The management doctoral program at the Whitman School of Management is looking to recruit doctoral students in the following two areas—strategy or organizational behavior. The program offers Ph.D. students access to multiple cutting-edge research faculty members within their chosen area of study, as well as the flexibility to tailor their own research program. The Ph.D. students are critical partners in the department’s vibrant research culture and, as such, are treated as full members of the department, with access to the same research resources that are available to our faculty. In addition, the students are exposed to rigorous doctoral seminars and are encouraged to explore specific areas of interest that align with those of the faculty members. Students also receive rigorous training in basic and advanced statistics from either the economics (strategy) or psychology (organizational behavior) areas. Ph.D. students are expected to work closely with research active faculty members noted below whose research appears in leading strategy and organizational behavior journals. The small size of the program results in apprenticeship-style mentoring along with high levels of interaction. The strategy group (Balasubramanian, Maritan, Miller, & Reed) researches in the areas of industry competition, organizational capabilities, innovation, and technology strategy. The organizational behavior group (Brandes, Carnevale, & Vincent) researches in the areas of compensation, leadership, and creativity. We provide our Ph.D. students a tuition waiver for up to 24 credits a year, a $26,000 annual stipend, university-subsidized health insurance coverage, summer research funding (up to $5000), and travel funding ($1500) for up to four years. This financial support package may be extended for an additional year based on satisfactory progress. Our former Ph.D. students are currently on the faculty at Bryant University, University of Wisconsin (Milwaukee), Indian Institute of Management (Calcutta), Fairfield University, and University of Tennessee (Chattanooga) and have published their research in the Strategic Management Journal, Organization Science, Journal of Management, and Human Resource Management.

**Strategy Group**

**Natarajan Balasubramanian (Ph.D., UCLA)** is Associate Professor of Management at the Whitman School of Management. His research aims to enhance our understanding economic value creation by new and existing firms. To this end, he typically uses large-scale data to uncover generalizable facts about how competition, innovation and learning affect the entry and performance of firms. His research has been published in Management Science, Review of Economics & Statistics, and Strategic Management Journal. His research work also earned him the prestigious Kauffman Junior Faculty Fellowship in 2012. He is currently a member of the editorial board of the Journal of Management, and reviews for many of the leading management journals. His current research interests include industry competition, organizational learning, innovation, spinouts, and firm growth.

"Enforcing Covenants Not to Compete: The Life-Cycle Impact on New Firms ", *Management Science* (with Starr, E., Sakakibara, M.)

**Catherine Maritan (Ph.D., Purdue)** is Associate Professor of Management at the Whitman School. She studies strategy processes and her research focuses on how firms build and use capabilities with a focus on resource allocation. Her work has been published in leading outlets such as the Strategic Management Journal, Academy of Management Journal, Organization Science, and Journal of Management. She is an Associate Editor of the Strategic Management Journal and Co-Chair of the Strategy Research Foundation. Before entering academia, she worked as a mining engineer and as a corporate banker in North America and Europe.


**Cameron Miller (Ph.D., Minnesota)** is Assistant Professor of Management at the Whitman School. His research interests include technology strategy and innovation, competitive strategy and evolutionary economics. Prior to earning his Ph.D. in business administration from the University of Minnesota’s Carlson School of Management, Professor Miller worked for Standard & Poor’s in New York City, as a director in the global fixed income research department. He also was a senior analyst for The Modeling Group, LLC, in Stamford, Connecticut, and held various positions in finance, operations and research for investment and consulting firms.

"Pawn to save a chariot, or drawbridge into the fort? Firms’ disclosure during standard setting and complementary technologies within ecosystems", *Strategic Management Journal*, 38(11), 2213-2236, 2017 (with Toh, P.)
Kira Reed (Ph.D., Connecticut) is Associate Professor of Management at the Whitman School and has banking industry experience which has infused her research and teaching, particularly in the samples she has selected and in the range of financial institutions examined in class. Her research interests include human and intellectual capital.

"Proposing and testing an intellectual capital-based view of the firm". *Journal of Management Studies, 43*(4), 867-893, 2006 (with Lubatkin, M., Srinivasan, N.)

**Organizational Behavior Group**

Pamela Brandes (Ph.D., Cincinnati) is Associate Professor of Management at the Whitman School. Her research interests include employee attitudes and behavior, compensation, corporate governance, and executive pay. Her research articles appear in the Strategic Management Journal, Academy of Management Review, Organization Science, Academy of Management Perspectives, Journal of Business Research, and Human Resource Management among other journals. Dr. Brandes was a recipient of the Whitman Research Fellowship (2008-2010) and served as a co-principal investigator on the National Science Foundation SU Advance grant (2011-2016) and on the editorial review board of Human Resource Management Review.

"I know something you don’t know!: The role of linking pin directors in monitoring and incentive alignment", *Strategic Management Journal*, 2016 (with Dharwadkar, R., Suh, S.)

Joel Carnevale (Ph.D., Auburn) is Assistant Professor of Management at the Whitman School. His research interests include employee ethicality and prosocial behavior, including within a leadership context. He also researches neuroimaging technology (e.g. fMRI) as it applies to ethical decision-making and prosocial behavior. He earned a B.S. in economics and MBA from Radford University in Radford, Virginia, and a Ph.D. in management, focused on organizational studies, strategy and change from the Raymond J. Harbert College of Business at Auburn University.

"Leader Consultation Mitigates the Harmful Effects of Leader Narcissism: A Belongingness Perspective ", *Organizational Behavior and Human Decision Processes*, 2018 (with Huang, L., Harms, P.)

Lynne Vincent (Ph.D., Cornell) is Assistant Professor of Management at the Whitman School. She earned her B.S. in industrial and labor relations and her M.S. and Ph.D. in organizational behavior from Cornell University. Her research examines the moral and social implications of creativity. In contrast to the status quo view of creativity as inherently positive, she investigates the potential dark side and the unexpected consequences of creativity. Her research reveals that creativity and the perception of creativity influences decisions to engage in dishonest behaviors, how people handle negative experiences and even how people judge others. These processes affect how organizations encourage creativity, how organizations design jobs and how hiring decisions are made. Her research has appeared in the Academy of Management Journal, Organizational Behavior and Human Decision Processes, Journal of Experimental Social Psychology, Journal of Experimental Psychology: General, and Psychological Science.

"Creativity in Unethical Behavior Attenuates Condemnation and Breeds Social Contagion When Transgressions Seem to Create Little Harm", *Organizational Behavior and Human Decision Processes*

Ravi Dharwadkar (Ph.D., Cincinnati) is the Laura J. and L. Douglas Meredith Professor of Teaching Excellence, Chair of the Management Department, and Professor of Management at Syracuse University’s Martin J. Whitman School of Management. His current research interests include corporate governance, corporate strategy, and international business. His research articles appear in the Academy of Management Review, Academy of Management Journal, Academy of Management Executive, Strategic Management Journal, Organization Science, Journal of International Business Studies, Journal of Marketing, and Journal of Corporate Finance, among other journals. He is serving his third term on the editorial review board of the Academy of Management Journal and served as a member of the Academy of Management Journal’s Best Article Award Committee in 2015.

"Institutional ownership and monitoring effectiveness: It’s not just how much but what else you own", *Organization Science, 19*(3), 419-440, 2008 (with Goranova, M., Brandes, P., Khan, R.)

For additional information about the Management Ph.D. program, please contact Professor Ravi Dharwadkar at rdharwad@syr.edu or at 315 443 3386 or explore the following link: https://whitman.syr.edu/programs-and-academics/programs/whitman-phd-experience/index.aspx