

**EDUCATIONAL BACKGROUND  
REQUIRED TO TEACH  
MANAGEMENT AND ORGANIZATION**

The discipline of Management and Organization divides broadly into two areas: Strategic and Behavioral. Strategic Management addresses issues of organizational direction and fitness for circumstance. It incorporates the behavioral issues of Management along with the basic components of the other disciplines of Business Administration. Professors of Strategic Management must have, in addition to expertise in Behavioral Management, a professional understanding of Finance, Economics, Accounting, Information Systems, and Marketing. The degree most commonly providing this background is a Ph.D. in Business Administration or a Doctor of Business Administration (D.B.A.). A Ph.D. in Management is also suitable.

Behavioral Management and Organization addresses what are commonly called “people” issues. A partial list of topics includes motivation, communication, leadership, human resources, competition and cooperation, teamwork, conflict resolution, diversity, and ethics. These topics are often Management-specific applications of social and behavioral science subjects. As such, typical degrees providing this expertise include a Ph.D. in Management, but also routinely include Ph.D.s in Psychology, Sociology, Social Science, and Communication. In rare instances, it might be possible to go as far afield as Anthropology, Philosophy or Political Science. A J.D. is a suitable degree for teaching law-related courses in the discipline.

At the undergraduate level for which a Ph.D. is not required, we may accept an M.A. or M.S. in Management or an M.B.A. if that person has 18 or more graduate hours in Management. The 18 hour requirement is typically easily fulfilled by persons holding a specialized masters degree in Management, Human Resources, or Labor Relations. Faculty teaching Strategic Management or Entrepreneurship may include appropriate course work from Finance, Accounting, Economics, and Marketing in assembling the required 18 hours. For more specific behavioral courses the 18 hours should come from Management or the related fields described in the previous paragraph.