Doctor of Philosophy (PhD) in Business Management with a specialization in Strategy and Innovation

Effective January 8, 2018
Doctor of Philosophy (PhD) in Business Management with a specialization in

Strategy and Innovation

The PhD Strategy and Innovation specialization provides learners with a theoretical and practical orientation to the strategies organizations use to create and sustain innovations and compete in today’s business environment. The curriculum emphasizes evidence-based, multi-disciplined research; practices for analyzing global trends and competitive information; seeking innovation opportunities; developing breakthrough strategies; and creating an organizational environment that enables innovation and change. Learners explore trend analysis and foresight planning; processes for identifying risks and innovation opportunities; and strategies for building continued organizational innovation, sustainability, and adaptation. Successful completion of this specialization prepares learners to lead, consult, research, or teach in the area of organizational strategy.
Career Information

Capella’s Career Center proactively assists learners and alumni in developing and implementing their unique career management goals. The Career Center staff is committed to helping you move forward in your career.

RELATED EMPLOYMENT SETTINGS TO EXPLORE

- Land-based or online college or university
- Community college
- Corporation
- Consulting firm
- Government—local, state, federal
- Nonprofit organization
- Insurance firm
- Health care organization
- Manufacturing
- Retail
- Banking/finance

RELATED JOB TITLES TO EXPLORE*

- Adjunct or part-time faculty
- Full-time faculty
- Dean or associate dean of a business program
- Chief executive officer (CEO)
- Chief operating officer (COO)
- President
- Vice president
- Director
- General Manager
- Business consultant
- Director of strategy and operations
- Director, business research

SPECIALIZATION OUTCOMES

- Apply strategy and innovation theory research to generate new knowledge and professional practice in global and diverse environments
- Assess the information needs for effective strategy and innovation and identify, access, and collaborate on the appropriate sources for that information
- Leverage accepted and emerging strategy and innovation theories and practices, structures, systems-thinking, leadership, and processes to bring effective change
- Integrate data needed to support evidence based strategy and innovation with emphasis on emerging trends and technological influences in a global environment
- Apply critical thinking to strategy and innovation using appropriate research techniques
- Demonstrate ethical, effective, and sustainable approaches to strategy and innovation

*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title.
Curriculum

- 24 required courses
- Total program credits: 90 quarter credits

RESIDENCY REQUIREMENTS

Three six-week courses with a four-day embedded residency experience (BMGT-R8925, BMGT-R8926, BMGT-R8927).

CORE COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BMGT8002</td>
<td>Research Processes, Theory and Practice in Global Business</td>
<td>6</td>
</tr>
<tr>
<td>BMGT7086</td>
<td>Developing an Academic Writing Process</td>
<td>4</td>
</tr>
<tr>
<td>BMGT8006</td>
<td>Business Principles and Practices</td>
<td></td>
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<tr>
<td>BMGT8008*</td>
<td>Ethics and Leadership in Global Environments</td>
<td>4</td>
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<tr>
<td>BMGT8010*</td>
<td>Economics in Global Environments</td>
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</tr>
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<td>Accounting and Finance Principles and Practice</td>
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<tr>
<td>BMGT8016*</td>
<td>Strategic Management and Practice</td>
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<tr>
<td>BMGT8018*</td>
<td>The 21st-Century Organization</td>
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<td>BMGT8030</td>
<td>Management Theory Creation</td>
<td>4</td>
</tr>
<tr>
<td>BMGT8032*</td>
<td>Survey of Applied Research Methods</td>
<td>4</td>
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<td>BMGT8034*</td>
<td>Quantitative Research Techniques</td>
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<tr>
<td>BMGT8040*</td>
<td>Advanced Qualitative Research</td>
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<tr>
<td>BMGT8042*</td>
<td>Applied Multivariate Modeling</td>
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<tr>
<td>BMGT-R8925*</td>
<td>PhD Dissertation Research Seminar Track 1</td>
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<tr>
<td>BMGT-R8926*</td>
<td>PhD Dissertation Research Seminar Track 2</td>
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<tr>
<td>BMGT-R8927*</td>
<td>PhD Dissertation Research Seminar Track 3</td>
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SPECIALIZATION COURSES

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<td>Foresight: Anticipating the Future</td>
<td>4</td>
</tr>
<tr>
<td>BMGT8132*</td>
<td>Identifying Opportunities for Innovation</td>
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<td>BMGT8136*</td>
<td>Building an Innovation Strategy</td>
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</tr>
<tr>
<td>BMGT8138*</td>
<td>Advancing Research Paradigms in Strategy and Innovation Theory</td>
<td>4</td>
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</tbody>
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COMPREHENSIVE EXAMINATION AND DISSERTATION COURSES

Upon completion of all required coursework:

- GBUS9919* Doctoral Comprehensive Examination                                  | 3 quarter credits |
- GBUS9960* Dissertation Courseroom                                             | 3 quarter credits |

Learners must register for GBUS9960 a minimum of four times to fulfill their specialization requirements.

*Denotes courses that have prerequisite(s). Refer to the course descriptions for further details.
Core Course Descriptions

BMGT8002 Research Processes, Theory and Practice in Global Business
Learners in this course explore business theories, research, and practice. In particular, learners study the challenges of conducting scholarly research and the practice of leading and managing a business enterprise. Learners explore the depth and breadth of business research, the research methodologies used to conduct it, and potential business research topic areas. Learners are also immersed in a culture of inquiry to focus on strengthening critical-thinking and scholarly writing skills. Must be taken during the learner’s first quarter. Cannot be fulfilled by transfer.

BMGT7086 Developing an Academic Writing Process
In this course, learners focus on developing a process for enhancing and improving their academic writing. Learners assess their individual writing strengths and needs and receive feedback on their writing from courseroom instructors. Using the feedback and appropriate information literacy skills, learners develop and implement a plan for the research, writing, and revision of a specific piece of academic writing.

BMGT8006 Business Principles and Practices
Learners in this course apply theories of organization to critically analyze the organization as an arrangement of systems to develop a holistic understanding of its interrelated, interdependent functions. Cannot be fulfilled by transfer.

BMGT8008 Ethics and Leadership in Global Environments
In this course, learners examine the ethics theory and practice, ethical decision making, and the leader’s role in creating an ethical environment in global business. Learners also explore the ways cultural intelligence fosters multicultural and ethical thinking. Prerequisite(s): PhD in Business Management learners must have completed BMGT7086.

BMGT8010 Economics in Global Environments
Learners in this course examine micro- and macroeconomics from local and global perspectives; evaluate the operation of global markets in using a systems approach in the allocation of scarce resources; and explore current literature in applying economic theory to financial decision making at the individual and organizational level. Prerequisite(s): PhD in Business Management learners must have completed BMGT7086, BMGT8030.

BMGT8012 Marketing Principles and Practice
This course presents marketing principles and best practices. Learners analyze the factors influencing marketing strategy and explore ways to use marketing theory to identify market opportunities and segments. Learners then formulate appropriate marketing strategies to pursue those opportunities and markets from cultural, virtual, and global perspectives. Prerequisite(s): PhD in Business Management learners must have completed BMGT7086, BMGT8030.

BMGT8014 Accounting and Finance Principles and Practice
In this course, learners study the principles and practices of accounting and financial management and the ways they inform business decision making. Learners also explore the impacts of various accounting and financial decisions on organizations. Prerequisite(s): PhD in Business Management learners must have completed BMGT7086, BMGT8030.

BMGT8016 Strategic Management and Practice
Learners in this course examine theories associated with effective strategy development, integration, and implementation across all functional areas of business operations. Learners study the skills required of strategic thinkers and leaders in today's complex global business environment and practice applying them to solve contemporary business issues. Prerequisite(s): PhD in Business Management learners must have completed BMGT7086, BMGT8030.
BMGT8018  The 21st-Century Organization  
In this course, learners explore the breadth and depth of thinking required to make decisions within, adapt to, and lead the 21st-century organization. Learners conduct research on ways to apply various organization and systems theories and the theories of their chosen specialization to identify potential solutions to organizational issues. **Prerequisite(s):** PhD in Business Management learners must have completed BMGT7086, BMGT8006, BMGT8030. Cannot be fulfilled by transfer.

BMGT8030  Management Theory Creation  
Learners in this course examine the philosophical, scientific, and methodological approaches underlying business management theory and research and explore the role of the scholar-practitioner as social and behavioral scientist and purveyor of evidence-based management. Learners analyze the elements of a scientific study and evaluate the ontological, epistemological, and axiological assumptions underlying qualitative, quantitative, and mixed-methods studies. Learners also identify the strengths and limitations of various methodological approaches and provide recommendations for future research based on a review of current and emerging research literature. **Cannot be fulfilled by transfer.**

BMGT8032  Survey of Applied Research Methods  
This course focuses on qualitative, quantitative, mixed-methods, and applied business management and information technology research designs. Learners move beyond conducting literature reviews at the methodological level and focus on research design specific to reliability and threats to validity and on developing their own research proposal. Learners explore the meaning of content and process gaps, problems, and opportunities uncovered during the literature review process. Learners also develop an understanding of research ethics and the role of the Institutional Review Board (IRB). **Prerequisite(s):** BMGT8030. Cannot be fulfilled by transfer.

BMGT8034  Quantitative Research Techniques  
In this course, learners explore the fundamental concepts needed to conduct doctoral-level quantitative research. Learners develop skills related to quantitative research techniques including understanding variables and relationships, selecting quantitative instruments and evaluating their reliability and validity, developing research questions and associated hypotheses, developing ethical sampling approaches and data collection plans, choosing appropriate statistical tests, analyzing data, interpreting results, and drawing conclusions. **Prerequisite(s):** BMGT8032. Cannot be fulfilled by transfer.

BMGT8040  Advanced Qualitative Research  
Learners in this course investigate qualitative inquiry and qualitative research designs based on social constructivist and interpretive traditions appropriate for conducting business management research. Learners explore research problems, questions and design considerations, data collection and analysis, reporting and presentation of findings, and verification of data conclusions. Learners also evaluate qualitative data management software options. This course is recommended for learners who intend to conduct qualitative dissertation research. **Prerequisite(s):** BMGT8034. Cannot be fulfilled by transfer.

BMGT8042  Applied Multivariate Modeling  
Learners in this course review, critique, and apply selected multivariate models appropriate to business management and information technology research designs. Topics include exploratory data analysis, multiple regression, factorial ANOVA, MANOVA, discriminant analysis, factor analysis, structural equation modeling and emerging multivariate data analytical techniques. This course requires the use of analytical software. **Prerequisite(s):** BMGT8034. Cannot be fulfilled by transfer.
Specialization Course Descriptions

**BMGT8130  Foresight: Anticipating the Future**

Learners in this course study the ways organizations proactively anticipate and plan for future growth opportunities. Learners examine the scanning tools and technologies organizations use to develop meaningful information about the future environment; models for understanding and analyzing global trends; and new lenses for scanning, synthesizing, and analyzing strategic and competitive data. **Prerequisite(s): PhD in Business Management learners must have completed BMGT7086, BMGT8006, BMGT8030. Cannot be fulfilled by transfer.**

**BMGT8132  Identifying Opportunities for Innovation**

In this course, learners examine the methods and collaborative processes organizations use to identify opportunities for innovation, including scenario planning and future visualization techniques. Learners also explore ways to identify risk, develop contingency plans in light of disruptive change, and communicate and disseminate those risks and plans. **Prerequisite(s): PhD in Business Management learners must have completed BMGT7086, BMGT8006, BMGT8030. Cannot be fulfilled by transfer.**

**BMGT8134  Competing with Disruptive Innovation**

This course presents the disruptive innovation strategies organizations use to lead the competition. Learners examine ways to reinvent industry competition and move beyond the concept of competitive strategy to developing breakthrough strategies and value innovation. **Prerequisite(s): DBA learners must have completed DB8130 and DB8132, or BMGT8130 and BMGT8132. PhD in Business Management learners must have completed BMGT7086, BMGT8006, BMGT8030. Cannot be fulfilled by transfer.**

**BMGT8136  Building an Innovation Strategy**

In this course, learners examine the ways organizations build innovation strategies to enhance organizational sustainability and adaptation. Learners analyze the organizational elements that support a culture of innovation and change and the development of idea-generation systems, flexible processes, governance structures, and evaluation metrics. **Prerequisite(s): DBA learners must have completed DB8130 and DB8132, or BMGT8130 and BMGT8132. PhD in Business Management learners must have completed BMGT7086, BMGT8006, BMGT8030. Cannot be fulfilled by transfer.**

**BMGT8138  Advancing Research Paradigms in Strategy and Innovation Theory**

Learners in this course focus on analyzing scholarly literature and emerging research trends for the purpose of advancing research in strategy and innovation. The course is designed to help learners refine and develop critical thinking skills as they evaluate, synthesize, and integrate strategy and innovation constructs. As part of this process, learners construct strategy and innovation research questions, synthesize literature, and select appropriate methodologies. **For PhD in Business Management and PhD in Organization and Management learners only. Prerequisite(s): BMGT8130, BMGT8132, BMGT8134. Cannot be fulfilled by transfer.**
Comprehensive Examination and Dissertation Course Descriptions

GBUS9919  Doctoral Comprehensive Examination  
3 QUARTER CREDITS

This course includes an overview of the comprehensive examination process, the university’s expectations of academic honesty and integrity, the three core themes of the examination, and the evaluation criteria. The courseroom mentor provides three questions addressing the core themes. Learners write answers to the comprehensive examination questions. Answers are evaluated by faculty readers using point-scale scoring rubrics. Upon passing the comprehensive examination, learners are eligible to register for the first dissertation course.  
*Grading for this course is S/NS. Prerequisite(s): Completion of all required and elective coursework with a cumulative GPA of 3.0 or better. Completion of practicum courses, if applicable. Fulfillment of all residency requirements. Cannot be fulfilled by transfer.*

GBUS9960  Dissertation Courseroom  
3 QUARTER CREDITS EACH

This course provides learners with resources, guidance, and peer and mentor support during each dissertation course as they complete the required milestones.  
*Grading for this course is S/NS. Learners must register for this course a minimum of four times to fulfill their specialization requirements. Prerequisite(s): BMGT9919 or OM9919 or GBUS9919. Cannot be fulfilled by transfer.*

Residency Course Descriptions

BMGT-R8925  PhD Dissertation Research Seminar Track 1  
3 QUARTER CREDITS

The intensive, six-week PhD Dissertation Research Seminar Track 1 includes both an online courseroom and a face-to-face weekend residency experience. Learners interact with peers and faculty as they participate in online courseroom and weekend residency activities that emphasize applying the research skills necessary to initiate the development of a dissertation research plan. Throughout the course, learners focus on identifying a theory, topic, and research problem appropriate for their specialization. Track 1 learners must also complete PhD Dissertation Milestone 1 (Research Ethics Education). Following the weekend residency experience, learners complete a final assessment that demonstrates Track 1 learning outcomes.  
*For PhD in Business Management and PhD in Information Technology learners only. Cannot be fulfilled by transfer. Prerequisite(s): BMGT8030.*

BMGT-R8926  PhD Dissertation Research Seminar Track 2  
3 QUARTER CREDITS

The intensive, six-week PhD Dissertation Research Seminar Track 2 includes both an online courseroom and a face-to-face weekend residency experience. Learners interact with peers and faculty as they participate in online courseroom and weekend residency activities that emphasize applying the research skills necessary to develop a research question and to select an appropriate dissertation topic. In Track 2, learners complete PhD Dissertation Milestone 2 (Topic Approval). Following the weekend residency experience, learners complete a final assessment that demonstrates Track 2 learning outcomes.  
*For PhD in Business Management and PhD in Information Technology learners only. Prerequisite(s): BMGT-R8925. Cannot be fulfilled by transfer.*

BMGT-R8927  PhD Dissertation Research Seminar Track 3  
3 QUARTER CREDITS

The intensive, six-week PhD Dissertation Seminar Track 3 includes both an online courseroom and a face-to-face weekend residency experience. Learners interact with peers and faculty as they participate in online courseroom and weekend residency activities that emphasize applying the research skills necessary to detail a methodological design, sampling plan, and strategy for data analysis. In Track 3, learners complete PhD Dissertation Milestone 5 (Research Plan Approval). Following the weekend residency experience, learners complete a final assessment that demonstrates Track 3 learning outcomes.  
*For PhD in Business Management and PhD in Information Technology learners only. Prerequisite(s): BMGT-R8926. Cannot be fulfilled by transfer.*
Recommended Course Sequence

This recommended course sequence assumes learners take two courses per quarter. Some learners elect to take fewer or more based on workload and the amount of time available for graduate study.

At each residency, learners work intensively on their topic, methodology, literature review, and research plan with the goal of developing an efficient path through the dissertation milestone process. For more information on residencies, visit https://campus.capella.edu/web/residencies/phd-colloquium.

Learners complete their first five dissertation milestones within their residency courses.

The comprehensive examination and dissertation courses are milestone dependent, not quarter dependent. Learners must successfully complete the comprehensive examination before registering for dissertation courses.

Dissertation milestone completion time varies based on learner progress. Reference the PhD Milestone Guide to better understand each step in the dissertation and milestone process.

### YEAR 1 COURSES

| Q1  | BMGT8002 | Research Processes, Theory and Practice in Global Business |
| Q2  | BMGT7086 | Developing an Academic Writing Process |
| Q3  | BMGT8006 | Business Principles and Practices |
| RESIDENCY  | BMGT8030 | Management Theory Creation |
|          | BMGT-R8925 | PhD Dissertation Research Seminar Track 1 |
| Q4  | BMGT8008 | Ethics and Leadership in Global Environments |
|      | BMGT8130 | Foresight: Anticipating the Future |

### YEAR 1 DISSERTATION MILESTONES

1. Research Ethics Education Completion

### YEAR 2 COURSES

| Q5  | BMGT8010 | Economics in Global Environments OR Accounting and Finance Principles and Practice |
| Q6  | BMGT8014 | Accounting and Finance Principles and Practice |
|     | BMGT8132 | Identifying Opportunities for Innovation |
| RESIDENCY  | BMGT8032 | Survey of Applied Research Methods |
|          | BMGT-R8926 | PhD Dissertation Research Seminar Track 2 |
| Q7  | BMGT8034 | Ethics and Leadership in Global Environments |
| Q8  | BMGT8012 | Competing with Disruptive Innovation |
|     | BMGT8016 | Marketing Principles and Practice OR Strategic Management and Practice |
|     | BMGT8036 | Building an Innovation Strategy |

### YEAR 2 DISSERTATION MILESTONES

2. Topic Approval

### YEAR 3 COURSES

| Q9  | BMGT8138 | Advancing Research Paradigms in Strategy and Innovation Theory |
| Q10 | BMGT8018 | The 21st-Century Organization |
| RESIDENCY  | BMGT8040 | Advanced Qualitative Research OR Applied Multivariate Modeling |
|          | BMGT8042 | Advanced Qualitative Research OR Applied Multivariate Modeling |
|          | BMGT-R8927 | PhD Dissertation Research Seminar Track 3 |
| Q11 | GBUS9919 | Doctoral Comprehensive Examination |
| Q12 | GBUS9960* | Dissertation Courseroom |

### YEAR 3 DISSERTATION MILESTONES

3. Mentor-Approved Research Plan
4. Committee-Approved Research Plan
5. Scientific Merit Approval
6. Institutional Review Board Approval
7. Pre-Data-Collection Conference Call

### YEAR 4 COURSES

| Q13 | GBUS9960* | Dissertation Courseroom |
| Q14 | GBUS9960* | Dissertation Courseroom |
| Q15 | GBUS9960* | Dissertation Courseroom |

### YEAR 4 DISSERTATION MILESTONES

8. Mentor-Approved Chapters 1 & 2
9. Mentor-Approved Chapters 3, 4, & 5
10. Committee-Approved Dissertation
11. School-Approved Dissertation
12. Format Editing Completion
13. Final Conference Call
14. Final Manuscript Approval
15. Manuscript Submitted for Publication
16. Dean’s Final Manuscript Approval

*Dissertation Courseroom milestones take, on average, four to eight quarters to complete.
Financial Aid

There are many financial aid options available to help you offset tuition costs.

Contact an enrollment counselor at 1.888.CAPELLA (227.3552) to discuss your financial aid opportunities.

Capella University offers assistance to learners who qualify and would like to secure educational funding to help finance their academic program. A number of options are available, given the diverse needs and backgrounds of prospective learners. Options include:

- Federal Direct Stafford Loan Program
- Federal Direct PLUS Loan Program
- Non-federal loans through preferred lenders and financial institutions
- Capella scholarships
- External scholarships
- Veterans’ educational benefits and U.S. armed forces discounts
- Corporate and higher education alliances
- Employer tuition reimbursement

Regarding loan programs, interest rates for Stafford student loans are low compared to other types of consumer loans, and repayment can be deferred until after graduation. In compliance with federal and state laws, Capella University has established policies for all learners regarding satisfactory academic progress, which is necessary for financial aid eligibility.

Tuition and Fees

This tuition estimate is effective July 10, 2017, and is subject to change. Total program cost can vary based on several factors, including courses per quarter, comprehensive examination and dissertation course completion time, and fees. Contact an enrollment counselor at 1.888.CAPELLA (227.3552) to discuss your specific situation.

<table>
<thead>
<tr>
<th>TUITION/FEE</th>
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<tbody>
<tr>
<td>Tuition per credit</td>
<td>$925</td>
</tr>
<tr>
<td>Quarterly tuition per six or more credits</td>
<td>$5,000</td>
</tr>
<tr>
<td>Resource kit per quarter</td>
<td>$175</td>
</tr>
</tbody>
</table>

Learners may take one to three courses per quarter. Learners are responsible for the cost of their travel, accommodations, food, and other expenses associated with residency requirements.

Digital course materials covered by the quarterly resource kit fee offer advantages such as immediate mobile access to books; fast, easy full-text search of materials; digital note-taking; and peer collaboration through note sharing.

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Academic Leadership

Rhonda Capron, EdD
Dean
Dr. Rhonda Capron is an accomplished leader with remarkable business acumen, extensive academic experience and professional relevance within the confluence of today’s transformative marketplace. She brings a unique blend of background and experience to Capella as a seasoned executive and higher education leader with more than 15 years of experience successfully leading strategic initiatives and operations within high-tech businesses. She also has 10 years in higher education, including extensive, hands-on experience teaching; faculty and staff leadership; academic programming; curriculum development; and strategic planning. Dr. Capron joined Capella in 2016. She was previously the academic dean of the School of Business at University of Phoenix. Prior to that position, she held a number of academic leadership roles at William Jessup University in Rocklin, California. In addition she has an extensive background in both the business sector and the military. Rhonda was vice president of support services and software as a service at Oracle Corporation, and she served as the deputy director for operations within the Departments of Army and Energy.

Cheryl Bann, PhD
Associate Dean
Dr. Cheryl Bann is the associate dean of business in Capella’s School of Business and Technology. She has worked with Capella since 2002, initially as adjunct faculty and then, beginning in 2004, as core faculty. Prior to joining Capella, Dr. Bann spent more than 30 years working in the corporate sector (at General Mills and Dain Bosworth), in government (at the Minnesota Trade Office), and in a private consulting practice. In addition, she possesses extensive international experience as a consultant on more than 45 USAID projects in 15 countries, as well as teaching experience at the bachelor’s, master’s, and doctoral levels. Dr. Bann’s educational background includes a BA in Physiology and a BS in Business from the University of Minnesota–Twin Cities, an MBA from the University of St. Thomas, and both an MS in Instructional Design for Online Learning and a PhD in Organization and Management with a specialization in Leadership from Capella University. In 2006, Dr. Bann was a recipient of Capella's Harold Abel Distinguished Faculty award.

Maudie Gallop Holm, PhD
Faculty Chair
Maudie Holm serves as the faculty chair for the PhD, Business Management specializations in Capella University’s School of Business and Technology. She oversees the program’s operations, faculty and learners. Dr. Holm had previously been core faculty member and joined Capella in 2003. She received the Harold Abel Distinguished Faculty award in 2008 and has chaired over 20 dissertations, served as SME for Organization Theory and Management Education, and taught in the core business curriculum. She has published over 25 articles in practitioner journals and has presented fieldwork at national and international conferences. Dr. Holm possesses diverse organizational development and training experience in private and public sectors, manufacturing, publishing, and academe. She holds a PhD in Urban Education Administration and Organization Behavior, MEd in Adult Development and Learning Psychology and a BA in Organizational Communications from Cleveland State University.
Move Forward with Capella University

WORKING SCHOLARS
Capella provides an online, flexible learning environment for working adults who are also determined scholars. That connection between academic and professional work infuses the entire Capella experience—from the faculty we recruit to the course projects you complete. The theories discussed in the course room are designed to develop working knowledge for everyday situations.

AN ACCREDITED UNIVERSITY
Our accreditation* is an assurance to students, employers, and the public that Capella University meets established standards for quality of faculty, curriculum, and learner services. It is also an important factor in the ability to transfer credits among higher education institutions. Regional accreditation, the type held by Capella, is the most common type for major public, state, and private institutions in the United States.

VALUING YOUR KNOWLEDGE AND EXPERIENCE
Adults bring a wealth of experience and learning to their education. Capella courses are designed to bring out your perspectives just as you gain from others’ ideas. Your knowledge can also be worth time and money: An enrollment counselor can help you estimate how much of your prior learning may apply toward your Capella degree program.

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Important Information about the educational debt, earnings, and completion rates of students who attended this program: http://capellaresults.com/assets/includes/gainfulemployment/cta/GE/GE15/doctoral/PhD_Bs_Mgt_Strategy_Innovate_gedt.html.