Essays in Experimental Economics”

Itay Fainmesser, PhD 2010
Brown University, Department of Economics

Winnie Wan-Yi Fung, PhD 2010
Wheaton College
“Malnutrition, Infectious Disease, and Economic Development”

Soojin Yim, PhD 2010
Emory University, Goizueta Business School
“Individuals and Corporate Decisions”

Amrita Ahuja, PhD 2009
Harvard Kennedy School of Government, Post-Doctoral Fellow
“Essays in Empirical Contracting and Development”

John Beshears, PhD 2009
“Financial Choices and the Decision-making Context”

Eric Budish, PhD 2009
University of Chicago, Booth School of Business
“Essays on Market Design”
Jennifer Dlugosz, PhD 2009
Board of Governors of the Federal Reserve System

Ioannis Ioannou, PhD 2009
London Business School
“Essays on Strategy and Industrial Organization”

Steven Leider, PhD 2009
University of Michigan, Ross School of Management

Jakub Jurek, PhD 2008
Princeton University, Department of Economics
“Exploring Deviations Between Prices and Values in Capital Asset Markets”

Anna Kowner, PhD 2008
Federal Reserve Bank of New York

Robin Lee, PhD 2008
New York University, Stern School of Business
“Essays on Platform Competition and Two-Sided Markets”

Gregor Matvos, PhD 2007
University of Chicago, Booth School of Business
“Essays in Proxy Voting and Human Capital Investment”

Harini Parthasarathy, PhD 2007
World Bank
“Essays on the Lending and Underwriting Industries: 1) Mergers and Impact on Customer Retention and Acquisition, 2) Do Firms Engage in One-Stop Shopping? 3) Information Asymmetry and One-Stop Shopping”

Parag Pathak, PhD 2007
MIT, Department of Economics
“Essays on Real-life Allocation Problems”

James A. Costantini, PhD 2006
INSEAD

Pavel Savor, PhD 2006
University of Pennsylvania, Wharton School of Business

Ryan D. Taliaferro, PhD 2006
Harvard Business School
“Essays in Financial Economics: 1) Firm Investment and Systematic Risk, 2) Live Prices and Stale Quantities: T+1 Accounting and Mutual Fund Mispricing*, 3) Predicting Returns with Managerial Decision Variables: Is There a Small Sample Bias?***
+ with Peter Tufano (HBS and NBER) and Michael Quinn (Analysis Group) ** with Malcolm Baker (HBS and NBER) and Jeffrey Wurgler (NYU and NBER)

Catherine Atterbury Thomas, PhD 2006
Columbia University, Graduate School of Business
“Essays on the Industrial Organization of Multinational Enterprises”

Yuhai Xuan, PhD 2006
Harvard Business School
“Essays in Financial Economics 1) Empire-Building or Bridge-Building? Evidence from New CEOs’ Internal Capital Allocation Decisions, 2) The Role of Venture Capitalists in the Acquisition of Private Companies, 3) Shutting the Pearly Gates: The Determinants and Performance Implications of Mutual Fund Closures”

Kristin Elizabeth Knox, PhD 2005
Harvard University, Institutional Research Office

Michael Ostrovsky, PhD 2005
Stanford Graduate School of Business
“Essays on Matching: Stability in Supply Chain Networks; Trade Patterns Under Transportation Cost Heterogeneity; Two-Sided Matching with Common Values”

Michael Yampuler, PhD 2005
University of Houston, C.T. Bauer College of Business
“Three Essays on Standards and the Capital Market: Principles-Based Accounting Standards, Earnings Management and Price Efficiency; Earnings Management Deterrence; Audit Opinion Levels”

HEALTH POLICY (MANAGEMENT)

Melissa A. Valentine, PhD 2013
Stanford University
“Team Scaffolds: How Minimal Team Structures Enable Role-Based Coordination”

Ayfer H. Ali, PhD 2012
Universidad Carlos III de Madrid
“From Idea to Product: Translating Research Between the Bench and the Clinic 1) Buyer Behavior in Technology Markets: Technology Proximity Between Firm Portfolio and In-Licensed Patents, 2) Translating Inventions into...”
Products: Inventors’ Educational Background and the Speed of Technology Licensing from Academic Medical Centers, 3) Do Diversity and Focus in Routine Work Influence Creative Output? Evidence from Cardiac Surgery”

Julia Adler-Millstein, PhD 2011
University of Michigan, School of Information and School of Public Health
“The Use of Information Technology in U.S. Health Care Delivery”

Jonathan Clark, PhD 2010
Pennsylvania State University
“Everything for Everybody? An Examination of Organizational Scope in the Health Care Industry”

Lucy Hamilton MacPhail, PhD 2010
New York University, Wagner Graduate School of Public Service
“Work Process Failure and Organizational Learning in Health Care Delivery Settings”

Syeda Noorein Inamdar, PhD 2008
San Jose State University
“Examining the Scope of Multibusiness Health Care Firms: Implications for Corporate Strategy, Management Control Systems and Performance”

Ingrid Nembhard, PhD 2007
Yale University, School of Medicine and School of Management
“Organizational Learning in Health Care: A Multi-Method Study of Quality Improvement Collaboratives”

Sara Singer, PhD 2007
Harvard University, School of Public Health
“Safety Climate in U.S. Hospitals: Its Measurement, Variation, and Relationship to Organizational Safety Performance”

Darren Edward Zinner, PhD 2006
Research Fellow, Massachusetts General Hospital
“Essays on the Management of Clinical Trial Sites: Lessons for Health Policy, Technology Development, and Organizational Theory”

MANAGEMENT

Matthew Scott Lee, DBA 2014
INSEAD
“Mission and Markets? Organizational Hybridity in Social Ventures”

Hila Lifshitz-Assaf, DBA 2014
New York University, Stern School of Business
“Shifting Loci of Innovation: A Study of Knowledge Boundaries, Identity and Innovation at NASA”

Everett Stuart Palmer Spain, DBA 2014
United States Military Academy

Ethan S. Bernstein, DBA 2013
Harvard Business School
“Does Privacy Make Groups Productive?”

Andrew A. Hill, DBA 2011
U.S. Army War College
“Risk, Hiring and Organizational Performance: Essays in the Management of Human Capital”

Barbara Zepp Larson, DBA 2011
University of Sussex
“Working Across Societal Borders: Essays on Cross-sector Interactions”

Howard H. Yu, DBA 2011
IMD Switzerland
“Leopards Sometimes Change Their Spots: How Established Firms Can Transform Themselves”

Adam Kleinbaum, DBA 2008
“The Social Structure of Organization: Coordination in a Large, Multi-Business Firm”

Spela Trefalt, DBA 2008
Simmons College
“Between You and Me: A Relational Perspective on Managing Work-Nonwork Boundaries”

Amanda Paige Cowen, DBA 2006
Harvard Business School, Post-Doctoral Fellow (2006), University of Virginia, McIntire School of Commerce (2007)

Julia Prats, DBA 2004
University of Pennsylvania, Wharton School of Business

MARKETING

Clarence Lee, DBA 2014
Cornell University

Jeffrey Kwok-wai Lee, DBA 2013
MIT, Sloan School of Management, Visiting Scholar and Lecturer; Post-Doctoral Research Fellow
“The Downsides of Status Consumption 1) Omnivores, Status Consumption and Self-Expression, 2) Uncovering Reverse Placebo Effects: When Better Brands Lead to Worse Performance, 3) The Consequences of Imagining Conspicuous Consumption”

Taylan Yalcin, DBA 2012
Chapman University, Argyros School of Business and Economics

Zoë Chance, DBA 2011
Yale School of Management, Post-Doctoral Fellow (2011), Yale School of Management (2012)
“Live Long and Prosper: Ironic Effects of Behavior on Perceptions of Personal Resources”
Lalin Anik, DBA 2011
Duke University, Post-Doctoral Fellow
“Experiments in Social Networks”

Tuan Quang Phan, DBA 2011
National University of Singapore
“Essays on Social Networks”

Neeru Paharia, DBA 2010
Harvard Kennedy School, Director, Safra Center for Ethics (2010), Georgetown University, McDonough School of Business (2012)
“Essays on Ethics & Identity in Consumer Behavior
1) Dirty Work Clean Hand: The Moral Psychology of Indirect Agency, 2) The Underdog Effect, and 3) Sweatshop Labor Is Wrong Unless the Jeans Are Cute”

Renee Richardson, DBA 2009
MIT, Sloan School of Management
“The Real Value of Fakes: Dynamic Symbolic Boundaries in Socially Embedded Consumption”

Jill Avery, DBA 2007
Simmons College
“Saving Face by Making Meaning: The Detrimental Consequences of Consumers’ Self-serving Response to Brand Extensions”

Mary Caravella, DBA 2007
University of Connecticut, School of Business
“Privacy, Strategic Information Disclosure and New Customer Acquisition: Implications for Customer Relationship Management”

Marco Bertini, DBA 2006
London Business School
“Indirect Effects of Marketing Decisions on Consumer Response”

Ozge Turut, DBA 2006
Washington University in St. Louis

Tuba Ustuner, DBA 2005
City University, London
“Selling in Knowledge-Intensive Contexts: The Role of Social Capital”

Andrea Carol Wojnicki, DBA 2005
University of Toronto, Rotman School of Management
“Talking About Products, Talking About Me: Consumers’ Subjective Expertise and Word-of-Mouth Behaviors”

ORGANIZATIONAL BEHAVIOR

Sujin Jang, PhD 2014
INSEAD, Organisational Behaviour Department
“Bringing Worlds Together: Cultural Brokerage in Multicultural Teams”

Mary Carol Mazza, PhD 2013
Palo Alto Medical Foundation Research Institute and Stanford’s Clinical Excellence Research Center, PAMFRI/STANFORD Levy Post-Doctoral Fellow
“Encouraging Healthful Dietary Behavior in a Hospital Cafeteria: A Field Study Using Theories from Social Psychology and Behavioral Economics”

Vaughn Tan, PhD 2013
University College London
“Intentional Ambiguity”

András Tilcsik, PhD 2012
University of Toronto, Rotman School of Management
“Remembrance of Things Past: Individual Imprinting in Organizations”

Andreea Daniela Gorbatai, PhD 2012
University of California, Berkeley, Haas School of Business
“Social Structure and Mechanisms of Collective Production: Evidence from Wikipedia”

Sameer Bhatt Srivastava, PhD 2012
University of California, Berkeley, Haas School of Business
“Social Capital Activation During Times of Organizational Change
1) Social Capital Activation During the Uncertainty of Organizational Restructuring, 2) Situational Uncertainty and Network Activation in Organizations, 3) Shadowing Networks: A Field Experiment to Assess the Effects of a Cross-Training Program on Workplace Networks”

Erin Marie Reid, PhD 2012
Boston University, School of Management
“Men and the Ideal Worker Image”

Lisa L. Shu, PhD 2012
Northwestern University, Kellogg School of Management, Post-Doctoral Fellow
“Essays on Ethics: Antecedents and Consequences
1) Sweeping Dishonesty Under the Rug, 2) Making Ethics Salient, 3) Morality as Muscle”

Chia-Jung Tsay, PhD 2012
University College London
“The Impact of Visual Cues on Judgment and Perceptions of Performance”

John Almandoz, PhD 2011
University of Navarra, IESE Business School
“The Invisible Hand and the Good of Communities: The Influence of Institutional Logics on the Founding Teams of Local Banks”

Colin Fisher, PhD 2010
Boston University, School of Management
“The Timing and Type of Team Coaching Interventions”

Modupe Akinola, PhD 2009
Columbia University, Graduate School of Business
“Deadly Decisions: An Examination of Racial Bias in the Decision to Shoot Under Threat”
Qingxia Tong, PhD 2009
Zayed University

Marya Besharov, PhD 2008
Cornell University, School of Industrial and Labor Relations
“Mission Goes Corporate: Employee Behavior in a Mission-Driven Business”

Heather Maiirhe Caruso, PhD 2008
University of Chicago, Booth School of Business, Post-Doctoral Fellow
“What We Can Gain from Losses: How Framing Affects Willingness to Collaborate with Outgroup Members”

Katerina Pick, PhD 2007
Harvard Business School, Post-Doctoral Fellow (2007), Claremont Graduate University, Drucker School of Management (2008)
“Around the Boardroom Table: Interactional Aspects of Governance”

Dolly Chugh, PhD 2006
New York University, Stern School of Business
“Whose Advice Is It Anyway?: An Exploration of Bias and Implicit Social Cognition in the Use of Advice”

Shoshana Dobrow, PhD 2006
Fordham University
“Having a Calling: A Longitudinal Study of Young Musicians”

Won Yong Kim, PhD 2006
Columbia University

Elizabeth Lingo, PhD 2006
Vanderbilt University Post-Doctoral Fellow (2006), Vanderbilt University, Curb Center for Art, Enterprise and Public Policy (2009)
“Negotiations and Lovesongs: A Theory of Nexus Work in Market-Based Cultural Industry Projects”

Wendy K. Smith, PhD 2006
University of Delaware
“Managing Strategic Contradictions: Top Management Teams Balancing Existing Products and Innovation Simultaneously”

Michael Beers, PhD 2005
Babson College, Senior Research Fellow
“When Strangers Dance: Social Capital and the Gender Earnings Gap in Elite Workers”

Linda-Eling Lee, PhD 2005
Parsons New School for Design
“Conspicuous Consumption: A Theory on Producers’ Quality Ideals”

Christopher Owen Wheat, PhD 2005
MIT, Sloan School of Management
“Modeling the Structure of Social Organization”

SCIENCE TECHNOLOGY & MANAGEMENT / INFORMATION TECHNOLOGY & MANAGEMENT

David Brunner, PhD 2009
Harvard Business School, Research Associate
“Computer-Assisted Organizing”

Katherine Milkman, PhD 2009
University of Pennsylvania, Wharton School of Business
“Studies of Intrapersonal Conflict and Its Implications”

Jolie Martin, PhD 2008
Harvard Program on Negotiation, Post-Doctoral Fellow
“Seeing the Forest for the Trees: Information Aggregation in Online Decision-Making”

Feng Zhu, PhD 2008
University of Southern California, Marshall School of Business
“Dynamics of Platform-Based Markets”

C. Jason Woodard, PhD 2006
Singapore Management University
“Architectural Strategy and Design Evolution in Complex Engineered Systems”

STRATEGY

Tiona Zuzul, DBA 2014
London Business School
“Entrepreneurship and Innovation in Nascent Industries”

Anoop Ramachandran Menon, DBA 2012
University of Pennsylvania, Wharton School of Business
“Essays on Cognition in Strategy”

Sanjay Patnaik, DBA 2012
“Essays on International Non-market Strategy and the Political Economy of Environmental Regulation”

Kristin Elizabeth Wilson, DBA 2012
University of North Carolina, Kenan-Flagler Business School

Claudine Madras Gartenberg, DBA 2011
New York University, Stern School of Business
“Essays on Firm Scope and Incentives”

Markus Taussig, DBA 2011
National University of Singapore
“Essays on Firm Strategy and Performance in Emerging Economies”

Prithviraj Choudhury, DBA 2010
University of Pennsylvania, Wharton School of Business
“Innovation in Emerging Markets”
Emilie Feldman, DBA 2010  
University of Pennsylvania, Wharton School of Business  

Technology & Operations Management

Nathan Charles Craig, DBA 2014  
Ohio State University, Fisher College of Business  
“Essays on Retail Operations Management”

Jillian Alexandra Berry Jaeker, DBA 2014  
Boston University, School of Management  
“Impact of Workload and Resource Availability on Hospital Productivity”

Sen Chai, DBA 2013  
Harvard University, Post-Doctoral Fellow  
“Essays on the Emergence and Diffusion of Breakthroughs”

William Schmidt, DBA 2013  
Cornell University, Johnson School of Management  
“Supply Chain Disruptions and the Role of Information Asymmetry 1) Signaling to Partially Informed Investors in the Newsvendor Model, 2) Belief Refinement and Operational Choices, 3) Are Supply Chain Disruptions so Disruptive?”

Ryan Williams Buell, DBA 2012  
Harvard Business School  

Venkat Kuppuswamy, DBA 2011  
University of North Carolina  
“The Performance Consequences of Firm Scope Choices”

Christopher Liu, DBA 2010  
University of Toronto, Rotman School of Management  
“Essays on Network Antecedents in a Knowledge Production Context”

Matthew Marx, DBA 2009  
MIT, Sloan School of Management  
“Essays on Employee Non-compete Agreements”

Santiago Mingo, DBA 2009  
University of Miami, School of Business Administration  
“Essays on Industrial Policy, Strategy, and Entrepreneurship”

Bradley Staats, DBA 2009  
University of North Carolina, Kenan-Flagler Business School  
“Microfoundations of Organizational Capabilities: Empirical Evidence from Indian Software Services”

Richard Lai, DBA 2008  
University of Pennsylvania, Wharton School of Business  
“Empirical Operations Management—Three Essays

1) Is Inventory’s Fiscal Year End Effect Caused by Sales Timing? A Test Using a Natural Experiment from Germany, 2) Inventory Signals, 3) Inventory and the Stock Market”

Saravanan Kesavan, DBA 2007  
University of North Carolina, Kenan-Flagler Business School  
“Forecasting and Benchmarking Firm Level Performance of Retailers Using Econometric Models”

Marcelo Pancotto, DBA 2007  
Universidad Austral, IAE Business School  
“Underlying Dynamics of Organizational Learning from a Problem Solving Perspective: Quality Improvement Efforts and Problem Population Dynamics”

Santiago Kraiselburd, DBA 2005  
Instituto de Empresa  
“Three Essays on Supply Chain Contracts: Impact of Contract Limitations on Inventory and Sales”