

# Doctor of Management

## Program Description

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.

*Business and management programs are ACBSP accredited.*

## Program Learning Outcomes

Students who complete the Doctor of Management program will be able to:

1. Create organizational solutions.
2. Plan, implement and manage organizational change processes.
3. Apply leadership models in the diverse global environment.
4. In the area of research:
  - Given a management problem, design and conduct a research project using appropriate measurement tools.
  - Evaluate the quality and usefulness of research.
5. Explain both the theoretical basis and the applications of their knowledge.

## 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.

The following are required courses in the DMgt program:

DMGT 7140 Statistical Analysis  
DMGT 7160 Quantitative Research Methods  
DMGT 7180 Qualitative Research Methods  
DMGT 7300 Management Systems Redesign  
DMGT 7330 Managing in the Global Marketplace  
DMGT 7350 Topics in Technology  
DMGT 7370 Topics in Leadership  
DMGT 7450 Strategic Management  
DMGT 7500 Leadership  
DMGT 7520 Organizational Development and Change  
DMGT 7750 Advanced Organizational Behavior  
DMGT 7900 Integrative Seminar  
DMGT 8000 Doctoral Project

## General Requirements

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.

## Prerequisites for Admission

Application to the DMgt program requires documentation of the following:

1. A master's degree in a management-related field, such as business, economics, management, health management, or an M.B.A. degree. Students should have taken at least one master's level statistics course.
2. superior academic ability at the graduate level;
3. a minimum of three years of management experience.

## Admission

Applicants to the DMgt program are accepted annually. The applicant will submit the following credentials to the director of the DMgt program:

1. A DMgt application form, including a statement summarizing how the doctorate will advance the student's career goals and personal objectives.
2. Official transcripts of all previous undergraduate and graduate coursework. These transcripts must be sent directly to the director of the DMgt degree program from the issuing institution. Webster University graduates must request that transcripts be sent directly to the director of the DMgt degree program. No "Issued to Student" transcripts will be accepted. An English translation must be included if the transcripts are from a foreign institution.
3. A current resume. A list of publications, monographs, and other applicable works should be attached.
4. At least three letters of recommendation from faculty and/or associates.
5. 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 selected 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.

## International Student Admission

International applicants should consult the Admission for International Students section, listed under Academic Policies and Procedures, for credentials required to complete an application for admission. International students must be accepted by the University as well as accepted into the DMgt program.

## Applicant Selection

After initial screening by the admission committee, a member of the committee will interview the qualified applicant and forward a recommendation to the full committee. The admission committee will review the applicant's credentials. Final action will determine either admission or nonadmission. The University's decision will be communicated in writing. Upon acceptance, a nonrefundable deposit of \$150 is required. Nonadmission: The applicant will be notified of nonadmission by the program director. Admission may be delayed because enrollment is limited.

## 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.

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## 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, including the Integrative Seminar, 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 School of Business and 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.