Doctor of Management (DMgt)

This program is offered by the Walker School of Business & Technology.

Mission Statement
The mission of the Doctor of Management program is to develop post-master's competencies and capabilities in organizational development, leadership and applied research for a broad range of professionals.

This program is offered at the St. Louis home campus.

ACSBP
The doctor of management is accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

Program Description
The Doctor of Management (DMgt) degree is designed for professional individuals who are seeking management knowledge and skills from the general manager's viewpoint. Coursework, research, and the doctoral project help students to harness the organizational development process for creating innovative solutions to 21st Century challenges.

Learning Outcomes
• Students will be able to explain the important terminology, facts, concepts, principles, theories, and models used in the areas of organizational development and leadership.
• Students will be able to effectively apply key concepts, analytic techniques, theories, and models used in the areas of organizational development and leadership when analyzing complex situations.
• Students will be able to effectively integrate key facts, concepts, principles, theories, and models in the areas of organizational development and leadership when developing solutions to organizational problems in complex situations.
• Students will be able to design, conduct, and successfully defend a doctoral research project in the areas of organizational development and leadership, using appropriate quantitative and/or qualitative research methods.

Program Curriculum
The DMgt degree requires satisfactory completion of the following: 36 credit hours of coursework (including an Integrative Seminar), and a 9-credit-hour doctoral project that emphasizes a solutions approach to a management problem.

The following are required courses in the DMgt program:
• DMGT 7140 Statistical Analysis (3 hours)
• DMGT 7160 Quantitative Research Methods (3 hours)
• DMGT 7180 Qualitative Research Methods (3 hours)
• DMGT 7300 Management Systems Redesign (3 hours)
• DMGT 7350 Topics in Technology (3 hours)
• DMGT 7370 Topics in Leadership (3 hours)
• DMGT 7450 Strategic Management (3 hours)
• DMGT 7500 Leadership (3 hours)
• DMGT 7520 Organizational Development and Change (3 hours)
• DMGT 7750 Advanced Organizational Behavior (3 hours)
• DMGT 7810 Survey Design and Methodology (3 hours)
• DMGT 7900 Research Seminar (3 hours)
• DMGT 8000 Doctoral Project (9 hours)

Admission
Students who are interested in applying to this degree program should also see the Admission Section of this catalog for general requirements.

Prerequisites for Admission
Application to the DMgt program requires documentation of the following:
• A master’s degree in a management-related field, such as business, economics, management, health management, industrial psychology or an MBA degree.
• Superior academic ability at the graduate level.
• Successful completion of at least one master’s level statistics course
• General Management Admission Test (GMAT) score. Applicant must request that Graduate Management Admissions send an official score report to Webster’s DMgt program.
• A minimum of three years of management experience.

Admission Requirements
The program accepts applications beginning November 1 for the subsequent year.

Applicants to the DMgt program are accepted annually and should submit the following:
• Fill out and submit application.
• A statement of goals, summarizing how the doctorate will advance the student’s career goals and personal objectives.
• Official transcripts of all previous undergraduate and graduate coursework. An English translation must be included if the transcripts are from a foreign institution.
• A current résumé.
• At least three letters of recommendation from business associates and/or faculty.
• A $125 nonrefundable application fee (waived for Webster University graduates).

A student who has not completed at least one doctoral-level course at Webster University within one year from the date of admission must reapply for admission to the DMgt degree program. This student must be reviewed again by the admission committee before enrolling in a doctoral-level course.

Students should consult the Tuition, Fees, and Refunds section for information regarding tuition, fees, tuition payments, tuition refunds, financial aid, and V.A. educational benefits.

Submission of all required documents should be sent to the following address:
Office of Admission
Webster University
470 East Lockwood Avenue
St. Louis, MO 63119-3194

Admission Process
Completed application files will be reviewed by the Doctoral Admissions Committee
• Applicants who pass initial screening will be invited on campus for a personal interview. An interview is not a guarantee of admission to the program.
• The number of persons admitted for a given cohort will vary according to the total number of students currently in the program.
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- Applicants will be notified of final decision by late July or August.
- Admitted students will begin their degree program in the Fall 2 term.
- Admitted students are required to submit a deposit to secure their position in the class.

International Students

Applicants who are not U.S. citizens or permanent residents please complete all of the above documentation and submit the following:

- TOEFL, IELTS or Pearson score-official only
  - TOEFL Paper: 575
  - TOEFL Computer: 230
  - iBT: 89
  - IELTS: 6.5
  - Pearson: 53

Transfer of Credit

At the time of admission, the admission committee will determine coursework acceptable for transfer into the DMgt program.

A maximum of 6 credit hours may be transferred into the doctoral program. This coursework must be equivalent to required courses in the DMgt program.

Coursework that has been applied toward the completion of a degree and reading courses or courses completed by independent or directed study cannot be transferred into a DMgt program.

Academic Probation and Dismissal

Students accepted into this program are expected to perform academically at a doctoral level. To remain in this program, students are expected to achieve the following academic milestones based on a grade-point average:

- At end of six Core Courses: Have a GPA of 3.0
- At the conclusion of their final classroom course: Have a GPA of 3.0

Failure to achieve either GPA milestone will result in the student being dismissed from the program. For the GPA system, see Academic Policies and Procedures.

Students whose GPA falls below 3.0 or who receives a grade below a B in a course will meet with the program director to discuss their academic performance.

Other doctoral academic quality policies include:

- A student who receives an F grade in a course must retake the course with a satisfactory grade before enrolling in the Integrative Seminar.
- A student must complete Integrative Seminar with a grade of B or better before advancing to the methodology courses.
- A student who receives an F grade in a methodology course must retake the course with a satisfactory grade before forming a Doctoral Project committee.

Doctoral policies on retaking courses:

- A student who receives a C grade has the option of retaking the course.
- A student may retake one core course and a total of two courses overall.
- No course may be retaken more than once.

Advancement to Candidacy

The student is advanced to candidacy following the successful completion of the 12 classroom courses and after the faculty has approved the Doctoral Project proposal. Information on the format and requirements for the Doctoral Project is available in the doctoral student handbook, which can be obtained from the program director.

Degree Completion

Upon completion of a successful defense of the doctoral project, as reviewed by the student’s project committee, the committee will recommend to the dean of the George Herbert Walker School of Business & Technology that the student be awarded the DMgt degree.

As of June 1, 1992, students who enter the program must complete all degree requirements within five years after completion of their initial DMgt course. A student may apply to the DMgt program director for a maximum of two (2) one-year extensions of the five-year time limit for completion of the DMgt.

A student may apply to the DMgt program director for a leave of absence of two years or less. If the absence is approved, the five-year time limit will be suspended for that period and will resume at the end of the leave of absence, whether or not the student enrolls in DMgt courses.