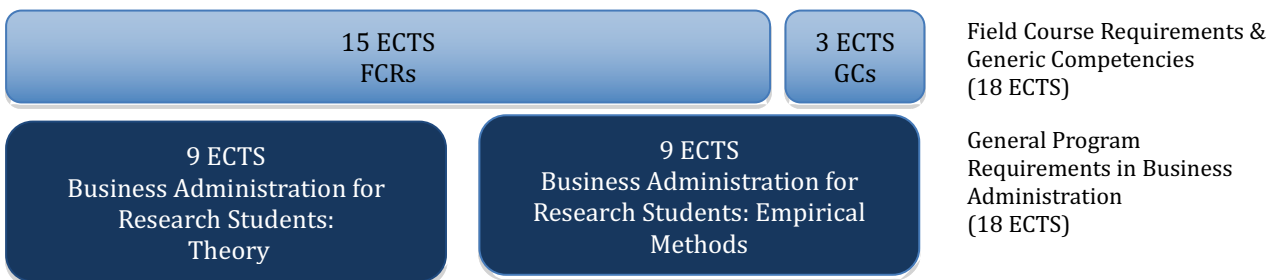


# Structure for a PhD Course Program in 2025

## Management, Organization, and Strategy (MOS)

We conduct theoretical and empirical research about organizations, their management, strategies, intra- and inter-organizational relations, organizing processes, and organizational development. Research in Management, Organization and Strategy (MOS) builds upon a broad selection of theoretical foundations including cognitive and learning theories, institutional theory, organizational ecology, organizational and industrial organization economics, resource-based theory, social network theory, strategic choice theories, systems theory, as well as non-mainstream approaches such as critical and post-modern perspectives. We contribute knowledge about emerging and continuing management challenges such as business ethics, corporate social responsibility, governance and control, corporate venturing, entrepreneurship, international management, global strategies, organizational behavior, organizational learning and knowledge management, organizational renewal, organizational restructuring, organizational decline, M&A, and strategic alliances. We value theoretical and methodological rigor, encourage methodological pluralism and establish linkages between theory and practice.



### 1. General Program Requirements (GPR), 18 ECTS

- Business Administration for Research Students: Theory (9 ECTS)
- Business Administration for Research Students: Empirical Methods (9 ECTS)

### 2. Field Course Requirements (FCR), 15 ECTS

(3 ECTS each course; 15 ECTS total is required for PhD MOS field certificate)

- Workshop: Causal Machine Learning (Kaiser & Huber) <sup>1\*\*</sup>
- Current Topics in Strategy and International Management (Keil & Posen) <sup>2\*\*</sup>
- Foundations of Strategic and International Management (Keil)<sup>\*</sup>
- Navigating the Publication Process in Management Journals (Menges, Howe, Leroy & Anisman-Razin) <sup>3\*\*</sup>
- Current Topics in Management and Business Ethics (Scherer & Hawn) <sup>4\*</sup>
- Current Topics in Innovation Management (Schulze & Suarez) <sup>5\*\*</sup>
- Developing Theory (Seidl & Cornelissen) <sup>6\*\*</sup>
- Organization, Management, and Theories of the Firm (Scherer, Seidl, Rost and colleagues from other universities) <sup>\*</sup>

### 3. Generic Competences (GC), 3 ECTS

- «Contemporary Readings on Behavior in Organizations» (Menges, 3 ECTS) <sup>\*</sup>
- Generic courses determined by PhD advisor

<sup>1</sup> Course will be offered in FS 2025 jointly with Professor Martin Huber (University of Fribourg).

<sup>2</sup> Course will be offered in FS 2025 jointly with Professor Hart E. Posen (Dartmouth College).

<sup>3</sup> Course will be offered in FS 2025 jointly with Professor Hannes Leroy (Erasmus University Rotterdam) and Professor Moran Anisman-Razin (University of Limerick).

<sup>4</sup> Course will be offered in HS 2025 jointly with Professor Olga Hawn (University of North Carolina Chapel Hill).

<sup>5</sup> Course will be offered in FS 2025 jointly with Fernando Suarez (Northeastern University).

<sup>6</sup> Course will be offered in FS 2025 jointly with Joep Cornelissen (Erasmus University Rotterdam).

\* annual course offering

\*\* biennial or sporadic course offering

#### List of MOS professors:

Professor Raphael Flepp  
 Professor Egon Franck  
 Professor Johannes Luger  
 Professor Lauren Howe  
 Professor Ulrich Kaiser  
 Professor Thomas Keil  
 Professor Jochen Menges  
 Professor Andreas Georg Scherer  
 Professor Anja Schulze  
 Professor David Seidl

Note that this list of MOS professors is subject to change due to the institute's planned restructuring of fields of study in February 2025.