

# DOCTORATE IN PHILOSOPHY MANAGEMENT

The Telfer School of Management offers programs leading to graduate diplomas in Organizational Performance Management, Scientific Management and Leadership, and Leadership and Management (offered only in French at the moment), as well as to the degree of Master of Science (MSc) in Management.

The master's program is designed to train experts who can contribute to academic excellence and influence change in society by undertaking and disseminating rigorous academic, applied and policy research in management, particularly in the fields of innovation management and entrepreneurship.

Students in the program may opt to complete a concentration in either one of these two fields. The concentration appears on the transcript.

The MSc in Management is a participating program in the collaborative program in environmental sustainability at the master's level.

The PhD program in Management is offered under the auspices of the Telfer School of Management. It is offered on a full-time basis in the following five fields:

- Accounting and Control
- Entrepreneurship
- Finance
- Health Systems
- Organizational Behavior and Human Resources

Information on the fields and research interests of the professors is posted on the program website.

The program is offered in English and in French. In accordance with University of Ottawa regulations, students have the right to produce their work, their thesis, and to answer examination questions in French or in English.

The program is governed by the general regulations (<http://www.grad.uottawa.ca/Default.aspx?tabid=1807>) in effect for graduate studies.

## Admission Requirements

For the most accurate and up to date information on application deadlines, language tests and other admission requirements, please visit the specific requirements (<https://www.uottawa.ca/graduate-studies/programs-admission/apply/specific-requirements>) webpage.

To be considered for admission, applicants must:

- Hold a master's degree with thesis in a relevant discipline. Each field has articulated its own list:
  - Accounting or Finance.
  - Entrepreneurship: Management or Social Sciences, and depending on the area of inquiry, applicants with other academic antecedents may also be admissible.
  - Finance: Finance, or a relevant discipline with a solid understanding of finance theory and how it applies to financial management.

- Health Systems: Health Systems, Nursing, Health Informatics, or Health sciences. Depending on the area of inquiry, students with a degree in Information systems, EBT, or operations research may also be admissible.
- Organizational Behavior and Human Resources: OB/HR or Psychology.
- Have an admission average of at least 8.0 (A-) calculated in accordance with graduate studies regulations.
- Provide the names of two referees who will provide confidential recommendations.
- Provide a CV.
- Identify at least one professor who is a member of the program and whose research interests correspond to theirs.
- Provide an electronic copy of your statement of intent clearly identifying your chosen field of interest (Accounting and Control, Entrepreneurship, Finance, Health Systems, or Organizational Behaviour and Human Resources). The statement of intent should be between 800 and 1000 words.
- Provide results of either the GMAT (Graduate Management Admissions Test) or the GRE (Graduate Record Examination), scoring at least in the 80th percentile.
- Provide a writing sample, such as a scholarly paper, between 10 and 15 pages in length.

Exceptionally, applicants holding a master's degree without thesis may be considered provided their file includes scholarly publications or equivalent evidence of their capacity for advanced research.

## Additional Coursework

Students whose master's degree was not in a related discipline may be required to take up to 9 units of additional courses beyond those normally required for the PhD in management. The additional coursework would be selected from the following list:

### Additional Courses (9 units):

MGT 5100	Research Design Methodologies and the Conduct of Research	3 Units
MGT 5300	Foundations of Management	3 Units
3 course units from:		3 Units
MGT 5101	Multivariate Research Methods	
MGT 5102	Qualitative Research Methods	
MHS 5301	Research Design Methodologies and the Conduct of Research	
MHS 6380	Systems Analysis, Modeling and Decision Support in Health	

The additional coursework is defined by the Admissions Committee, in consultation with the potential supervisor, and is specified in the student's offer of admission. Students who are asked to complete 3 additional courses may not simultaneously take PhD courses.

## Language Requirements

The program is offered in English and in French. However, the body of knowledge in Management being mainly in English, all candidates whose first language is not English must submit evidence of proficiency by providing any of the documents in the following list:

- A score of at least 100 on the internet-based Test of English as a Foreign Language (TOEFL). The TOEFL is administered by Educational Testing Service, [www.toefl.org](http://www.toefl.org).
- A score of at least 7 in at least three of the four International English Language Testing System (IELTS) rubrics (Reading, Listening, Writing, Speaking) and at least 6 in the fourth. The IELTS is administered by the British Council: [www.ielts.org](http://www.ielts.org).
- Proof of completion, within the last five years, of a previous degree program in an English language university.
- Proof of recent prolonged residence and employment in an English speaking country (normally at least four of the last six years).

Students whose first language is other than French and who intend to complete the program in French must provide proof of proficiency in that language. The list of acceptable proofs is indicated in the Admission section of the General Regulations in effect for graduate studies.

## Fast-track from Master's to PhD Program

Students enrolled in the MSc program in Management or Health Systems at the University of Ottawa may be allowed to fast-track to the PhD program without being required to write a master's thesis, provided they meet the following conditions:

- Completion of 9 units of master's courses with a minimum average of 8.5.
- Satisfactory progress in the research program.
- Submission and successful defense of a well-developed research proposal.
- Written recommendation from the proposed PhD thesis supervisor (and co-supervisor if applicable) and another professor in the program.

Students must request permission to fast-track during the third term of enrollment or earlier and, if approved, must enroll in the PhD in the fourth term.

## Application Deadline

- January 15
  - Applications for admission are accepted for the Fall term only, and only for full-time study.

## Program Requirements

The requirements of the PhD program in Management include successful completion of 27 units of coursework, a comprehensive examination (oral and written), a thesis proposal, and a thesis, as follows:

### Compulsory Courses:

MGT 7101	Methodological Foundations of Management Research	3 Units
MGT 7102	Theoretical Foundations of Management	3 Units
3 optional course units in management (MGT) at the graduate level <sup>1</sup>		3 Units

### Field Specific Courses:

9 course units from one of the following options: <sup>2</sup> 9 Units

#### Option 1: Accounting and Control

MGT 8101	Financial Accounting and Reporting
MGT 8102	Accounting and Control

MGT 8103	Special Topics in Accounting and Control Research
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#### Option 2: Entrepreneurship

MGT 8104	Theoretical Entrepreneurship Research
MGT 8105	Entrepreneurship Research
MGT 8106	Special Topics in Entrepreneurship Research

#### Option 3: Finance

MGT 8107	Finance
MGT 8108	Recent Developments in Finance Research
MGT 8109	Special Topics in Finance Research

#### Option 4: Health Systems

MGT 8110	Current Issues in Health Systems Management
MGT 8111	Research Design and Methods for Health Systems Research
MGT 8112	Special Topics in Health Systems Research

#### Option 5: Organizational Behavior and Human Resources

MGT 8113	Fundamentals of Human Resources Management
MGT 8114	Fundamentals of Organizational Behaviour
MGT 8115	Special Topics in Organizational Behaviour and Human Resources Management Research

Research methods courses (9 units): 9 Units

MGT 7103	Advanced Quantitative Analyses in Management
MGT 7104	Special Topics in Analysis for Management Research
MGT 7302	Qualitative Research Methods

### Comprehensive Examination:

MGT 9997 Comprehensive Examination <sup>3</sup>

### Thesis Project:

MGT 9998 Thesis Project <sup>4</sup>

### Thesis:

THD 9999 Doctoral Thesis

### Note(s)

- <sup>1</sup> The optional course selected must be from a field of the PhD in Management other than the student's primary field.
- <sup>2</sup> In collaboration with their TAC (thesis advisory committee), students may take a content course offered by another academic unit, in lieu of a Special Topics course, if deemed a better fit for their thesis research.
- <sup>3</sup> The Comprehensive Examination is a two-part examination (written and oral) that is overseen by the Thesis Advisory Committee. Once the written exam has been passed, the student proceeds to the oral. A student who fails either component of the exam is allowed to repeat it the following term. A second failure in either component leads to withdrawal from the program. The Comprehensive Examination must normally be completed within five terms of commencing the program and, at the latest, by the end of the sixth term. Failure to sit and pass the examination by the deadline counts as a failure. Further details about the comprehensive exam are posted on the program website.

<sup>4</sup> The thesis proposal, prepared under the direction of the thesis supervisor, must be defended to the satisfaction of the Thesis Advisory Committee (TAC). The proposal must normally be successfully completed by the end of the seventh term. In the event of failure, the proposal can be resubmitted and defended the following term at the latest. A second failure leads to withdrawal from the program. The proposal must be successfully defended before submitting it to the Research Ethics Board (if required) and before undertaking any independent data collection. Further details about the thesis proposal are posted on the program website.

## Transfer from Master's to PhD

To receive the doctorate following the fast-track, students must successfully complete 36 course units (MSc + PhD), the comprehensive examination, the thesis proposal and the thesis.

## Additional Requirements

The requirements outlined above are a minimum. For information about additional courses, please see the "Admission Requirements" section.

## Duration of Program

The requirements of the program are usually fulfilled within four years. The maximum time permitted is six years from the date of initial enrollment in the program, or seven years in the case of students fast-tracked from the master's to the doctorate.

## Minimum Standards

The passing grade in all courses is 70% (B). Students who fail two courses (equivalent to 6 units), the comprehensive exam, the thesis proposal, the thesis or whose progress is deemed unsatisfactory must withdraw from the program.

## Thesis Advisory Committee (TAC)

During the first term, a thesis advisory committee (composed of the thesis supervisor and at least two other professors) is assigned in consultation with the student. The three committee members must cover at least two of the fields in the program. The composition of the committee must be approved by the Program Director. This committee is responsible for providing advice throughout the program, including on academic integrity and research ethics. The student meets with the TAC at least twice a year and receives a written report from the Committee following each meeting.

## Research

### Research Fields & Facilities

Located in the heart of Canada's capital, a few steps away from Parliament Hill, the University of Ottawa is among Canada's top 10 research universities.

uOttawa focuses research strengths and efforts in four Strategic Areas of Development in Research (SADRs):

- Canada and the World
- Health
- e-Society
- Molecular and Environmental Sciences

With cutting-edge research, our graduate students, researchers and educators strongly influence national and international priorities.

## Research at the Telfer School of Management

For more information, consult the Professors by area of expertise (<http://www.telfer.uottawa.ca/en/directory/professors-by-area-of-expertise>) page.

## Courses

### MGT 5100 Research Design Methodologies and the Conduct of Research (3 units)

Introduction to research and scientific inquiry in order to foster a better understanding of the research discovery process. Planning, designing, and conducting a research project; detailed discussion of the research methods and techniques available; selecting research methods and techniques appropriate for the nature of the problem and the objectives of the project. Exposure to various research methodologies including paradigms of social phenomena modeling, qualitative research, mathematical modeling methods, and experimental design approaches including randomized control trials (RCT) design principles. Courses MGT 7101, MGT 5100 cannot be combined for units.

**Course Component:** Lecture

Exclusion: MGT 7101

### MGT 5101 Multivariate Research Methods (3 units)

Analysis of the basic multivariate techniques that are often used in social and life sciences in order to enable students to apply the correct technique to any given set of data, to properly interpret the output of statistical computer packages, and to understand and critique scientific papers that use these techniques. Topics will include principal components analysis, factor analysis, multivariate analysis of variance, multiple and logistic regression, log-linear analysis, and introduction to structural equation modeling.

**Course Component:** Lecture

### MGT 5102 Qualitative Research Methods (3 units)

Designing qualitative studies, collecting and analyzing qualitative data, attaining research credibility, and writing a qualitative research report. Topics will include the case study, ethnography, phenomenology and grounded theory. Introduction to the use of qualitative data analysis software (such as N-Vivo). Critical evaluation of qualitative studies. Courses MGT 7302, MGT 5102 cannot be combined for units.

**Course Component:** Lecture

Exclusion: MGT 7302

### MGT 5300 Foundations of Management (3 units)

Primary focus on building a strong foundation of the theories and practice of management. Exposure to current research issues and scholarly literature in management. Relevance and application of the various theories to the fields of innovation and entrepreneurship.

**Course Component:** Lecture

**MGT 5500 Recherche et méthodologies de recherche (3 crédits)**

Introduction à la recherche et aux travaux scientifiques afin de mieux comprendre la démarche propre aux travaux de recherche. Planification, conception et réalisation d'une étude, l'accent étant mis sur le processus de recherche, examen détaillé des méthodes et techniques de recherche pouvant être utilisées à chaque stade de la recherche tout en liant le choix de ces méthodes et techniques à la nature du problème et aux objectifs de l'étude. Présentation de méthodologies de recherche variées comprenant les paradigmes des sciences sociales pour la modélisation de phénomènes sociaux, les méthodes de recherche qualitatives, les méthodes de modélisation mathématique et la conception d'expériences incluant les principes de conception d'essais contrôlés et randomisés (ECR). Les cours MGT 7501, MGT 5500 ne peuvent être combinés pour l'obtention de crédits.

**Volet :** Cours magistral

Exclusion : MGT 7501

**MGT 5501 Méthodes de recherche multidimensionnelles (3 crédits)**

Ce cours porte sur les diverses techniques multidimensionnelles de base qui sont souvent utilisées en sciences sociales et en sciences de la vie pour permettre à l'étudiant d'appliquer la technique appropriée à un ensemble de données, d'interpréter correctement le produit des progiciels statistiques ainsi que de bien comprendre et analyser les rapports scientifiques qui utilisent ces techniques. Les sujets abordés comprennent notamment l'analyse en composantes principales, l'analyse factorielle, l'analyse multidimensionnelle de la variance, la régression multiple et logistique, l'analyse linéaire logarithmique et l'introduction à la modélisation par équation structurelle.

**Volet :** Cours magistral

**MGT 5502 Méthodes de recherche qualitatives (3 crédits)**

Conception de recherche qualitative, collecte et analyse de données qualitatives, crédibilité dans les travaux de recherche, rédaction de rapports de recherche qualitative. Les sujets abordés sont, entre autres, la phénoménologie, la théorie à base empirique, l'ethnographie et l'étude de cas; l'utilisation de progiciels statistiques permettant d'analyser des données qualitatives (comme N-Vivo); évaluation critique d'études qualitatives. Les cours MGT 5502, MGT 7302 ne peuvent être combinés pour l'obtention de crédits.

**Volet :** Cours magistral

Exclusion : MGT 7302

**MGT 5700 Théorie de la gestion (3 crédits)**

L'emphase est mise sur l'acquisition de connaissances solides sur la théorie et la pratique de la gestion. Présentation des questions de recherche courantes publiées dans la littérature académique en gestion. Pertinence et application des diverses théories aux domaines de l'innovation en gestion et de l'entrepreneuriat.

**Volet :** Cours magistral

**MGT 6101 Theory of Finance (3 units)**

Four themes of finance: features and limitations of the neoclassical paradigm of a firm's decisions; information hazard and signalling; moral hazard and agency; corporate control. Theoretical and empirical issues related to corporate financing decisions, capital acquisition process, corporate governance and compensation design, mergers and acquisitions, risk management and corporate hedging.

**Course Component:** Lecture

**MGT 6102 Financial Risk Management and Derivative Securities (3 units)**

Understanding issues in financial risk management from the perspective of non-financial corporations, focusing on risk measurement and usage of related instruments to hedge risks. How derivative securities, such as options, futures contracts, forward contracts, swaps and interest rate caps, can be valued. Arbitrage relationships, risk-neutral valuation, creation of options synthetically, numerical procedures and the evaluation of credit risk.

**Course Component:** Lecture

**MGT 6110 Entrepreneurial Process and Opportunity Recognition (3 units)**

Current state of research in entrepreneurship, synthesis of scholarly literature, and identification of priorities for future research. Topics will include entrepreneurial processes, opportunity and the nature of exploitation, the emergence of new ventures, financing new ventures, entrepreneurship, economic growth and policy.

**Course Component:** Seminar

**MGT 6111 Venture Capital and Private Equity (3 units)**

Role of venture capital and private equity in the enterprise development process and in the commercialization of innovation. Examination of the following: assembly and investment of early-stage risk capital; operation of venture capital firms' equity and that of private firms; evaluation of investments; portfolio management; non-financial forms of value added provided by venture capital funds. Theory and practical exercises.

**Course Component:** Lecture

**MGT 6112 Social Entrepreneurship (3 units)**

Role of social entrepreneurs as change agents striving to create social value through entrepreneurship. Study of the emerging area of social entrepreneurship and related areas where social and economic goals and means are combined. Introduction to the concepts, practices, opportunities, and challenges of social entrepreneurship and related areas. Frameworks and tools for operating effectively in areas of nontraditional entrepreneurship. Engagement of students in a joint learning process to create a deeper understanding of these changing fields.

**Course Component:** Lecture

**MGT 6160 Systems of Innovation (3 units)**

Examination of the context in which firms and other organizations operate and of the nature and evolution of industries. Survey of research on the nature and evolution of national and regional systems of innovation, and on politically and geographically defined systems that influence the competitiveness of firms and the prosperity of citizens.

**Course Component:** Lecture

**MGT 6161 Managing Corporate Innovations (3 units)**

Strategies and practices of innovation at the corporate level. Topics will include innovation processes and practices, R&D (research and development) management, organizational contexts of innovation management; firm-level theories of innovation management and firm performance; relationships between resources, capabilities, knowledge and skills and innovation, and the nature and influence of inter-organizational relationships (e.g., alliances, joint ventures, acquisitions, networks, ecosystems, etc.) on firms' innovative capacity.

**Course Component:** Lecture

**MGT 6169 Recent Topics in Innovation Management (3 units)**

Seminar course focusing on specific emerging themes in innovation management. Current themes of interest include: commercialization of innovations; inter-organizational collaborations and relationships in innovation management; impact of globally distributed innovation systems on innovation management, innovation performance, and competitiveness.

**Course Component:** Lecture

**MGT 6190 Research Topics in Management (3 units)**

Seminar course focusing on current research issues and topics in management. Topics may change from year to year.

**Course Component:** Lecture

**MGT 6501 Théorie de la finance (3 crédits)**

Quatre thèmes de la finance : les caractéristiques et limites du paradigme néoclassique de l'entreprise; l'asymétrie d'information et la théorie du signal; l'aléa moral et la théorie de l'agence; le contrôle corporatif. Problématiques théoriques et empiriques reliées aux décisions de financement corporatif, au processus d'acquisition du capital, à la gouvernance d'entreprise et à la conception des programmes de rémunération, aux fusions et acquisitions, à la gestion des risques, et à la couverture de risque dans un contexte corporatif.

**Volet :** Cours magistral

**MGT 6502 Gestion des risques financiers et produits dérivés (3 crédits)**

Comprendre la problématique de la gestion des risques financiers du point de vue d'une société non financière, avec une attention particulière à la mesure du risque et l'utilisation d'instruments pour couvrir les risques. Savoir comment les produits dérivés tels que les options, les contrats à terme (contrats futurs ou forward), les swaps, et les plafonds de taux d'intérêt peuvent être évalués. Les relations d'arbitrage, l'évaluation risque-neutre, la création synthétique d'options, les méthodes numériques et l'évaluation du risque de crédit.

**Volet :** Cours magistral

**MGT 6512 Entrepreneuriat social (3 crédits)**

Les entrepreneurs sociaux sont des agents du changement qui s'efforcent de créer une valeur sociale par l'entrepreneuriat. Étude du nouveau domaine qu'est l'entrepreneuriat social et d'autres domaines connexes où les objectifs et les moyens sociaux et économiques s'entremêlent. Introduction aux concepts, pratiques, possibilités et défis propres à l'entrepreneuriat social et aux domaines qui s'y rattachent. Cadres et outils qui permettent de réussir dans des secteurs non traditionnels de l'entrepreneuriat. Participation des étudiants à une initiative d'apprentissage en commun pour leur permettre de mieux comprendre ces secteurs en évolution.

**Volet :** Cours magistral

**MGT 6560 Systèmes d'innovation (3 crédits)**

Examen du contexte dans lequel les entreprises et les organismes exercent leurs activités, et de la nature et l'évolution des industries. Survol de la recherche sur la nature et l'évolution des systèmes d'innovation régionaux et nationaux, ainsi que les systèmes dont les cadres politiques et géographiques sont bien définis et qui ont une incidence sur la compétitivité des entreprises et la prospérité des citoyens.

**Volet :** Cours magistral

**MGT 6590 Sujets de recherche en gestion (3 crédits)**

Ce cours donné sous forme de séminaire porte sur des questions et des sujets de recherche d'actualité dans le domaine de la gestion. Les sujets traités dans ce cours peuvent changer d'année en année.

**Volet :** Cours magistral

**MGT 6990 Stage de recherche / Praticum Research (3 crédits / 3 units)**

Ce stage s'adresse aux étudiants qui désirent effectuer un projet de recherche auprès d'un organisme comme une entreprise, un ministère ou organisme public, une association à but non lucratif, un groupe de réflexion ou un établissement de recherche. Il a pour but de donner aux étudiants intéressés l'occasion d'appliquer les compétences en recherche acquises dans le cadre de ce programme. / Completion of a research project with an organization such as a company, a government department or agency, a non-profit organization, a think-tank, and other research institutions. Application of research skills acquired during the program.

**Volet / Course Component:** Stage / Work Term

Permission of the Department is required.

**MGT 6991 Séminaires de recherche en gestion / Management Research Seminar Series**

Séminaires de recherche avec la participation de conférenciers invités. Les étudiants doivent assister à au moins six des séminaires des conférenciers invités durant leur programme. Noté S (satisfaisant) ou NS (non satisfaisant). / Research seminar series with invited speakers. Students must attend at least six of the invited speakers' seminars over the duration of their program. Graded S (Satisfactory) or NS (Not Satisfactory).

**Volet / Course Component:** Recherche / Research

**MGT 6998 Lectures dirigées / Directed Readings (3 crédits / 3 units)**

Études avancées dans un domaine de gestion sous la direction d'un professeur et aboutissant à un rapport écrit. L'étudiant peut proposer un sujet de recherche. / Advanced study in an area of management under the supervision of a professor and leading to a major written report. Students may propose research topics.

**Volet / Course Component:** Recherche / Research

Permission of the Department is required.

**MGT 7101 Methodological Foundations of Management Research (3 units)**

Theoretical and methodological foundations of management research and research ethics are explored. Topics include the purpose of social science research; nature and role of theories; relationship between facts and values; theory construction, testing, falsification and inference; "positivist" and "non-positivist" methods; social studies of science and scientists; and research ethics involving human subjects. Courses MGT 5100, MGT 7101 cannot be combined for units.

**Course Component:** Lecture

Exclusion: MGT 5100

**MGT 7102 Theoretical Foundations of Management (3 units)**

The foundations of various management disciplines are examined in the context of emerging and sometimes conflicting theoretical paradigms such as rationale exchange process, sustainability, responsible management and need to balance environmental, economic and social outcomes.

**Course Component:** Seminar

**MGT 7103 Advanced Quantitative Analyses in Management (3 units)**

Topics will include measurement, univariate and simple multivariate statistics such as simple linear regression, multiple linear regression, logistic regression, analysis of variance, analysis of covariance, principal components analysis, and exploratory factor analysis. Selection and application of major statistical packages.

**Course Component:** Lecture

**MGT 7104 Special Topics in Analysis for Management Research (1.5 unit)**

Exploration of advanced analytical approaches from the domain perspective. Understanding of the benefits and limitations of each analytical approach and learning about the judgment required across management disciplines in the application of the approach. Application of computer-based implementations of analytical methods. Covering analyses and models used in varied management disciplines.

**Course Component:** Lecture

**MGT 7302 Qualitative Research Methods (3 units)**

Designing qualitative studies, collecting and analyzing qualitative data, attaining research credibility, and writing a qualitative research report.

Topics will include the case study, ethnography, phenomenology and grounded theory. Introduction to the use of qualitative data analysis software (such as N-Vivo). Critical evaluation of qualitative studies.

Courses MGT 5102, MGT 7302 cannot be combined for units.

**Course Component:** Lecture

Exclusion: MGT 5102.

**MGT 7501 Fondements méthodologiques de la recherche en gestion (3 crédits)**

Les fondements théoriques et méthodologiques de la recherche en gestion et de la déontologie de la recherche. Les sujets abordés sont : objet de la recherche en sciences sociales, nature et rôle des théories, relation entre les faits et les valeurs, construction théorique, mise à l'essai, falsification et inférence, méthodes du « positivisme » et du « non-positivisme », études sociales de la science et scientifiques, déontologie de la recherche impliquant des sujets humains. Les cours MGT 5500, MGT 7501 ne peuvent être combinés pour l'obtention de crédits.

**Volet :** Cours magistral

Exclusion : MGT 5500.

**MGT 7502 Fondements théoriques de la gestion (3 crédits)**

Les fondements des diverses disciplines en gestion sont examinés dans le contexte des nouveaux paradigmes théoriques et des paradigmes théoriques parfois conflictuels, par exemple le processus d'échange rationnel, la durabilité, la gestion responsable et la nécessité d'équilibrer les résultats environnementaux, économiques et sociaux.

**Volet :** Cours magistral

**MGT 8101 Financial Accounting and Reporting (3 units)**

The theoretical foundations of accounting research and methodologies are examined. Topics include the role of accounting information in capital markets, earnings management, voluntary disclosure, the impact of accounting on judgment and decisions, accounting standards, setting accounting standards for sustainable development, intangibles and intellectual capital.

**Course Component:** Lecture

**MGT 8102 Accounting and Control (3 units)**

The role of Accounting and other control instruments in ensuring good corporate governance. Topics include executive compensation, ownership structure, the role of the board of directors, effectiveness of internal controls, enterprise risk management, sustainable management, corporate governance requirements and practices in the public and private sectors.

**Course Component:** Lecture

**MGT 8103 Special Topics in Accounting and Control Research (3 units)**

Critical evaluation of studies in targeted domains of accounting and control. Identification and evaluation of new orientations with an in depth analysis of historical developments of the domain. Specific domains explored depend on the professor leading the seminar. Topics are offered on a rotating basis. Presentation and discussion of thesis project and other personal research projects.

**Course Component:** Lecture

**MGT 8104 Theoretical Entrepreneurship Research (3 units)**

Foundation theories of entrepreneurship are examined, including risk and uncertainty, rationales for enterprise growth, innovation process, opportunity recognition, market behaviour, financing new and growing ventures, and entrepreneurship as a social construction.

**Course Component:** Lecture

**MGT 8105 Entrepreneurship Research (3 units)**

This course focuses on selected topics associated with entrepreneurship research, including internationalization processes, entrepreneurial cognition, feminist entrepreneurship, entrepreneurial marketing, financing enterprise growth, public policy issues and entrepreneurship support, science-based, social and environmental entrepreneurship.

**Course Component:** Lecture

**MGT 8106 Special Topics in Entrepreneurship Research (3 units)**

Critical evaluation of studies in targeted domains of entrepreneurship. Identification and evaluation of new orientations with an in-depth analysis of historical developments of the domain. Specific domains explored depend on the professor leading the seminar. Topics are offered on a rotating basis. Presentation and discussion of thesis project and other personal research projects.

**Course Component:** Lecture

**MGT 8107 Finance (3 units)**

Theoretical foundations of corporate finance and governance; capital budgeting and investment/growth strategies; strategy and finance: risk and risk management: options; financing/capital structure decisions; payout/dividend policies; mergers and acquisitions; derivative theory (including theories of capital structure); derivatives and fixed-income securities; and risk capital financing.

**Course Component:** Lecture

**MGT 8108 Recent Developments in Finance Research (3 units)**

Issues in modern finance such as behavioural finance; game-theoretic approaches to corporate finance; ethics in finance, agency theory, regulations and securities agency (e.g., security exchange commission) roles; and financial institutions and services.

**Course Component:** Lecture

**MGT 8109 Special Topics in Finance Research (3 units)**

Critical evaluation of studies in targeted domains of finance. Identification and evaluation of new orientations with an in depth analysis of historical developments of the domain. Specific domains explored depend on the professor leading the seminar, with topics offered on a rotating basis. Presentation and discussion of thesis project and other personal research projects.

**Course Component:** Lecture

**MGT 8110 Current Issues in Health Systems Management (3 units)**

Overview of developments, issues and challenges in health systems management, emphasizing management from a health systems perspective. Emerging innovations and the applications of innovations in health systems.

**Course Component:** Lecture

**MGT 8111 Research Design and Methods for Health Systems Research (3 units)**

Study designs used in healthcare informatics and research, such as experimental designs, observational and predictive studies, and qualitative inquiries. Review of appropriate analytical approaches for each study design.

**Course Component:** Lecture

**MGT 8112 Special Topics in Health Systems Research (3 units)**

Critical evaluation of studies in targeted domains of health systems. Identification and evaluation of new orientations with an in depth analysis of historical developments of the domain. Specific domains explored depend on the professor leading the seminar, with topics are offered on a rotating basis. Presentation and discussion of thesis project and other personal research projects.

**Course Component:** Lecture

**MGT 8113 Fundamentals of Human Resources Management (3 units)**

Examination of the foundational research areas in Human Resources Management practice. Topics include job analysis, employee recruitment, selection and assessment methods, job performance, fairness and bias and psychometric principles.

**Course Component:** Lecture

**MGT 8114 Fundamentals of Organizational Behaviour (3 units)**

Overview of managerial/organizational practices aimed at maximizing work motivation and well-being. Theories of work motivation, leadership, team dynamics, mentoring, occupational health psychology, work-life conflict and facilitation, management of change, and organizational theory.

**Course Component:** Lecture

**MGT 8115 Special Topics in Organizational Behaviour and Human Resources Management Research (3 units)**

Critical evaluation of studies in targeted domains of organizational behaviour and human resources management. Identification and evaluation of new orientations with an in depth analysis of historical developments of the domain. Specific domains explored depend on the professor leading the seminar, with topics are offered on a rotating basis. Presentation and discussion of thesis project and other personal research projects.

**Course Component:** Lecture

**MGT 8501 Comptabilité financière et présentation de l'information financière (3 crédits)**

Les fondements théoriques de la recherche et des méthodes comptables. Les sujets abordés sont : rôle de l'information comptable dans les marchés financiers, gestion du résultat, divulgation volontaire, effets de la comptabilité sur les jugements et les décisions, normes comptables, établissement des normes comptables pour le développement durable, incorporels et capital intellectuel.

**Volet :** Cours magistral

**MGT 8502 Comptabilité et contrôle (3 crédits)**

Le rôle de la comptabilité et d'autres instruments de contrôle dans la bonne gouvernance d'entreprise. Les sujets abordés sont : rémunération des cadres, structure du capital social, rôle du conseil d'administration, efficacité des contrôles internes, gestion du risque d'entreprise, gestion durable, exigences et pratiques relatives à la gouvernance d'entreprise dans les secteurs public et privé.

**Volet :** Cours magistral

**MGT 8503 Thèmes spéciaux de recherche en comptabilité et contrôle (3 crédits)**

Évaluation critique d'études provenant de sujets précis du champ de la comptabilité et du contrôle. L'identification et l'évaluation d'orientations novatrices et analyse poussée des développements historiques du domaine. Les sujets traités varient d'année en année, et sont intimement liés à l'expertise des professeurs du champ. Présentation et discussion du projet de thèse ainsi que d'autres projets de recherche individuels.

**Volet :** Cours magistral

**MGT 8504 Recherche en théories de l'entrepreneuriat (3 crédits)**

Le fondement des théories de l'entrepreneuriat est examiné, dont le risque et l'incertitude, les justifications de la croissance d'entreprise, le processus d'innovation, la reconnaissance des perspectives, l'orientation des marchés, le financement des nouvelles entreprises et des entreprises en expansion et l'entrepreneuriat en tant que construction sociale.

**Volet :** Cours magistral

**MGT 8505 Recherche en entrepreneuriat (3 crédits)**

Sujets choisis sur la recherche en entrepreneuriat, dont les processus d'internationalisation, la cognition entrepreneuriale, l'entrepreneuriat féminin, le marketing entrepreneurial, le financement des entreprises en expansion, les questions de politique publique et le soutien à l'entrepreneuriat, l'entrepreneuriat à vocation scientifique, sociale et environnementale.

**Volet :** Cours magistral

**MGT 8506 Thèmes spéciaux de recherche en entrepreneuriat (3 crédits)**

Évaluation critique d'études provenant de sujets précis du champ de l'entrepreneuriat. L'identification et l'évaluation d'orientations novatrices et analyse poussée des développements historiques du domaine. Les sujets traités varient d'année en année, et sont intimement liés à l'expertise des professeurs du champ. Présentation et discussion du projet de thèse ainsi que d'autres projets de recherche individuels.

**Volet :** Cours magistral

**MGT 8507 Finance (3 crédits)**

Les fondements théoriques de la finance et de la gouvernance d'entreprise, l'établissement du budget des immobilisations et des investissements ainsi que les stratégies de croissance, la stratégie et la finance : risque et gestion du risque : les options, les décisions en matière de financement et de structure du capital, les politiques en matière de versements et de dividendes, les fusions et les acquisitions, la théorie des produits dérivés (y compris les théories de la structure du capital), les produits dérivés et les titres à revenu fixe et le financement du capital de risque.

**Volet :** Cours magistral

**MGT 8508 Développements récents de la recherche en finance (3 crédits)**

Examen des questions découlant de la finance moderne, notamment la finance comportementale, les approches de la théorie des jeux en finance d'entreprise, la déontologie financière, la théorie de la délégation, les rôles des organismes de réglementation des valeurs mobilières (p. ex. commission des valeurs mobilières) et les établissements et les services financiers.

**Volet :** Cours magistral

**MGT 8509 Thèmes spéciaux de recherche en finance (3 crédits)**

Évaluation critique d'études provenant de sujets précis du champ de finance. L'identification et l'évaluation d'orientations novatrices et analyse poussée des développements historiques du domaine. Les sujets traités varient d'année en année, et sont intimement liés à l'expertise des professeurs du champ. Présentation et discussion du projet de thèse ainsi que d'autres projets de recherche individuels.

**Volet :** Cours magistral

**MGT 8510 Problèmes actuels dans la gestion des systèmes de santé (3 crédits)**

Un aperçu des développements, des problèmes et des défis liés à la gestion des systèmes de santé en se concentrant sur la gestion du point de vue des systèmes de santé. Les innovations émergentes et l'application des innovations dans les systèmes de santé seront abordées.

**Volet :** Cours magistral

**MGT 8511 Modèle et méthodes de recherche en systèmes de santé (3 crédits)**

Examen des modèles d'étude utilisés en informatique et en recherche sur les soins de santé. Ces modèles comportent des protocoles expérimentaux, des études d'observation et de prévision et des enquêtes qualitatives. Pour chaque modèle d'étude, des approches analytiques appropriées seront abordées.

**Volet :** Cours magistral

**MGT 8512 Thèmes spéciaux de recherche en systèmes de santé (3 crédits)**

Évaluation critique d'études provenant de sujets précis du champ de systèmes de santé. L'identification et l'évaluation d'orientations novatrices et analyse poussée des développements historiques du domaine. Les sujets traités varient d'année en année, et sont intimement liés à l'expertise des professeurs du champ. Présentation et discussion du projet de thèse ainsi que d'autres projets de recherche individuels.

**Volet :** Cours magistral

**MGT 8513 Principes de base de la gestion des ressources humaines (3 crédits)**

Examen des domaines de recherche fondamentaux dans la pratique de gestion des ressources humaines. Les sujets abordés sont : analyse des emplois, recrutement des employés, méthodes de sélection et d'évaluation, rendement au travail, équité et biais et principes psychométriques.

**Volet :** Cours magistral

**MGT 8514 Principes de base du comportement organisationnel (3 crédits)**

Analyse des techniques de gestion employées dans le but de maximiser la motivation et le mieux-être au travail. Les théories de la motivation au travail, le leadership, la dynamique d'équipe, le mentorat, la psychologie en matière de santé au travail, les conflits et la facilitation travail-famille, la gestion du changement et la théorie organisationnelle.

**Volet :** Cours magistral

**MGT 8515 Thèmes spéciaux de recherche en comportement organisationnel et gestion des ressources humaines (3 crédits)**

Évaluation critique d'études provenant de sujets précis du champ du comportement organisationnel et gestion des ressources humaines. L'identification et l'évaluation d'orientations novatrices et analyse poussée des développements historiques du domaine. Les sujets traités varient d'année en année, et sont intimement liés à l'expertise des professeurs du champ. Présentation et discussion du projet de thèse ainsi que d'autres projets de recherche individuels.

**Volet :** Cours magistral

**MGT 9997 Examen de synthèse / Comprehensive Examination**

**Volet / Course Component:** Cours magistral / Lecture

**MGT 9998 Projet de thèse / Thesis Project**

Projet de thèse / Thesis Project

**Volet / Course Component:** Cours magistral / Lecture

Prerequisite : MGT 9997