

PhD in Business Administration

Your Coursework

Concordia University Wisconsin's PhD in Business Administration develops advanced research and leadership skills through a 60-credit program focused on interdisciplinary methods and ethical leadership. Students begin their dissertation from day one, ensuring continuous progress. Two, three-day residencies foster collaboration and connect research to real-world business challenges. The program promotes both academic excellence and personal growth, empowering students to lead with integrity and impact rooted in Christian values.



Your Dissertation

At Concordia University Wisconsin, your dissertation journey begins right in the first class, marking a pivotal step in your doctoral experience. This early start sets a clear, focused path, allowing you to complete your degree in as little as three years. With structured dissertation advising classes, you'll follow a well-defined roadmap with continuous guidance through each phase of your dissertation. Paired with personalized mentorship from a dedicated research chair, you'll receive valuable support and expert feedback, giving you the confidence to develop and perfect every chapter of your work.

Your Career

With a strong emphasis on original research and theory development, PhD holders often pursue roles as university professors, researchers, and policy advisors. This degree is ideal for individuals passionate about advancing business knowledge, shaping organizational practices, or contributing to policy development through rigorous academic inquiry.

Course Number	Course Description	Credits
BUS 9420	Introduction to Scholarship - This course will provide an introduction to academic scholarship and doctoral studies for doctoral of business administration students. Students will become acquainted with university resources, technologies, policies, the dissertation research process and scholarly writing.	3
BUS 9423	Scholarship Inquiry - The objective of the course is to provide an introduction to research inquiry for applied research. This course offers an overview of paradigms and techniques used in social science by examining their essential core elements. Students will utilize common research lenses to shape and view their research topic.	3
BUS 9101	Christian Faith, Business, and Values - Christian Faith, Business and Values: With the assistance of parables, this course will examine emerging business practices through the lens of Christian ethics, which are important for organizational success and sustainability. Students in this course will continue to develop practices that help establish scholarly and practical applications toward ethical leadership. This allows for a healthy integration of Christian values and viable business practices conducive to producing quality outcomes.	3
BUS 9400	Dissertation Advising (1 credit, taken 6 times) - This course will provide students a structured opportunity to work with their Research Advisor every semester. In BUS 9400, students will find resources and be required to submit all major steps in the dissertation writing process from beginning to dissertation completion. At the end of this continual, self-paced, pass/fail course, students will have completed and submitted their proposal, preliminary examination, dissertation, IRB approval, as well as their peer reviewed journal article or approved conference proceedings, in addition to all required forms needed for graduation. BUS 9319, 9327, 9335, 9339, 9360 were all cut when we did the specialization consolidation.	3
BUS 9300	Doctoral Research and Writing (Chapter 2) - This course will provide guidance for doctoral of business administration students in writing Chapter 2, the Literature Review, of the dissertation. Students will engage in the writing process as a foundation for preparing their Literature Review and will become acquainted with identifying, organizing, and synthesizing resources to engage in scholarly writing. Prerequisites: (DBA 9010 or BUS 9420).	3
BUS 9328	HRD in Action: Driving Change and Performance - This doctoral-level course explores the critical link between organizational performance, change initiatives, and the strategic role of Human Resource Development (HRD) in driving both. You'll gain a comprehensive understanding of how HRD practices can be leveraged to assess an organization's effectiveness, design and implement successful change strategies, and ensure those changes lead to lasting performance improvements.	3
BUS 9421	Statistics for Research - Survey of quantitative data analytics methodologies and tools to aide in complex problem solving across large variety of industries and business settings. Topics covered will include, but are not limited to, descriptive and inferential statistics, tools such as SPSS or R, data visualization, and case studies, applying methods and tools to real world problems.	3
BUS 9422	Quantitative Research Design - Students in this course apply their knowledge of statistics as they analyze and interpret quantitative data within a research design related to business administration. Students develop and evaluate a quantitative research design, use SPSS to complete various types of analyses, and develop the skills to write the methods and results sections of a quantitative research article. Prerequisites: (DBA 9115 or BUS 9421).	3
BUS 9424	Qualitative Research Design - This course will provide guidance for Doctoral of Business Administration students in understanding Qualitative Research Design. Students will engage in qualitative research. Students will develop a core foundation from the beginning to end of the process on how to conduct a qualitative research study, how to write up a study for a dissertation, as well as discover the five most common qualitative research study approaches. Prerequisites: (DBA 9010 or BUS 9420) and (DBA 9120 or BUS 9423).	3

Course Number	Course Description	Credits
BUS 9301	Doctoral Research and Writing (Chapter 1) - BUS 9301 Doctoral Research and Writing Chapter 1 is the second part of a series of courses designed to guide students through the development of their research and dissertation. The course will provide a foundation for writing Chapter One in the student's Doctor of Business Administration dissertation. The major key elements that will be included are the background, problem statement, research purpose, significance of the student, research questions, hypotheses (if applicable), definition of terms, delimitations of the study, limitations and assumptions of the study, and the researcher's perspective. Upon completion of the course, a draft of Chapter One will be completed for students to review with their dissertation advisors/research chairs.	3
BUS 9131	Quantitative Business, Quality Management and Productivity - BUS 9131 is a case study-based course to evaluate Quality Management and Operational Excellence Frameworks that helped companies with developing core competencies to achieve market leadership positions in their respective industries. We will survey approaches to TQM in various industries and apply concepts of Quality as defined by external and internal stakeholders. The course will conclude with infamous case studies where this went terribly wrong, and learn how these failures reshaped corporate responsibility and legislation.	3
BUS 9302	Doctoral Research and Writing (Chapter 3) - BUS 9302 Doctoral Research and Writing Chapter 3 requires doctoral students to demonstrate they have developed all the components of a professional dissertation research methodology from conceptualization to analysis. BUS 9302 is the third part of a series of courses designed to guide students through the development of their research and dissertation. The methodology development process includes selecting the most appropriate research methods to address specific research questions; quantitative, qualitative, and mixed-methods approaches to research; designing the data collection; identifying and applying ethical considerations to research; preparing to conduct quantitative and qualitative empirical analyses; developing a plan to report and disseminate the results; and preparing to deliver a formal research proposal to the dissertation committee.	3
BUS 9426	Advanced Qualitative Research - Students in this course will gain a comprehensive understanding of complex issues in qualitative research and how qualitative analysis advances knowledge through theory-building. The course focuses on the conceptual alignment of research aims, data collection, analysis, and development of findings responsive to the aims. Students will engage in hands-on analysis of qualitative data triangulated with diverse data sources and types, learn about quality checks, and have the opportunity to pilot test research instruments within a framework of ethical research practices. Prerequisite: BUS 9424.	3
BUS 9427	Advanced Qualitative Research - Students in this course apply their statistical knowledge in creating deeper patterns for analysis of both exploratory and explanatory phenomena. Students will build upon skills learned in BUS 9422 by synthesizing and interpreting quantitative data within a research design related to business administration and will be able to produce advanced analysis incorporating the use of Qualtrics as well as SPSS software. Prerequisites: BUS 9421 and 94422.	3
BUS 9425	Mixed Methods Research - Students in this course will explore mixed method approaches which combine inductive and deductive thinking in offsetting limitations of exclusively quantitative and qualitative research through a complementary approach which maximizes the strengths of each data type and facilitates a more comprehensive understanding of business issues and potential resolutions. Prerequisites: BUS 9421, 9422 and 9424.	3
BUS 9428	Emerging Qualitative Research Design and Methods - This course will cover how participatory photography research methods can be used by scholarly researchers to gain a deeper understanding and knowledge of topics related to business applications. Students will learn how to develop and implement a research study that includes participant photography as the research method. Prerequisite: BUS 9424.	3
BUS 9499	Dissertation Capstone - The capstone class is an opportunity for doctoral students to reflect upon their doctoral journey from a faith driven, Christian perspective. With their newfound status as a researcher, students will create a personal future research plan in their area of specialization. They will also create a future faith plan to identify how they will live out CUW's mission as graduates.	3

