

**Comprehensive list of required and elective courses taken by PhD students in Management and Organizations**



Required theory classes			
Course Number	Course Name	Instructor(s)	Course content
BA 840	ICOS	Varies	Weekly talks by leading organizational scholars from multiple disciplines - management, strategy, sociology, psychology, women's studies, information science, and so on.
MO 899	Organizational Behavior	Sue Ashford	Survey course of the organizational behavior field. Each week is focused on one OB topic. Topics include personality, identity, emotions, leadership, power, proactivity, and so on.
MO 899	Organizational Theory	Jerry Davis	This course is an introduction to the major theoretical approaches and ongoing debates within organization theory. We read some of the classic statements of the major approaches and trace the history of ideas as the field has developed up to the present.
MO 899	Mechanisms	Dave Mayer	This is a course about theory and theorizing, and particularly about theoretical "mechanisms." Theoretical explanations are rife with mechanisms, but they are often implicit. In this course, we seek to make those explanations explicit.
MO 900		Varies	This is an independent study on professional development taken by first-year students. Co-taught by several faculty, each session covers a different topic, including "finding your topic of passion," "developing professional relationships," and "developing strong theory."

Required methods classes			
Course Number	Course Name	Instructor(s)	Course content
MO 899	Field Methods	Wayne Baker	This course broadens students' methodological repertoires by offering insight into the benefits of field research, providing the opportunity to engage in actual field research, and learning methods and strategies through which field research is conducted.
BA 850	Empirical Reserach Methods	Zhou, Maggie	This course is intended as an introduction to the methods of the social sciences and to the particular issues raised by applied business research done outside the laboratory.
Psych 613	Statistical Methods	Rabinowitz, Gonzalez, Beltz	This is the first course in a two-semester sequence on data analysis for entering doctoral students in the behavioral sciences. The topics covered during the two semesters include analysis of variance, regression, categorical data analysis, principal components analysis, multidimensional scaling, cluster analysis, statistical learning, multivariate ANOVA, canonical correlation, hierarchical linear modeling, psychometrics, and structural equations modeling.
Psych 614	Statistical Methods	Rabinowitz, Gonzalez, Beltz	This is the second course in a two-semester sequence on data analysis for entering doctoral students in the behavioral sciences.
SOC 510	Statistics, First Semester	Varies	This course is the first of a two-semester sequence required of all sociology department graduate students. It consists of two weekly class sessions plus a lab-discussion. In the first semester it covers basic concepts of probability, sampling distributions, confidence intervals, and statistical inference. The lab sessions are used to discuss problems and to develop statistical computing skills.
SOC 610	Statistics, Second Semester	Varies	This is the second course in a two-semester sequence on data analysis for entering doctoral students with sociological leanings.

Teaching prep			
Course Number	Course Name	Instructor(s)	Course content
BA 830	Teaching Fundamentals	Brian Jones + Tammy Feldman	This course is designed for doctoral students who are preparing for their teaching semester. Taken in the semester prior to their teaching semester, the course provides practical guidance on lesson plan design and lesson delivery. Students practice their teaching skills in the classroom with a undergraduate student audience and receive developmental feedback.
BA 831	Teaching Fundamentals	Brian Jones + Tammy Feldman	This course is designed for doctoral students who are preparing for and immersed in their teaching semester. The course provides information on course and syllabus development, as well as practices of the best college instructors. The course offers students the chance to refine skills related to various instructional methods, including active learning, explanations, lectures, discussions, and activities.

Elective courses: Strategy department			
Course Number	Course Name	Instructor(s)	Course content
Strategy 898	Corporate Strategy	Jim Westphal	This doctoral seminar covers major behavioral theories of strategic management, including sociological, organizational and psychological perspectives. We will specifically discuss applications of institutional theory, socio-cognitive theories, and learning perspectives to strategy. At the same time, we will discuss behavioral theory and research on corporate governance, upper echelons and strategic decision making, and strategic change.
Strategy 899	Corporate Strategy	Felipe Czezar	This course brings the neo-Carnegie school of decision making to corporate strategy. Many of the empirical papers focus on building models for micro-level concepts involved in decision making.
Strategy 899	Sociology of Strategy	Michael Jensen	This course looks at topics in economic sociology and connects them the study of strategy. Very helpful if you are interested in network/categories and classification.

**Elective courses: Psychology department**

<b>Course Number</b>	<b>Course Name</b>	<b>Instructor(s)</b>	<b>Course content</b>
Psych 654	Personality	Robin Edelstein	This seminar some of the major theories, classic and modern, which have influenced the psychology of personality in relation to social contexts: psychoanalysis, the "classic" personality theories of Murray (on motives) and Allport (on traits), Kelly's cognitive theory of personal constructs, theories focused on the "self" (Rogers on self-concept), Erikson's psycho-social theory, Lewin's concept of behavior as a function of person and environment, social structural and cultural theories of personality, and three more recent perspectives: feminist conceptions of personality, post-modernism, and chaos theory/complexity theory.
Psych 682	Self-Control & Emotion Regulation	Ethan Kross	This course will focus on a particular context in which motivation and emotion are acutely relevant: self-control. This seminar will review classic and current research on self-control and emotion regulation. Emphasis will be placed on: (1) identifying the basic mechanisms that underlie self-control, (2) understanding how these mechanisms operate across levels of analysis, (3) identifying strategies that facilitate self-control, and (4) applying this knowledge to understand how to enhance self-control in daily life.
Psych 682	Advanced Social Psychology	Josh Ackerman	This course is a graduate level introduction to the field of social psychology. The course starts with a general introduction to the field. We consider how the field has conceptualized two of its primary concepts — person or self and context or situation. We will then turn to several select topics including dissonance, social cognition and attitudes, stereotype and prejudice, culture and cognition, self-esteem and honor, and health and well-being. We will read both classic and contemporary, cutting-edge papers on each topic.
Psych 682	Advanced Social Psychology	Phoebe Ellsworth	This course is a graduate level introduction to the field of social psychology. The course starts with a general introduction to the field. We consider how the field has conceptualized two of its primary concepts — person or self and context or situation. We will then turn to several select topics including dissonance, social cognition and attitudes, stereotype and prejudice, culture and cognition, self-esteem

			and honor, and health and well-being. We will read both classic and contemporary, cutting-edge papers on each topic.
Psych 682	Cross-Cultural Psychology	Shinobu Kitayama	How is culture implicated in mental processes and structures of the self? How are these processes and structures of the self involved in producing, maintaining, and changing culture? This course seeks to answer these core questions of cultural psychology by critically reviewing several broad issues that are actively debated in the current literature including 1) cultural perspectives to the study of human mind, 2) culture and cognition, 3) culture and agency, 4) culture and personality, and 5) bio-cultural co-evolution.
Psych 808	Gender and Diversity in Organizations	Lilia Cortina	This seminar covers contemporary social science research on diversity in the workplace, with a particular focus on women and gender. Students read a range of articles, from theoretical to empirical to practical. These readings address such topics as: women and men in leadership; gender and negotiation; discrimination based on gender, race, and sexuality; and legal and practical interventions for promoting diversity, inclusion, and equity in organizations.
Psych 988	Stereotypes and Implicit Bias	Denise Sekaquaptewa	This course will examine social psychological research literature addressing research on stereotyping, stereotype threat, and implicit biases regarding social groups.

### Elective courses: Sociology department

Course Number	Course Name	Instructor(s)	Course content
Soc 505	Soc theory, first semester survey	Varies	This course is the first term of a year-long course surveying the theories and practices of sociology. Students frame their exploration of sociological theory by first reading several exemplars of the utilitarian tradition (e.g., Hobbes, Locke, Smith, and Malthus) vigorously rejected by early sociological thinkers. Students then spend the bulk of the course reading classical writings by Marx, Durkheim, and Weber, before concluding the course with an examination of twentieth-century sociological theory as represented by Polanyi, Arendt, Habermas, Foucault, and Bourdieu.

Soc 505	History of Human Rights	Kiyo Tsutsui	This graduate seminar examines how contemporary human rights ideas and instruments have evolved and impacted local politics across the globe. We begin with an interrogation of the political philosophy that undergirds contemporary human rights principles and then critically examine recent historiographies of global human rights to understand different views about when and how human rights ideas emerged and spread. With that theoretical and historical foundation, we turn to examination of contemporary human rights politics, focusing on the efficacy of the international human rights regime and the contributions of civil society actors in the political processes.
Soc 506	Soc theory second semester survey course	Mark Mizruchi/Varies	This course is the second portion of the two-semester theory sequence required of all sociology department graduate students. The goals of this course are: (1) to examine, compare, and contrast the ways different classical and contemporary theorists approach several core problems in the discipline, including the nature of society, the individual-society relation, culture, and social structure; (2) to explore how theories are put into practice by examining how different theorists approach key substantive areas in sociology, including organizations, collective action, and various forms of inequality; and (3) to introduce students to classical and (in particular) contemporary works, theories, and traditions that were not covered in the first part of the course.
Soc 515	Economic Sociology	Mark Mizruchi	This course covers basics and histories in economic sociology. You will learn diverse sociological theories (e.g., transaction cost economics, institutional theory, embeddedness, social capital, agency theory) on economics and economic phenomena (the market, corporations, banking and finance, interlocks and alliances).
Soc 555	Sociology of Culture	Genevieve Zubrzycki	This course offers an overview of some of the most significant classical and contemporary theoretical and empirical works of cultural sociology. Instead of narrowly defining the field as one focused around cultural products—typically art, music, fashion, religion— we will look at cultural analysis as one that pays attention to meaning and its making in social life.
Soc 789	Social Movements	Kiyo Tsutsui	This course provides an overview of contemporary theory and research on collective action. Social movement research seeks to explain how it is that people overcome widespread resignation and apathy during particular historical moments and join together in an effort to change the terms and conditions of their everyday lives.

Soc 634	Urban Sociology	Al Young	This course provides a critical consideration of the contributions of the urban ethnographic tradition in American sociology. A series of classic and contemporary ethnographies are discussed.
Soc 560	Power, history, and social change	George Steinmetz	The first part of the course provides an introduction to historical sociology as a subfield or interdisciplinary, focusing on the history, methods, and epistemologies of historical sociology. The second part of the course moves to political sociology. Here the emphasis is on basic concepts, themes, and areas of research such as slavery sovereignty, politics and power, the state, and empires.
Soc 595	Culture and Cognition	Andrei Boutyline	This course is about a huge, emerging area of cognition. Though the course title is culture and cognition, you will learn more about cognition (that leads to culture). You will learn a lot of different, new methods to study cognition as well.

**Elective courses: Political Science department**

Course Number	Course Name	Instructor(s)	Course content
Polsci 793	The Psychology and Politics of Sensemaking	Robert Axelrod	A research seminar that explores work on sense making from a variety of disciplines including political science, cognitive psychology social psychology, anthropology, economics, business, sociology, and artificial intelligence.

**Elective courses: Anthropology department**

Course Number	Course Name	Instructor(s)	Course content
AnthrCul 572	Introduction to Sociolinguistics	Robin Queen	The class discusses such relationships between language and society and how they might be studied objectively. The class focuses on issues directly affecting a person's everyday life, such as attitudes towards different languages and dialects and historical and social reasons for these attitudes; questions about why different groups of speakers in the same society use language differently and how this difference is evaluated; use of minority languages whose survival seems to be threatened and governments' language policies.

AnthrCul 679	Sentiment, Feeling, Affect	Alaina Lemon	In this seminar, students contrast several approaches to thinking about sentiment that have been relevant within anthropology (semiotic, interdiscursive, linguistic, psychological, biological, social, reflexive, political economic...), and work to recognize both the promises and limiting presuppositions of each.
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**Elective courses: Complex systems**

Course Number	Course Name	Instructor(s)	Course content
CMPLXSY S 511	Theory of Complex Systems	Scott Page	A math-based introduction to the theory and analysis of complex systems. Methods covered include nonlinear dynamics, both discrete and continuous, chaos theory, stochastic processes, game theory, criticality and fractals, and numerical methods. Examples include population dynamics, evolutionary theory, genetic algorithms, epidemiology, simple models of markets, opinion formation models, and cellular automata.

**Elective courses: Methods**

Course Number	Course Name	Instructor(s)	Course content
BA 870	SEM Analysis	Rick Bagozzi	This course is designed to provide conceptual and operational skills needed to do and interpret basic and applied research in the behavioral, managerial, and social sciences. Particular focus will be on structural equation models (known also by such names as causal models, path analysis, analysis of covariance structures, simultaneous equation models with latent variables) with an aim to addressing measurement and hypothesis testing issues, as well as exploring the broader philosophical foundations and implications of the methods.
EDUC 803//PSY CH 804	SEM Analysis	Matt Diemer	This course is designed to provide students with conceptual understanding of structural equation modeling (SEM) and guided experience running these analyses using a powerful software package, MPlus. The emphasis in this course is more applied than technical.



EDUC 707(001)/ /PSYCH 803 (001)	Psychometric Theory: Classical and Latent Trait Models	Matt Diemer	This course is designed to provide students with conceptual understanding of psychometric theory and guided analytic experience, using a powerful software package, MPlus. The emphasis in this course is more applied than technical. [Students interested in more technical aspects of and/or advanced extensions of psychometrics are encouraged to talk with the instructor and/or request suggestions for further study.] We will consider psychometric concepts and analyses from the perspective(s) of diversity, equity and social justice.
Big Data Bootcamp		Jerry Davis	This bootcamp teaches you basics of Big Data. You will learn some basic skills for Python and web scraping.
ICPSR			The ICPSR Summer Program provides rigorous, hands-on training in statistical techniques, research methodologies, and data analysis. ICPSR Summer Program courses emphasize the integration of methodological strategies with the theoretical and practical concerns that arise in research on substantive issues.
CSCAR			CSCAR provides individualized support and training to University of Michigan researchers in a variety of areas relating to the management, collection, and analysis of data.
Psych 613	Statistical Methods	Rabinowitz, Gonzalez, Beltz	This is the first course in a two-semester sequence on data analysis for entering doctoral students in the behavioral sciences. The topics covered during the two semesters include analysis of variance, regression, categorical data analysis, principal components analysis, multidimensional scaling, cluster analysis, statistical learning, multivariate ANOVA, canonical correlation, hierarchical linear modeling, psychometrics, and structural equations modeling.
Psych 614	Statistical Methods	Rabinowitz, Gonzalez, Beltz	This is the second course in a two-semester sequence on data analysis for entering doctoral students in the behavioral sciences.
ICPSR	Categorical Data Analysis	Smith, Shawna	This class focuses on the basic regression models for categorical dependent variables.

ICPSR	Maximum Likelihood Estimation	Dean Lacy	This course introduces participants to a number of useful statistical models that move beyond standard linear regression. Among the topics covered are logit and probit models for both binary and ordinal dependent variables, event count models, models for heteroskedastic regressions, and more.
ICPSR	Advanced Multivariate Statistical Methods	Robert Henson	The purpose of this workshop is to discuss multivariate distributions and the role they play in modern methods for analyzing multivariate data. The course is designed to be an introduction to multivariate thinking, covering concepts that underlie many statistical models in widespread use today.
SOC 522	Qualitative Methods	Varies	This course is the first of a two-part sequence that introduces students to the doing of qualitative research (primarily participant observation and in-depth interviewing) through a variety of activities. This semester (522) focuses on being “in the field,” that is, on the collection of data. In this course students will learn from reading others’ accounts of fieldwork, “how-to” books on qualitative work, and from published exemplars, and from doing qualitative research and talking to each other about what we do. The “doing” of qualitative research in the course will consist of two types – 1) exercises in how to collect data and 2) conducting your own original research project.
SOC 523	Qualitative Methods II	Varies	This course is the first of a two-part sequence that introduces students to the doing of qualitative research (primarily participant observation and in-depth interviewing) through a variety of activities. This semester (523) students will primarily be engaged in analyzing and presenting the data for others.
AnthCul 652	Ethnographic Writing	Ruth Behar	This course considers the history, politics, and possibilities of ethnographic writing with some attention to ethnographic filmmaking. The course discusses a variety of ethnographic genres, including literary journalism, experimental ethnography, feminist ethnography, travel accounts, the memoir, poetry of witness, investigative reporting, documentary image-texts, the ethnographic novel, and autobiographical criticism. The focus of the course is on the dilemmas of writing narratives of place and voice.
ELI 620	Writing I	Various	This dissertation writing course is a wonderful opportunity for graduate students at all stage to learn how to write better, be motivated to write more, and get one-on-one writing advice along the line. You need to bring a major writing project, which is the only requirement to take this course.

<p>Coursera, taught by UM professor</p>	<p>Programming for Everyone (Python)</p>	<p>Charles Severance</p>	<p>This course aims to teach everyone the basics of programming computers using Python. We cover the basics of how one constructs a program from a series of simple instructions in Python. The course has no pre-requisites and avoids all but the simplest mathematics. Anyone with moderate computer experience should be able to master the materials in this course.</p>
<p>CSCAR</p>	<p>R Workshop</p>	<p>Chris Andrews</p>	<p>A two day workshop in R which is a free and open source environment for data analysis and statistical computing. While R contains many built-in statistical procedures, a powerful feature of R is the facility for users to extend these procedures to suit their own needs. Excellent graphing capability is another reason R is gaining wide popularity.</p>
<p>CSCAR</p>	<p>Survey Design</p>	<p>Fred Conrad</p>	<p>This lecture-format workshop presents an overview of available modes and methods of survey data collection as well as an introduction to the survey response process and implications for questionnaire design. Participants gain an appreciation of the tradeoffs inherent in survey design decisions and how design can affect data quality and survey errors. Topics include: Survey errors, in particular measurement, coverage, and nonresponse error; what to consider when selecting a data collection method for a particular research question; Measurement (response) error and how to reduce it through question wording/format and questionnaire structure; the role of the interviewer and interviewer effects.</p>
<p>CSCAR</p>	<p>Stats Review</p>	<p>varies</p>	<p>A one-day, intensive review of common statistical methods of design, measurement analysis and presentation of scientific investigations. The workshop is designed for any scholar engaged in quantitative research.</p>
<p>POLSCI 599</p>	<p>Statistical Methods in Political Research I</p>	<p>Walter Mebane</p>	<p>Detailed theoretical exploration of the mathematics behind statistics; proofs and theoretical math equations and analyses; coding in R program</p>
<p>POLSCI 699</p>	<p>Statistical Methods in Political Research II</p>	<p>Rocio Titunik</p>	<p>Detailed theoretical exploration of the mathematics behind statistics; proofs and theoretical math equations and analyses; coding in R program; you will also learn how to use LaTeX</p>

PSYCH 808	Qualitative Methods (Interviewing)	Sara McClelland	This graduate course is designed to give students and introduction to the philosophical, conceptual, and practical foundations of qualitative methods used in psychological research. The course will survey common types of qualitative inquiry and their theoretical roots, current debates regarding qualitative inquiry, techniques of qualitative data collection and analysis, as well as differences between and the potential for integration of qualitative and quantitative methods. We will take a hands-on approach in this course: assignments and class time will be devoted to readings (both methodological and exemplars of qualitative research) as well as experiential exercises, including interviewing, coding, and data analysis.
Ling 441	Introduction to Computational Linguistics	Steven Abney	This course describes the mathematics of language and provides an introduction to computational linguistics. Topics covered include formal language theory, semantics and logic, probabilistic models, information theory, and learning theory. The course involves no programming and has no specific prerequisites, but good mathematical aptitude and some background in linguistics are strongly recommended.
Ling 514	Semantics & Pragmatics	Ezra Keshet	This course introduces four tools for semantic analysis, their relation to current issues in semantic theory, and their relation to an overall picture of what meaning is and how it is encoded in natural language. The four tools include 1) (intensional) predicate and propositional logic, 2) discourse representation theory, 3) situation theory, and 4) generalized quantifier theory.