

UNIVERSITY OF GHANA BUSINESS SCHOOL

DEPARTMENT OF ACCOUNTING

PHD IN ACCOUNTING

Background and Justification

The University of Ghana Business School regenerated itself at the start of the 2004/2005 academic year as a full fledged faculty of the University of Ghana headed by a Dean with six academic departments, namely, the Departments of Accounting, Finance, Marketing, Operations and Management Information Systems, Organization and Human Resource Management, and Public Administration and Health Services Management. This new structure was to make the School fit more into the manner in which business schools evolve and are run in the contemporary world.

The School is now revising its academic programmes to be consistent with its new structure as a business school with the status of a faculty and departments and to be consistent with the modern world.

Objectives of Programme

This programme is being revised to serve as a four-year programme aimed at providing rigorous grounding in the subject matter of Accounting within the general field of management to highly qualified Masters in Accounting degree holders for academic careers in tertiary educational institutions and other careers that require skill-mix in research.

Admission Requirements

The programme is opened to any candidate with a good Masters degree in Accounting and related area from a recognized University.

Graduation Requirements

Course Work 18 - 24 credits

PhD Seminars 12 credits

Thesis 45 credits

Total credits 75 - 81 credits

Duration of Study Programme

The duration of the programme shall normally take four years for full-time programme and six years for part-time.

Programme Structure

Year 1	Credit
<i>Semester I</i>	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Qualitative Research Methods	3
ACCT 701: Corporate Social Responsibility Reporting	3
Elective (Choose One)	
FINC 701: Advanced Financial Economics	3
FINC 703: Advanced Microeconomics	3
PAHS 705: Scope of Public Administration and Management	
Total Credits	12
<i>Semester II</i>	
UGBS 702: Advanced Quantitative Research Methods	3
ACCT 702: Integrated Tax Planning and Financial Reporting	3
ACCT 704: Contemporary Issues in Accounting Research	3
Electives (Choose One)	
FINC 704: Financial Econometrics	3
FINC 706: Advanced Macroeconomics	3
PAHS 704: Applied Policy Analysis	3
Credits	12
Total Credits	24
Year 2	
<i>Semester I</i>	
ACCT 710: PhD Seminar I: Proposal	3
ACCT 700: Thesis	-
<i>Semester II</i>	
ACCT 720: Seminar II - Experiential Research Learning	3
ACCT 700: Thesis	-
Total Credits	6
Year 3	
<i>Semester I</i>	
ACCT 730: Seminar III: Progress Report	
ACCT 700: Thesis	-
<i>Semester II</i>	
ACCT 730: Seminar III	3
ACCT 700: Thesis	
Total Credits	3
Year 4	
<i>Semester I</i>	
ACCT 740: Seminar IV: Findings	-
ACCT 700: Thesis	-
<i>Semester II</i>	
ACCT 740: Seminar IV	3
ACCT 700: Thesis	45
Total Credits	48

Course Descriptions

UGBS 701: Philosophy of Management Research

This course focuses on contemporary debates that surround various philosophical paradigms in management research and the rationale for choosing an appropriate one. Specific topics include subjectivity/objectivity, inductive/deductive arguments, scientific method/social constructivism, ontological and epistemological perspectives in management research, positivist paradigm, interpretive paradigm, critical paradigm, and criteria for evaluating research under each of these paradigms.

UGBS 702: Advanced Qualitative Research Methods

This course provides advanced training in qualitative research. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (NviVO 9.1).

UGBS 703: Advanced Quantitative Research Methods

This course is designed to provide, in depth and applied approach to quantitative research. Topics covered include: advanced issues in planning sample sizes, parametric and non-parametric tests and random ANOVA model, multi-factor analysis of variance, analysis and planning of two-factor studies – equal sample sizes, unequal sample sizes in two-factor studies, analysis of covariance. Difference equations, distributed lags and ARCH, AR models and unit roots will also be covered. The course also covers the use of software for statistical analysis and presentation of results.

ACCT 701: Corporate Social Responsibility Reporting Course Description

This course focuses on the disclosure of non-financial information about a firm's operations to external parties such as capital holders, shareholders, creditors and other authorities. The Global Reporting Initiative (GRI) highlighting on the need for all organizations to report on economic, environmental and social performance is also discussed in this course. At the end of the course students at the doctoral level must appreciate the collective impact of corporate policies and practices on the organization's performance at economical, ecological and social levels, commonly known as the triple bottom line or Triple-P's; People, Planet & Profit of corporate body as the holder of resources.

PAHS 705: Scope of Public Administration and Management Course Description

This course focuses on advanced theoretical and empirical foundations in addressing government activity. With the growing body of public sector workings, the scope of public administration has grown to encompass new public management models. Students will also be exposed to effective managerial practice, techniques of administration, obligations of public administrators, values, ethics and morals of public administrators. Topics to be covered include: models of

administrative systems; organizational patterns for administration; concepts of system transformation; administration in developed and developing nations; bureaucracies and political systems; characterizing the new public management; public sector restructuring; process of transformational change and change management process.

ACCT 702: Integrated Tax Planning and Financial Reporting

Course Description

This course integrates tax and accounting issues into cases for discussion in class. It provides students with an approach to both prepare and interpret the income tax liability and expense on financial statements in accordance with generally accepted accounting principles. Effective tax planning strategies including corporate reorganizations, financing strategies, etc., towards achieving a total corporate tax liability minimization is also highlighted in this course.

ACCT 704: Contemporary Issues in Accounting Research

Course Description

This is a comprehensive course that discusses topical issues on the contemporary accounting research agenda. Critical attention is however placed on financial management issues in the public sector of Ghana and their impacts on the development agenda of the country as the state remains the largest employer and holder and protector of natural resources. Issues in financial management systems of the public sector, corporate financial reporting practices and their impacts on public tax revenue mobilization, general corporate governance challenges in promoting the development of capital and money markets, etc are discussed in this course.

FINC 701: Advanced Financial Economics

This course focuses on advanced issues in the mainstream areas of modern finance. The course provides a rigorous treatment of advanced theory and practice of financial economics. It helps students to develop a thorough understanding of economic and financial theory. It extends some of the topics covered in corporate finance and introduces new areas emphasizing the application of financial economic concepts and models to corporate financial and investment decisions. The course will study a wide range of optimal investment/consumption problems that arise in theory and practice - asset pricing, efficient market hypothesis, portfolio diversification, applications of linear factor models, Foreign exchange markets, etc.

PAHS 704: Applied Policy Analysis

This course focuses on the core theoretical debates in policy design and implementation analysis and the application of such concepts in policy analysis. Students taking this course will learn to appreciate the strengths and weaknesses of these theoretical perspectives and their various heuristic values for policy analysis. Topics to be covered include: top-down and bottom-up perspectives of policymaking and implementation; new/old political economy approaches; advocacy coalition theories; punctuated equilibrium theory and society-centred and state-centred perspectives. In addition, theories of policy instruments and policy typologies will be examined.

FINC 703: Advanced Microeconomics

This course provides an advanced treatment of selected microeconomic topics, at the graduate level, that serve as bases for modelling micro data. The details and the rigor of the selected topics

are in line with the materials covered in Hal Varian and Eugene Silberberg and Wing Suen. Topics covered include, but not limited to, production technology, profit maximization, cost minimization, market structures, game theory, public good, externalities and information economics

FINC 706: Advanced Macroeconomics

This course provides advanced analytic tools to help understand how the economy functions in aggregate. The primary purpose of the tools is to explain market behaviour and uncertainty, consumption, savings, investment, prices and the rate of interest. The course devotes attention to both short-run and long-run fluctuations. Topics include inflation, private investment, monetary and fiscal policy, and economic growth.

FINC 704: Financial Econometrics

The course deals with essential econometric methods and important empirical facts and areas of current research interest. The focus is on applications of econometric methods in finance. It covers applications of time-series (macro) econometrics (much of asset pricing), but also some key issues in panel data (micro) econometrics (mostly corporate finance). Topics include tests of asset pricing models, return predictability in time-series and cross-section, empirical studies of asset market imperfections, studies of individual and professional investor behaviour, and identification and specification issues in empirical corporate finance.

Seminars

Regular seminars are planned for PhD students at various stages of the programme to present their proposal, research experience, work-in-progress and final thesis report as follows:

ACCT 710: Seminar I

During Seminar I, students will present their PhD proposal.

ACCT 720: Seminar II

During Seminar II, students will present on their experience and lessons gained from internship/experiential learning.

ACCT 730: Seminar III

During Seminar III, students will present on their research work-in-progress.

ACCT 740: Seminar IV

During Seminar IV, students will present on their provisional findings thesis report

YEAR 2: Experimental Learning Programmes

The activities of the second year PhD programmes are geared towards guiding students to put theory into practice by engaging in research projects that will require them to apply the theories and skills they have acquired into gathering data, analysing them, writing reports, and presenting them at academic seminars, conferences and workshops. Students will also be guided to acquire specific techniques and expertise in the design, conduct and evaluation of research activities as well as literature reviews and development of methodologies to be used in their PhD research. The various activities will help them to be well grounded in various research activities.

Seminar/Conference Participation

Students will be required to participate in and present papers individually, in teams, or jointly with faculty at departmental seminars, UGBS conferences, seminar series and doctoral consortia as well as credible international information systems conferences and workshops such as African Accounting and Finance Association Conference (AAFA), International Association of African Business and Development Annual Conference (IAABD), University of Ghana Business School Annual Conference (UGBS), American Accounting Association Conference (AAA), International Conference on Accounting Studies (ICAS), International Conference on Accounting and Finance (ICAF), Annual Contemporary Accounting Research Conference, and London Business School Accounting Symposium. Through such forums, students will have the opportunity to interact with senior academics who can serve as their mentors and other PhD students for academic networking.

Participation in Research Projects

In addition to the general activities outlined above, students will be engaged in on-going research projects in the departments, including the following:

A: Globalization, Earnings Management and Adoption of International Standards of banks in Africa (PI: Dr. Mohammed Amidu)

This study analyses the implications of globalization and the adoption of international standards (IFRS) for accounting information quality. It employs a sample of 329 banks in 29 countries leading up to the implementation of IFRS to test for two related hypotheses. First, banks financial statements are prepared on the basis of international standards as national economies are integrated when government's policies are diffused. Building on these results, the second test suggests that the relatively high quality earnings among banks in developing economies during the period is attributed to the use of international standards. Students who will participate in this research would benefit from having a scientific insight into a comparative cross-country study across developing countries on how to manage accounting information quality for banking development and stability.

B: Do firms manage earnings and avoid tax for corporate social responsibility? (Co-PIs: Dr. Mohammed Amidu and Dr. Simon Harvey)

This study embeds corporate tax avoidance and earnings management within an agency framework and later incorporates Corporate Social Responsibility using the Stakeholder theory. It empirically analyses the interaction among corporate social responsibility, earnings management and tax avoiding employing a dataset from emerging economy. In particular, it investigates two related hypothesis. First, corporate tax avoidance increases earnings management. Second, corporate social responsibility is associated with the high quality of accounting information and less earnings management. This study is conducted in the context of a developing country where the capital market is relatively undeveloped and taxation is the main source of government financing. Furthermore, conducting this study in developing countries is very important because of the changes in financial reporting standards coupled with the changes in prudential regulations, have increased the effect of perception and the reporting behaviour of firms. The students will gain opportunity of understanding and appreciate the use of different

econometrics tools. Students will be able to deal with robust research from both positivist and interpretivist paradigms.

**C: Performance Management and Accountability in Ghanaian Local Governments
(Co-PIs: Dr. Mohammed Amidu and Dr. S.N.Y. Simpson)**

This project “*Performance Management and Accountability in Ghanaian Local Governments*” seeks to examine the ways in which public sector performance management reform is transforming the fundamental financial management systems/structures and internal control and accountability practices within local governments in Ghana. Improving performance measurement, management and accountability systems is one of the salient reform initiatives deployed in the late 1990s for modernizing local government administration in Ghana. Students will gain opportunity of using both qualitative and quantitative research methods to develop an empirical understanding of the conduct of performance management practices among Ghanaian local government administration.

D: The measurement, determinants and implications of competition in the Africa banking sector: A new industrial organization perspective (PI: Dr. Mohammed Amidu)

This project is structure along two distinctive African public policy debates related to banking, whereby one problem is further decomposed into two different analyses. To this end, one paper is devoted to each of the three different lines of research. However, what is common to these distinct lines of research is their focus on the effect of competition. Students who will participate in this research will be able to employ different estimation techniques and methodologies, a large panel dataset, and using a novel approach to each line of research.

E: Understanding the use of balanced scorecard in the context of state-owned enterprises in developing countries: a case from Ghana (PI: Dr. S.N.Y. Simpson)

This project examines the adoption and implementation Balanced Scorecard (BSC) from the context of a developing country and relatively less researched tier of the public sector - SOEs. This stems from the search for a performance measurement and management (PMM) framework (s) for public sector organisations, which appears to have been elusive over the years. Students who participate in this project will be exposed to contemporary performance management framework in the public sector and a theory novel to the public sector and business management in general.

F: Accounting for and Governance of Public Private Partnership [PPP] [PI: Dr. C. Agyenim-Boateng]

This is a larger project on Public Private Partnerships in Ghana. The project is located in the broad context of the neo-liberalist agenda to reform Ghana’s public sector, which, as in other countries, has seen the commercialisation and financialisation of the public sector. While this reform process has affected many aspects of public life globally, the particular focus of this project is on the policies that encourage private sector companies’ involvement in the provision of public infrastructure and some related services by various forms of Public Private Partnership (PPP) arrangements. The project is organised into a number of studies, which examine the accounting and governance of Public Private Partnerships (PPP). Drawing on Giddens’ structuration theory, the project examines how human agents interact with these partnership

structures and analyses the effects on financial disclosures and public accountability for taxpayers' investments. A cross case analysis is adopted to investigate PPP schemes in Ghana and a combination of interviews and analysis of financial statements and publicly available official documents is employed. Students who will participate in this project will gain knowledge and skills required for the conduct of case study research. Also, they will appreciate the relevance of Giddens' structuration theory in revealing the dynamism, conflicts and contradictions in Accounting and Governance practices.

G: Investigating and Understanding Changes in the Annual Reports of a Public Enterprises: A longitudinal Perspective (1961 to 2010) (PI: Dr. S.N.Y. Simpson)

This research documents an account of the evolution of corporate reporting in the annual report of public enterprises; highlighting the macro structural and visual changes over the five decades. This is spurred by calls for historical accounting research in the public sector, questions about the relevance of annual reports in the public sector, and the dearth of longitudinal and systematic analysis of annual reports as an accountability medium in the public sector in particular. During this study, participating students will learn how to analyse annual reports deductively and inductively to reveal changes in the structure, volume, and visual presentations in corporate reports. Also, students will learn political and other factors shape the changes in the annual reports of public sector organisations.

H: Exploring the Implementation Processes of IFRS at Firm Level (PI: Dr. S.N.Y. Simpson)

The introduction of International Financial Reporting Standards (IFRSs) for many companies around the globe is considered one of the most significant regulatory changes in accounting history. However, many of the existing studies have explored the issue of IFRS adoption and implementation at country and macro levels. This study therefore seeks to understand on how IFRS is implemented at micro or firm level with the aim of identifying and explaining the factors crucial for effective implementation. Students will gain an opportunity to learn implementation theories drawn from other disciplines and applied using multiple research paradigms.

I. Intellectual Capital and Performance of Banks in Africa (Co-PIs: Dr. S.N.Y. Simpson and Dr. M. Amidu)

The concept of intellectual capital has over the years undergone several stages of development. However, empirical research on the relationship between intellectual capital and performance of business organizations is inconclusive. Moreover, research on how intellectual is reported across countries, particularly developing countries in Africa is scanty. This project therefore seeks to among others, examine whether or not intellectual capital affects financial performance of Banks in Africa. The study draws on a sample of 329 banks in 29 countries in African. Students who participate in this project will be exposed to various measurements and reporting practices of intellectual capital and gain insight into a comparative cross-country study across developing countries.

Thesis

45 credits

Total credits 78 - 81 credits

PROGRAMME STRUCTURE

PHD PROGRAMME IN FINANCE	
YEAR I: Semester I	Credit
Core Courses	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Quantitative Research Methods	3
FINC 701: Advanced Financial Economics	3
FINC 703: Advanced Microeconomics	3
Credits	12
YEAR I: Semester II	
Core Courses	
UGBS 702: Advanced Qualitative Research Methods	3
FINC 702: Topics in Finance	3
FINC 704: Financial Econometrics	3
ELECTIVE	3
Credits	9 - 12
Total Credits	21 - 24
ELECTIVE	
FINC 706: Advanced Macroeconomics	

YEAR II	
Semester I	
FINC 710: Seminar I	3
FINC 700: Thesis	-
Semester II	
FINC 720: Seminar II	3
FINC 700: Thesis	-
Total Credits	6

YEAR III	
Semester I	
FINC 730: Seminar III	-
FINC 700: Thesis	-

Semester II	
FINC 730: Seminar III	3
FINC 700: Thesis	-
Total Credits	3

YEAR FOUR	
Semester I	
FINC 740: Seminar IV	-
FINC 700: Thesis	-
Semester II	
FINC 740: Seminar IV	3
FINC 700: Thesis	45
Total credits	48
TOTAL CREDITS FOR FOUR YEARS	78-81

DETAILED COURSE DESCRIPTIONS

UGBS 701: Philosophy of Management Research

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UGBS 702: Advanced Qualitative Research Methods

This course is also designed to provide students with the knowledge and skills in applying the principles of qualitative research to a specific research problem. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (NviVO 9.1).

UGBS 703: Advanced Quantitative Research Methods

This course is designed to provide, in depth and applied approach to quantitative data analysis. Topics covered include: advanced issues in planning sample sizes, parametric and non-parametric tests and random ANOVA model, multi-factor analysis of variance, analysis and planning of two-factor studies – equal sample sizes, unequal sample sizes in two-factor studies,

analysis of covariance. Difference equations, distributed lags and ARCH, AR models and unit roots will also be covered. The course also covers the use of software for statistical analysis and presentation of results.

FINC 701: Advanced Financial Economics

This course is aimed at strengthening students' background in the mainstream areas of modern finance. The course provides a rigorous treatment of advanced theory and practice of financial economics. It helps students to develop a thorough understanding of economic and financial theory. It extends some of the topics covered in corporate finance and introduces new areas emphasizing the application of financial economic concepts and models to corporate financial and investment decisions. The course will study a wide range of optimal investment/consumption problems that arise in theory and practice - asset pricing, efficient market hypothesis, portfolio diversification, applications of linear factor models, Foreign exchange markets, etc.

FINC 702: Topics in Finance

This course focuses on contemporary or topical and applied issues in Finance and Economics. The course will deal with recent thinking in financial economics, corporate finance & investments, banking, development finance, real estate finance. The material will be presented in a way that will allow students to perfect their empirical skills and/or help them identify recent exciting research questions.

FINC 703: Advanced Microeconomics

This course provides an advanced treatment of selected microeconomic topics, at the graduate level, that serve as bases for modelling micro data. The details and the rigor of the selected topics are in line with the materials covered in Hal Varian and Eugene Silberberg and Wing Suen. Topics covered include, but not limited to, production technology, profit maximization, cost minimization, market structures, game theory, public good, externalities and information economics

FINC 706: Advanced Macroeconomics

This course provides advanced analytic tools to help understand how the economy functions in aggregate. The primary purpose of the tools is to explain market behaviour and uncertainty, consumption, savings, investment, prices and the rate of interest. The course devotes attention to both short-run and long-run fluctuations. Topics include inflation, private investment, monetary and fiscal policy, and economic growth.

FINC 704: Financial Econometrics

The aim is to familiarize students with essential econometric methods and with important empirical facts and areas of current research interest. The focus is on applications of econometric methods in finance. It covers applications of time-series (macro) econometrics (much of asset pricing), but also some key issues in panel data (micro) econometrics (mostly corporate finance). Topics include tests of asset pricing models, return predictability in time-series and cross-section, empirical studies of asset market imperfections, studies of individual and professional investor behaviour, and identification and specification issues in empirical corporate finance.

FINC 710: Seminar I

The aim of seminar I is for PhD students to present a comprehensive research proposal outlining their research programme.

FINC 720: Seminar II

Seminar II will focus on experiential research learning. Students will present on their experience and lessons gained from a practical research project attachment.

FINC 730: Seminar III

Seminar III will focus on progress of research work of PhD students. Students will present the progress of their research work.

FINC 740: Seminar IV

Seminar IV is the final seminar where PhD students are expected to present their completed research.

PHD IN RISK MANAGEMENT AND INSURANCE**INTRODUCTION**

The **PhD programme in Risk Management and Insurance** provides the platform for high level education and training of risk management and insurance lecturers and researchers in the country, in the sub-region and beyond.

It has become imperative to produce graduates with strong research training in risk management and insurance for the numerous tertiary institutions running degree programmes in the broad area of finance, which includes risk management and insurance. Many of these do not have well qualified lecturers with the requisite training to teach on those programmes. This has led to a situation where the few well qualified professionals are highly sought after to teach at many of these institutions.

In the meantime, the Department continues to receive serious inquiries from potential applicants, already engaged by universities in Ghana and neighbouring countries. Research institutions also have difficulty recruiting personnel with advanced research training in finance.

OBJECTIVES OF PROGRAMME

The main objectives of the PhD programme in finance are:

- to provide rigorous research training in risk management and insurance to highly qualified masters degree holders for careers in academic, business and research-oriented institutions. Highly motivated top-notch first degree holders may be admitted to follow a variant track as envisaged by the University of Ghana;
- to contribute to research in risk management and insurance in Ghana, Africa and worldwide.

ADMISSION REQUIREMENTS

A relevant masters degree in Finance, Risk Management or Insurance from a recognized University is required. It is envisaged that highly qualified first degree holders may also apply.

DURATION OF PROGRAMME

Students may take four years to complete the programme on full-time basis, and six years on part-time programme.

GRADUATION REQUIREMENTS

Course Work	24 credits
PhD Seminars	12 credits
Thesis	45 credits
Total credits	81 credits

PROGRAMME STRUCTURE

PHD PROGRAMME IN RISK MANAGEMENT AND INSURANCE	
YEAR ONE: Semester I	Credit
Core Courses	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Quantitative Research Methods	3
FINC 701: Advanced Financial Economics	3
FINC 703: Microeconomics	3
Credits	12
YEARONE: Semester II	
Core Courses	
UGBS 702: Advanced Qualitative Research Methods	3
FINC 708: Topics in Risk Management & Insurance	3
FINC 704: Financial Econometrics	3
FINC 710: Advanced Actuarial Mathematics	3
Credits	12
Total Credits	24

Electives* (for those who wish to carry extra load)	
FINC 706: Macroeconomics	
FINC 612: Financial Derivatives	

YEAR TWO	
Semester I	
FINC 710: Seminar I	3
FINC 700: Thesis	-
Semester II	
FINC 720: Seminar II	3
FINC 700: Thesis	-
Total Credits	6

YEAR THREE	
Semester I	
FINC 730: Seminar III	-
FINC 700: Thesis	-
Semester II	
FINC 730: Seminar III	3
FINC 700: Thesis	-
Total Credits	3

YEAR FOUR	
Semester I	
FINC 740: Seminar IV	-
FINC 700: Thesis	-
Semester II	
FINC 740: Seminar IV	3
FINC 700: Thesis	45
Total credits	48
TOTAL CREDITS FOR FOUR YEARS	81

ACTIVITIES TO BE UNDERTAKEN DURING YEAR II

To proceed in the PhD programme, students shall take and pass a comprehensive examination (Doctoral Qualifying Examination).

In addition, students in the second year of the programme are expected to engage in the following:

- Participate in colloquia, conferences and seminars;
- Develop their theses proposals;
- Work with their supervisors on projects their supervisors are working on to acquire relevant research skills;
- Acquire specific techniques and expertise in relevant computer software, notably, STATA, E-VIEWS, WINRATS, MATLAB, and R.

DETAILED COURSE DESCRIPTIONS

UGBS 701: Philosophy of Management Research

This course aims to expose PhD students to contemporary debates that surround various philosophical paradigms in management research and the rationale for choosing an appropriate one. Specific topics include subjectivity/objectivity, inductive/deductive arguments, scientific method/social constructivism, ontological and epistemological perspectives in management research, positivist paradigm, interpretive paradigm, critical paradigm, and criteria for evaluating research under each of these paradigms.

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This course is also designed to provide students with the knowledge and skills in applying the principles of qualitative research to a specific research problem. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (NviVO 9.1).

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FINC 702: Topics in Finance

This course focuses on contemporary or topical and applied issues in Finance and Economics. The course will deal with recent thinking in financial economics, corporate finance & investments, banking, development finance, real estate finance. The material will be presented in a way that will allow students to perfect their empirical skills and/or help them identify recent exciting research questions.

FINC 703: Advanced Microeconomics

This course provides an advanced treatment of selected microeconomic topics, at the graduate level, that serve as bases for modelling micro data. The details and the rigor of the selected topics are in line with the materials covered in Hal Varian and Eugene Silberberg and Wing Suen. Topics covered include, but not limited to, production technology, profit maximization, cost minimization, market structures, game theory, public good, externalities and information economics

FINC 704: Financial Econometrics

The aim is to familiarize students with essential econometric methods and with important empirical facts and areas of current research interest. The focus is on applications of econometric methods in finance. It covers applications of time-series (macro) econometrics (much of asset pricing), but also some key issues in panel data (micro) econometrics (mostly corporate finance). Topics include tests of asset pricing models, return predictability in time-series and cross-section, empirical studies of asset market imperfections, studies of individual and professional investor behaviour, and identification and specification issues in empirical corporate finance.

FINC 710: Advanced Actuarial Mathematics

The course gives a description of the mathematical models used by an actuary to ensure that an insurer will be able to meet its promised benefits payments and that the purchasers of insurance policies are treated equitably. A basic application of actuarial mathematics is to model the transfer of money. Insurance companies, banks and other financial institutions engage in transactions that involve accepting sums of money at certain times and paying sums of money at other times. The objective of the course is to develop the mathematical models used by actuaries. It deals with the stochastic models for mortality to replace deterministic models. The stochastic setting, provide a more realistic description of mortality and have more general applications. The course content will cover, among others, survival distributions and failure times, stochastic

approach to insurance and annuities, simplifications under constant benefit contracts and the minimum failure time.

PREREQUISITES

FINC 673 Actuarial Mathematics and advanced knowledge of probability theory.

FINC 706: Advanced Macroeconomics

This course provides advanced analytic tools to help understand how the economy functions in aggregate. The primary purpose of the tools is to explain market behaviour and uncertainty, consumption, savings, investment, prices and the rate of interest. The course devotes attention to both short-run and long-run fluctuations. Topics include inflation, private investment, monetary and fiscal policy, and economic growth.

FINC 708: Topics in Risk Management and Insurance

This course focuses on contemporary or topical issues in risk management. The course will deal with recent thinking in risk management including risk financing objectives, various types of risk financing plans, insurance as a risk financing technique, insurance management, capital market products for risk financing, forecasting accidental losses and risk financing needs, accounting and income tax aspects of risk management, and allocating risk management costs. Risk measurement and quantification as fundamentals of risk management procedures are also discussed. The material will be presented in a way that will allow students to perfect their empirical skills and/or help them identify recent exciting research questions.

FINC 612 : Financial Derivatives

This course aims at exposing students to how financial derivatives are used to reduce costs of financing and to alter fundamental risk exposures. The course provides students with frameworks to determine when and how firms can apply financial engineering or use derivative instruments in managing their businesses. It also provides students with basic technical skills in developing and pricing financial derivative products. Topics include: Types of Financial Derivatives, Futures Markets, Forward and Futures Prices, Interest Rate Futures, SWAPS, Properties of Stock Option Prices, Trading Strategies, Binomial Trees, Black-Scholes Analysis, Derivatives Pricing.

FINC 710: Seminar I

The aim of seminar I is for PhD students to present a comprehensive research proposal outlining their research programme.

FINC 720: Seminar II

Seminar II will focus on experiential research learning. Students will present on their experience and lessons gained from a practical research project attachment.

FINC 730: Seminar III

Seminar III will focus on progress of research work of PhD students. Students will present the progress of their research work.

FINC 740: Seminar IV

Seminar IV is the final seminar where PhD students are expected to present their completed research.

DEPARTMENT OF MARKETING AND CUSTOMER MANAGEMENT

PHD IN MARKETING

INTRODUCTION

It has become imperative to produce graduates with strong knowledge and research training in marketing to meet the challenging demands of both academia and industry. This trend has become necessary due to the numerous enquires the department continues to receive from both within the country and beyond. The Department of Marketing and Customer Management aims at addressing this problem by revising its existing PhD programme in Marketing. The main justification for the PhD programme in Marketing is to provide the needed platform for the education and training of Marketing lecturers and researchers.

OBJECTIVES OF THE PROGRAMME

The main objectives of the PhD programme in Marketing are:

- to provide rigorous research training in marketing to qualified masters' degree holders for careers in academic, business and research-oriented institutions;
- to contribute to research in Marketing in Ghana, Africa and worldwide;

ADMISSION REQUIREMENTS

A relevant master's degree in marketing and any related discipline.

DURATION OF PROGRAMME

Students may take four years for a full-time programme and six years for a part-time programme.

GRADUATION REQUIREMENTS

Course Work 18 – 24 credits

PhD Seminars 12 credits

Thesis 45 credits

Total credits 75 – 81 credits

PROGRAMME STRUCTURE

Courses	Credit
Year 1	
Semester I	
Core Courses	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Quantitative Research Methods	3
MKTG 701: Marketing Theory	3
Elective	3
Credits	12

Departmental Electives (Choose One)	
MKTG 703: Marketing Perspectives on Corporate Social Responsibility	3
MKTG 705: International Marketing Management	3
Total Credits	
Semester II	
Core Courses	
UGBS 702: Advanced Qualitative Research Methods	3
MKTG 702: Topical Issues in Marketing	3
MKTG 704: Innovation Management	3
Elective	3
Credits	12
Departmental Elective	
MKTG 706: Services Marketing	
Total Credits	24
Year 2	
Semester I	
MKTG 710: Seminar I: Proposal	3
MKTG 700: Thesis	-
Experiential learning	
Semester II	
MKTG 720: Seminar II: Experiential Research Learning	3
MKTG 700: Thesis	-
Total Credits	6
Year 3	
Semester I	
MKTG 730: - Seminar III: Progress Report	-
MKTG 700: Thesis	-
Semester II	
MKTG 730: - Seminar III	3
MKTG 700: Thesis	-
Total Credits	3
Year 4	
Semester I	
MKTG 740: Seminar IV: Findings	-
MKTG 700: Thesis	-
Semester II	
MKTG 740: - Seminar IV	3

MKTG 700: Thesis	45
Total Credits	48
Overall Total Credits for Four Years	75 – 81

NB: Students who are so inclined may **audit/take** some courses from MPhil in Marketing Programme.

COURSE DESCRIPTIONS

UGBS 701: Philosophy of Management Research

This course focuses on contemporary debates that surround various philosophical paradigms in management research and the rationale for choosing an appropriate one. Specific topics include subjectivity/objectivity, inductive/deductive arguments, scientific method/social constructivism, ontological and epistemological perspectives in management research, positivist paradigm, interpretive paradigm, critical paradigm, and criteria for evaluating research under each of these paradigms.

UGBS 702: Advanced Qualitative Research Methods

This course provides advanced training in qualitative research. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (Nvivo 9.1).

UGBS 703: Advanced Quantitative Research Methods

This course is designed to provide, in depth and applied approach to quantitative research. Topics covered include: advanced issues in planning sample sizes, parametric and non-parametric tests and random ANOVA model, multi-factor analysis of variance, analysis and planning of two-factor studies – equal sample sizes, unequal sample sizes in two-factor studies, analysis of covariance. Difference equations, distributed lags and ARCH, AR models and unit roots will also be covered. The course also covers the use of software for statistical analysis and presentation of results.

MKTG 701: Marketing Theory

This course deals with the theory development and provides comprehensive overview of key issues in marketing theory. In the course of the program, theoretical foundations and strategies of marketing, as well as other controversies would be discussed. Furthermore, the historical developments of marketing theory, philosophical underpinnings of marketing theory, major theoretical debates to contemporary and future issues in marketing theory, would be featured in the program. The need for marketing theories will be considered, outlining various schools of marketing thoughts since the inception of the marketing discipline.

MKTG 702: Topical Issues in Marketing

This course deals with topical marketing issues like marketing communications, positioning strategy, e-business, sports marketing, political branding, tourism marketing, political marketing, relationship marketing, advertising management, entrepreneurial/SME marketing, contemporary marketing practices and the most recent conceptual debates in the marketing discipline.

MKTG 703: Marketing Perspectives on Corporate Social Responsibility

This course focuses on the theories and concepts underpinning corporate social responsibility. It also dwells on the various definitional issues related to corporate social responsibility and also deals explicitly with issues such as CSR and competitive advantage, CSR for SMEs, CSR and value creation, CSR and brand building, CSR reporting, Innovation in corporate social responsibility as well as corporate social responsibility practices in sectors like mining banking and telecommunications.

MKTG 704: Innovation Management

The course examines the principles that underpins innovation within companies, the role of innovation as a trigger for new production/service processes and products, methods necessary to achieve innovative outcomes and how to apply thinking and creativity to the work environment. It is designed to encourage students to adopt creative approaches in capturing and conveying management issues.

MKTG 705: International Marketing Management

The course focuses on techniques and strategies needed to apply the marketing concept in the global marketplace. It provides an understanding of the global business environment and the theories and concepts underpinning the study of same. Issues related to international products, pricing, distribution and communications are addressed. A complete and concentrated overview of the international marketing planning process will be thoroughly discussed in this course.

MKTG 706: Services Marketing Management

This course examines the theoretical/conceptual, strategic, and operational issues pertaining to the marketing of services. At the end of this course it will be expected that students will be conversant with the advanced theoretical and normative issues of services marketing. They should be able to appreciate the various conceptual approaches to understanding services marketing management and also understand new paradigms in the area like the service dominant logic of marketing.

MKTG 710: Seminar I

The aim of seminar I is for PhD students to present a comprehensive research proposal outlining their research programme.

MKTG 720: Seminar II

Seminar II will focus on experiential research learning. Students will present on their experience and lessons gained from a practical research project attachment.

MKTG 730: Seminar III

Seminar III will focus on progress of research work of PhD students. Students will present the progress of their research work.

MKTG 740: Seminar IV

Seminar IV is the final seminar where PhD students are expected to present their completed research.

YEAR 2 PROGRAMME

During the second year in the PhD programme, candidates will be required to undertake a lot of activities that will help apply knowledge gained in the first year or lay the foundation for the subsequent research activities to be carried in the subsequent years. At the end of the period, the students will be expected to write a report indicating the knowledge and skills acquired.

At the end of the period, the candidate will be expected to submit a report on the activities undertaken as well as skills or knowledge acquired from the field of practice.

It has been agreed that students will focus their research on either marketing or entrepreneurship. As such, Prof. Robert Hinson, Dr. Bedman Narteh, Dr. Kobby Mensah, and Dr Ernest Tweneboa-Kodua shall be responsible for supervising the marketing students, while Dr. Sam Buame, Dr. Kwame Adom and Dr. Dan Quaye shall be responsible for entrepreneurship students.

These activities have been planned for the second year:

Incubator attachment

Some companies offer practical opportunities for students to acquaint themselves with real business practice. These companies afford opportunities to set up business over a period of time, manage and watch the business' progress along the chain of time. Some of these businesses including Ogua Business Incubator, and Meltwater Entrepreneurial School of Technology have agreed to work with our students on the programme. These attachments will address the needs of the entrepreneurship students to learn how to form and manage businesses..

Marketing research firms

Firms such as Research International, Consumer Insight Consult and Milward Brown conduct marketing research and manage brands for both local and international firms. Students during this period will be sent on attachment to these companies to acquire the insight of marketing and real research skills. At the end of the period, the candidate will be expected to submit a report on the activities undertaken as well as skills or knowledge acquired from the field of practice.

UGBS Seminar Series

The University of Ghana Business School currently organises monthly seminars where faculty members and other interested parties present research works to the audience. The aim is to get inputs from the participants in order to improve the quality of the study. The seminar will be made compulsory for all the students, where they will be required to present research work either

jointly with their supervisors or as individuals. The aim is to introduce the students to the real world of research.

Faculty Research Projects and Seminars

Some faculties have won grants to conduct research over an extended period. For instance, the department is in the process of securing funds from Danida (Building Stronger Universities) to establish an MBA in International Business option. This will be a good learning ground for students. In addition to the above, there are some major projects on going in the department for which students will be attached. These are listed below:.

i. Centre for sustainability and enterprise development (PI: Prof. Robert Hinson)

This is a research Centre at the University of Ghana Business School which aims at disseminating sustainability, social responsibility and enterprise development information to assist all small and medium enterprises achieve sustainable enterprise growth. The core theme of the centre is to ensure that UG transfers knowledge in sustainable business practices in the areas of green technology, gender equality and resource utilization to industries in Ghana. The center has identified a pool of SMEs as the collaborative partners in the research. The centre is a fertile ground where researchers will learn how to collaborate with industry through research and training to ensure sustainable enterprise development in Ghana. Students attached to the centre among others will learn how to transfer relevant knowledge from academia to industry and ensure that the vast knowledge generated in academia becomes useful to the development and growth of business in Ghana.

ii. Contemporary marketing practices in Ghana (PI: Prof. Robert Hinson)

This project seeks to introduce students to the use of contemporary marketing practices by Ghanaian companies. It provides an opportunity for the researchers to dialogue on the tools to use in assessing whether firms are using for instance relational or transactional marketing. Students will have the chance to apply directly theories on courses such as Marketing Theory and Contemporary Marketing Practices to investigate real life marketing issues.

iii. Public Sector Reforms in Ghana (PI: Dr. Bedman Narteh)

Ghana has implemented a number of public sector reforms with the objective of ensuring an efficient and effective public sector. The latest generation of reforms (2005-2008) was aimed at improved service delivery through simplification and elimination of work processes, establishment of service delivery standards in all Agencies and the establishment of client service units (CSUs) to handle customer complaints. The objective of the research is to determine customer satisfaction with public service delivery in the reformed agencies in Ghana. Students attached to this project will learn how to develop customer satisfaction scales and conduct customer satisfaction surveys in the public sector in Ghana.

iv. Bank Service quality project (PI: Dr. Bedman Narteh)

Service quality is an important area in both academic thought and practice, yet it still remains an illusive concept in Ghana. Arguably, the banking sector remains one of the most competitive in Ghana and is described as reasonably efficient, financially innovative and profitable. In spite of this, anecdotal evidence indicates that customer compliant is on the ascendancy with little empirical knowledge on the subject in Ghana. The purpose of this study is to develop and measure the level of customer perception of banking service quality in Ghana. Students attached to this project will learn how to review and apply theories and models of service quality to measure customer's perception of banking service quality in Ghana.

v. National Entrepreneurship project for Ghana (PI: Dr. Samuel Buame)

This project aims at developing a national policy framework for the development of entrepreneurship in Ghana. It was initiated under the auspices of the Private Sector Development Strategy (PSDS II), of the Ministry of Trade and Industries and is expected to last for the two and half years. Students who will be attached to this project will gain much experience working with stakeholders to design policy frameworks to boost the industrial sector. Moreover, it will introduce students to the challenges involved with entrepreneurship development in Ghana.

DEPARTMENT OF OPERATIONS & MANAGEMENT INFORMATION SYSTEMS

PhD IN INFORMATION SYSTEMS

Background

The Department of Operations and Management Information Systems is the only department in the Business School that focuses on combined ICT and Management related programmes, an area of innovation highly recognized in Ghana's ICT Policy as a necessity for national socio-economic development. The Department currently runs programmes in MBA and MPhil and intends to introduce a PhD programme. The main objects of the PhD programme are to provide research training in IS and management to qualified masters degree holders for careers in academic and research-oriented institutions and contribute to information systems research in Ghana, Africa and the rest of the worldwide.

Admission Requirements

A relevant Masters degree in management information systems (IS) or relevant information technology related field from a recognized university is required.

Duration of Study Programme

The duration for the completion of the PhD shall normally be four years for a full-time and six years for a part-time programme.

Graduation Requirements

Course Work	18 – 24 credits
PhD Seminars (4)	12 credits
Thesis	45 credits
Total credits	75 – 81 credits

Degree to be Awarded

The following degree would be awarded upon successful completion of the graduation requirements: **PhD Information Systems**.

Programme Structure

Core Courses	Credit
Year 1	
<i>Semester I</i>	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Quantitative Research Methods	3
OMIS 701: Philosophy of Information Systems	3
Elective (Choose One)	
OMIS 703: E-Business Technology & Management	3
OMIS 705: Mobile Business Technology & Management	3
Total Credits	12
<i>Semester II</i>	
UGBS 702: Advanced Qualitative Research Methods	3

OMIS 702: Information Systems Theories	3
OMIS 704: Information Systems Development	3
OMIS 706: Trends in Information Systems	3
Credits	12
Total Credits	24
Year 2	
<i>Semester I</i>	
OMIS 710: Seminar I: Proposal	3
OMIS 700: Thesis	-
<i>Semester II</i>	
OMIS 720: Seminar II: Experiential Research Learning	3
OMIS 700: Thesis	-
Total Credits	6
Year 3	
<i>Semester I</i>	-
OMIS 730: Seminar III: Initial Progress Report	3
OMIS 700: Thesis	-
<i>Semester II</i>	
OMIS 740: Seminar IV: Interim Progress Report	3
OMIS 700: Thesis	
Year 4	
OMIS 700: Final Thesis Submission	45

COURSE DESCRIPTIONS

UGBS 701: Philosophy of Management Research

This course focuses on contemporary debates that surround various philosophical paradigms in management research and the rationale for choosing an appropriate one. Specific topics include subjectivity/objectivity, inductive/deductive arguments, scientific method/social constructivism, ontological and epistemological perspectives in management research, positivist paradigm, interpretive paradigm, critical paradigm, and criteria for evaluating research under each of these paradigms.

UGBS 702: Advanced Qualitative Research Methods

This course provides advanced training in qualitative research. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (NviVO 9.1).

UGBS 703: Advanced Quantitative Research Methods

This course is designed to provide, in depth and applied approach to quantitative research. Topics covered include: advanced issues in planning sample sizes, parametric and non-parametric tests and random ANOVA model, multi-factor analysis of variance, analysis and planning of two-factor studies – equal sample sizes, unequal sample sizes in two-factor studies, analysis of covariance. Difference equations, distributed lags and ARCH, AR models and unit roots will also be covered. The course also covers the use of software for statistical analysis and presentation of results.

OMIS 701: Philosophy of Information Systems

This course exposes students to contemporary debates on different philosophical perspectives in information systems research and the rationale for justifying their appropriateness. The course discusses the ontological, epistemological, methodological and axiological perspectives of the major philosophical perspectives in information systems research. It will also expose students to the advantages and disadvantages of each paradigm and the circumstances that determine their appropriateness. Specific topics include ontology, epistemology, methodology, axiology and evaluation principles of positivist, interpretive, critical and pragmatic philosophy in information systems research.

OMIS 702: Information Systems Theories

This course deals with the advanced theoretical foundations, models and frameworks in information systems research. It will discuss trends in the development, application and evaluation of theories in information systems research projects. It will also expose students to evaluation principles for the appropriateness and usefulness of common theories under major the research paradigms. Specific topics to be discussed include trends, relevance, categories, application, evaluation, justification and development of theories in information systems and their evaluation under positivist, interpretive, critical theory and pragmatic research paradigms.

OMIS 704: Trends in Information Systems

The course focuses on past and emerging technologies and their implications for industry, research and society in general. It will deal with historical, current and future trends in information systems/information technology research and practice from mainframe, to mini, micro, desktop and mobile/ubiquitous computing. The course will also discuss the fusion of information and communication technologies through networking innovation spawned by the Internet and their impact on co-shaping relationships between organisations and technology. Topics to be treated include: trends in technological developments, enterprises systems, emerging models and practices, social media and future directions.

OMIS 703: E-Business Technology & Management

This course focuses on e-business innovation from technological, managerial and organisational perspectives. It will discuss theoretical and practical trends relating to the development and exploitation of e-business technologies and their applications in modern organisations in the global network economy. It will also expose students to e-business development in both start-ups and established organisations. Specific topics to be discussed include: e-business technologies, e-business models and strategies, e-business start-ups, e-business transformations in established organisations, e-government, e-commerce channels, e-business environments and security issues.

OMIS 704: Information Systems Development

The course will present an end-to-end (planning, analysis, design and implementation) view of the development life cycle for information systems and services. It explains how design and development problems are conceived, researched, analyzed and resolved in different types of organizations and contexts, including start-ups, enterprises with legacy-systems, non-profit and government entities. Specific topics include development models and frameworks, requirement specifications, system design, system testing, application development, implementation and evaluation.

OMIS 705: Mobile Business Technology & Management

The course entails the mobile business concepts, business models, challenges, applications and technologies from a managerial perspective. The course will cover the emerging and existing mobile business models and their strategies for value creation. It will also discuss the different mobile network technologies, standards and protocols. Students will also learn about mobile internet, mobile security and techniques for developing mobile web applications. It will also expose students to mobile applications in marketing, procurement, finance and sales. Topics to be discussed include mobile platforms and applications, mobile business models, mobile adoption, mobiles and social media, mobile web applications, mobile security, mobile financial services, mobile design and development, and ethics and social issues in mobile businesses.

Seminars

Regular seminars are planned for PhD students at various stages of the programme to present their proposal, research experience, work-in-progress and final thesis report as follows:

OMIS 710: Seminar I

During Seminar I, students will present their PhD proposal.

OMIS 720: Seminar II

During Seminar II, students will present on their experience and lessons gained from internship/experiential learning

OMIS 730: Seminar III

During Seminar III, students will present on their research work-in-progress.

OMIS 730: Seminar IV

During Seminar IV, students will present on their final thesis report.

YEAR 2: Experimental Learning Programmes

The activities of the second year PhD programmes are geared towards guiding students to put theory into practice by engaging in research projects that will require them to apply the theories and skills they have acquired into gathering data, analysing them, writing reports, and presenting them at academic seminars, conferences and workshops. Students will also be guided to acquire specific techniques and expertise in the design, conduct and evaluation of research activities as well as literature reviews and development of methodologies to be used in their PhD research. The various activities will help them to be well-grounded in various research activities.

Seminar/Conference Participation

Students will be required to participate in and present papers individually, in teams, or jointly with faculty at departmental seminars, UGBS conferences, seminar series and doctoral consortia as well as credible international information systems conferences and workshops such as ICT for Africa (ICT4A), International Conference on Information and Communication Technologies and Development (ICICTD), International Conference on Information Systems (ICIS), European Conference on Information Systems (ECIS), UK Academy of Information Systems (UKAIS), and Americas Conference on Information Systems (AMCIS). Through such forums, students will have the opportunity to interact with senior academics who can serve as their mentors and other PhD students for academic networking.

Participation in Research Projects

In addition to the general activities outlined above, students will be engaged in on-going research projects in the departments, including the following:

A: Process Virtualization in Higher Educational Institutions (PI: Dr. John Effah)

This research explores the attempt by higher educational institutions in Ghana to migrate from manual/paper-based processes to virtual process environments where communication, activities, interactions, and collaborations are mediated by multi-media computer networks including mobile, internet, intranet, extranet and web technologies. The current phase of the project is focusing on participatory action research on University of Ghana's Chinese Phase II ICT Project aiming to transform the institution to a virtual academic and administrative environment. The participatory action aims to contribute to the success of the ICT project as well as research on ICT in higher education institutions. Students who participate in this project will gain opportunity of learning from real-life enterprise-wide ICT project implementation as well as from relevant literature reviews on the subject; action-research based qualitative data gathering through interviews, participant observation, artefact and work process analysis; qualitative data analysis through inductive processes; and academic report writing. They will also learn from developing and presenting interim findings from real-life ICT projects at seminars, conferences and workshops to help finalize reports for submission to journals.

B: Organizational Learning and Web 2.0 (Co-PIs: Dr. Addae and Dr. Boateng)

This research explores how web 2.0 technologies can support learning in an organizational context. Previous work has explored how link between employee learning and organizational learning and also learning supportive features of Web 2.0. Future work, which is useful for students, include the use of social media to support learning activities in organizations and business value creation through social media. The student will gain opportunity of learning how to use content analysis as a qualitative research technique to study content on online platforms.

C: Electronic Business for Business and Development (Co-PIs: Dr. Effah and Dr. Boateng)

This research seeks to understand how firms in developing countries deploy and manage their resources to navigate the constraints of their context and achieve e-commerce/e-business benefits. This research also explores how the interrelationships between technology and non-technology actors in the design and use of e-business. Current work has reviewed a number of e-business case studies and literature using technology adoption models, soci-technical theories,

and the resource-based theories. The work has covered themes including cybercrime, e-business strategy, e-banking and development. Students will gain opportunity of using both qualitative and quantitative research methods to develop an empirical understanding of the conduct of e-business in Ghana.

D: Electronic Banking Implementation in Ghana (Co-PIs: Dr. Effah, Dr. Addae and Dr. Boateng)

This is an ongoing project which seeks examine efforts by the Bank of Ghana and other stakeholders in the banking industry in Ghana to establish an enabling environment for the conduct of e-banking. The study focuses on projects including the Ghana Interbank Payment & Settlement Systems (GhIPSS) and internet banking technologies in retail banking. Students will gain opportunity of using qualitative data techniques to develop descriptive case studies explaining the process of implementation of these banking technologies.

E: ICT and Sustainability – Green IT Practices (PI: Dr. Boateng)

This research seeks to understand how firms in developing countries are managing their consumption of IT and other electrical and electronic products in order to reduce their impact on the environment. Current research is exploring the awareness and knowledge firms have on Green IT and the practices and policies instituted formally and informally at the workplace. Students will gain opportunity of using both qualitative and quantitative research methods to develop an empirical understanding of Green IT Practices in Ghana.

F: ICTs, Gender and Entrepreneurship (PI: Dr. Boateng)

This research seeks to develop a theoretical and practice-oriented understanding on the strategies which enable the male and female micro-entrepreneurs to establish enterprises (as driver or enabler) and how information and communication technologies (ICTs), through the businesses, impact on their livelihoods. The work has covered themes including mobile financial services, m-commerce adoption, mobile payments, mobiles and micro-trading, and mobile health. Currently funding has been received from the Canadian development agency, International Research Development Centre (IDRC) to explore the gender differences in entrepreneurship development and how ICTs mediates the differences. Students will gain opportunity of using both qualitative and quantitative research methods to develop an empirical understanding of ICTs, gender and entrepreneurship in Ghana. The students will also learn how to develop comprehensive literature reviews which cover a diversity of disciplines related to the project.

H: Advancing E-governance beyond Readiness (Co-PIs: Dr. Effah and Dr. Boateng)

This research seeks to establish a better understanding of e-governance (e-government and e-democracy) in sub-Saharan Africa in order to define appropriate approach to advance beyond the readiness to adopt e-governance. Current work is currently reviewing e-governance policies and programmes in a selected number of African countries and examining the interactions of citizens with government through social media. Students will gain opportunity of using qualitative data techniques to develop descriptive case studies explaining e-government development and implementation in Ghana.

Academic Collaboration

The department has established an academic collaboration link with University of Reading in the UK on teaching, supervision and research. PhD students are expected to benefit from such collaboration on supervision, mentorship and collaboration.

DEPARTMENT OF PUBLIC ADMINISTRATION AND HEALTH SERVICE MANAGEMENT

PhD (PUBLIC ADMINISTRATION AND POLICY MANAGEMENT)

Background and Justification

The Department of Public Administration and Health Services Management has over the years offered a PhD programme in Public Administration. In view of the University of Ghana's strategic drive to increase graduate studies, and coupled with changes within the discipline of public administration itself, the Department is proposing to restructure and rename its PhD programme as "*PhD in Public Administration and Policy Management*". The new PhD programme aims to provide students with solid foundations for good empirical research in public administration, policy and management. It seeks to produce high quality research graduates who will have profound understanding of the assumptions and the logic underlying social research. The programme will distinguish itself by emphasizing: **collaborative work; hands-on research training; interdisciplinary analysis; empirical methods and applied research**. Essentially, the programme will aim to attract PhD students working broadly in the field of social sciences including public sector management, public policy, human resource management, organization development, political science, leadership and governance, sociology, economics, education, law, finance, banking, accounting, insurance and marketing, etc.

Admission Requirements

Admission to the PhD programme will be opened to candidates with Masters Degree in any relevant field.

Duration of Study Programme

The duration for the completion of the PhD shall normally be four years and six years for part-time.

Graduation Requirements

Course Work	18 - 24 credits
PhD Seminars	12 credits
Thesis	45 credits
Total credits	75 - 81 credits

PROGRAMME STRUCTURE

Core Courses	Credit
Year 1	
<i>Semester I</i>	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Quantitative Research Methods	3
PAHS 705: Public Administration and Management	3
Elective (Choose One)	
PAHS 707: Public Budgeting Process and Policy	3
PAHS 743: Sustainable Development	3
Total Credits	12
<i>Semester II</i>	
UGBS 702: Advanced Qualitative Research Methods	3
PAHS 704: Applied Policy Analysis	3
PAHS 706: Local Government Administration	3
Elective (Choose One)	
PAHS 742: Issues in Public Administration	3
PAHS 768: Public Sector Human Resource Management	3
Credits	12
Total Credits	24
Year 2	
<i>Semester I</i>	
PAHM 700: Thesis	-
PAHM 710: Seminar I	3
<i>Semester II</i>	
PAHM 700: Thesis	-
PAHM 720: Seminar II	3
Total Credits	6
Year 3	
<i>Semester I</i>	
PAHM 700: Thesis	-
PAHM 730: Seminar III	-
<i>Semester II</i>	
PAHM 700: Thesis	-
PAHM 730: Seminar III	3
Total Credits	3
Year 4	
<i>Semester I</i>	
PAHM 700: Thesis	-

PAHM 740: Seminar IV	-
<i>Semester II</i>	
PAHM 700: Thesis	45
PAHM 740: Seminar IV	3
Total Credits	48

Course Description

UGBS 701: PHILOSOPHY OF MANAGEMENT RESEARCH

This course aims to expose PhD students to contemporary debates that surround various philosophical paradigms in management research and the rationale for choosing an appropriate one. Specific topics include subjectivity/objectivity, inductive/deductive arguments, scientific method/social constructivism, ontological and epistemological perspectives in management research, positivist paradigm, interpretive paradigm, critical paradigm, and criteria for evaluating research under each of these paradigms.

UGBS 702: ADVANCED QUALITATIVE RESEARCH METHODS

This course is also designed to provide students with the knowledge and skills in applying the principles of qualitative research to a specific research problem. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (NviVO 9.1).

UGBS 703: ADVANCED QUANTITATIVE RESEARCH METHODS

This course is designed to provide, in depth and applied approach to quantitative data analysis. Topics covered include: advanced issues in planning sample sizes, parametric and non-parametric tests and random ANOVA model, multi-factor analysis of variance, analysis and planning of two-factor studies – equal sample sizes, unequal sample sizes in two-factor studies, analysis of covariance. Difference equations, distributed lags and ARCH, AR models and unit roots will also be covered. The course also covers the use of software for statistical analysis and presentation of results.

PAHS 704: APPLIED POLICY ANALYSIS

This course introduces students to the core theoretical debates in policy design and implementation analysis and the application of such concepts in policy analysis. Topics to be covered include: top-down and bottom-up perspectives of policymaking and implementation;

new/old political economy approaches; advocacy coalition theories; punctuated equilibrium theory and society-centred and state-centred perspectives. In addition, theories of policy instruments and policy typologies will be examined.

PAHS 705: PUBLIC ADMINISTRATION AND MANAGEMENT

This course exposes students to the theoretical and empirical foundations in addressing government activity. Topics to be covered include: models of administrative systems; organizational patterns for administration; concepts of system transformation; administration in developed and developing nations; bureaucracies and political systems; characterizing the new public management; public sector restructuring; process of transformational change and change management process.

PAHS 706: LOCAL GOVERNMENT ADMINISTRATION

This course provides students with the theory and practical application processes on the nature, essence, role and functions of local government in a modern state. The course will comparatively examine the pattern and functions of local government administration in selected developing and developed countries like India, Nigeria, Tanzania, Ghana, Uganda, Australia, USA among others. Topics to be covered include: the structure, personnel, reforms, financing, local participation, service provision, traditional authorities, central and local government boundaries/relationships and e-local government.

PAHS 707: PUBLIC BUDGETING PROCESS AND POLICY

This course examines the public budgeting process highlighting such issues as goals of the budget, budget preparation and formats. Specific topics include the conceptual framework of budgeting; decision-making and analytical processes; budget strategies; types of budgets and their uses; legal and regulatory framework of budgeting; constraints to budgeting; and fiscal and monetary policies.

PAHS 742: ISSUES IN PUBLIC ADMINISTRATION

This course introduces students to issues in public administration in Ghana and the international community. It analyses the contextual variables that provide premises for the practical issues informing public administration particularly in Ghana. Topics covered include forces of organisational change including globalisation, liberalisation, democratisation; decentralisation advances in technological development and regional economic integration impinge on the changing character of the structure of the state, in reforms in public administration and the provision of varied services to the citizenry.

PAHS 743: SUSTAINABLE DEVELOPMENT

This course examines the concept and practice of sustainable development (SD) as a process that meets the needs of the present generation without compromising the ability of future generations to meet their own needs. The course covers sustainable development; climate change and global warming, environmental sustainability; environmental policy, environmental performance; Green business management, changing patterns of consumption, production and distribution of resources around the world; the impact of globalization.

PAHS 768: PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT

This course explores the way public sector organisations procure, allocate, and develop labour and how the employee-employer relationship is established and maintained. Topics to be discussed include the nature and scope of human resource management; evaluation of theory and practice of public sector human resource management; human resource management in the Ghanaian public sector, human resource planning in the public sector; recruitment and selection into the public service; compensation in the public sector; downsizing and collective bargaining in the public sector.

Year Two Experiential Learning

All PhD students of the Department shall be required to spend the whole of the PhD Year 2 in an internship/experiential learning programme to build their professional skills. The activities of the second year of the PhD programme is geared towards guiding students to put theory into practice by engaging students in activities that will stimulate critical thinking, problem solving and decision making. In the second year of the programme, PhD students are therefore required to invest a minimum of one year experiential learning in any public/ private sector organizations in Ghana to learn experience various roles, decision-making, responsibilities and competencies that administrators, policy-makers, and managers required to perform in private and public sector organizations. The programme will also provide significant opportunity for PhD candidates to gain knowledge and transformation of experience through interaction with industry and practitioners. The student and supervisors will agree on the specific learning objectives, action plans and methods of evaluating the experiential learning.

Institutional attachment/internship option

As part of the experiential learning process, students would be given the opportunity to spend some specified period with a public policy or public service providing institution at national or local government level or a quasi-government agency. It would be expected that students during this period would observe public policymaking processes, public service delivery systems, decision making processes/procedures, programme monitoring and evaluation regimes and related public sector management and governance options available to elected and appointed public office holders. These related activities would be undertaken under the supervision of a senior official of the institution involved but in partnership with a faculty. To facilitate this

practical cooperation internship programme, the Department is negotiating with the Local Government Service, MMDAs, Public Services Commission, National Development Planning Commission, Ghana Health Service, Ghana Education Service and allied public and quasi-public agencies.

CARIBU One-Year Abroad Programme

Also, in the next four years, PhD Students of the Department would have the opportunity to apply to spend a year abroad in any partner universities in Europe within the framework of the CARIBU programme. CARIBU is an Erasmus Mundus Action 2 partnership scholarship program that aims at increasing academic mobility, research and capacity building opportunities between 8 EU universities and the Africa, Caribbean and Pacific (ACP) countries. Department of PAHSM is the coordinating unit for CARIBU for University of Ghana. We would encourage our PhD students to apply to participate in the programme.

Academic Writing Research Skills Training

PhD students will be required to work with faculty to undertake varied research activities ranging from desk research, literature search, research designs, and preparation of qualitative and quantitative data collection instruments and preparation of sampling protocols for undertaking applied research. During the period students would be required to publish a paper alone or with a faculty as evidence of the skills acquired during the period of the research apprenticeship.

Seminar/Conference Participation

In addition, PhD students will be required to participate and present papers in departmental seminars, the UGBS Seminar series, as well as national and international conferences. This activity will also help PhD candidates to gain knowledge and experience through interaction with industry and practitioners in their field of study.

PAHS 710: Seminar I: Proposal Development

The purpose of the seminar I is to assist registered PhD students to produce a comprehensive research proposal outlining their programme of research including research questions, working hypotheses and methodology to guide the research process.

PAHS 720: Seminar II: Experiential Research Learning

Seminar II will focus on experiential research learning. The seminar will help PhD candidates to gain knowledge through the transformation of experience. Students will be given guidance on research theories, concepts and literature review, and publication strategies.

PAHS 730: Seminar III: Progress Report

Seminar III will focus on progress of research work of PhD students. The students will present the progress of their research work. The faculty will provide comments for integration by the candidates.

PAHS 740: Seminar IV: Findings and Preparation for Defense

Seminar IV will be devoted to presentation of the research findings, writing up of thesis and preparations for final PhD thesis defense.

PhD (HEALTH POLICY AND MANAGMENT)

Background and Programme Objectives

The Department of Public Administration and Health Services Management wishes to introduce a PhD programme, in “*Health Policy and Management*”. This is in line with the University’s vision to improve graduate studies and the pressing needs and challenges of the health sector. The new PhD programme aims to provide students with solid foundations for good empirical research in health policy and management. It seeks to produce high quality research graduates who have strongest understanding of the assumptions and the logic underlying social research. Our fundamental goal is to train students in multiple disciplinary perspectives, advanced theoretical models, and frontier methodological and computer-based tools. This will provide all our students with an advance “researcher’s toolkit” with which to rigorously address fundamental problems in health economics, health care quality assurance practices, health policy, managerial decision making and strategic business management. Essentially, the programme will aim to attract PhD students working broadly in the field of social sciences including human resource management, economics, organization development, public health, political science, leadership and governance, and insurance and marketing, etc.

Admission Requirements

Admission to the PhD programme will be opened to candidates with Masters Degree in any relevant fields noted above.

Duration of Study Programme

The duration for the completion of the PhD shall normally be four years and six years for part-time.

Graduation Requirements

Course Work	18 - 24 credits
PhD Seminars	12 credits
Thesis	45 credits
Total credits	75 - 81 credits

PROGRAMME STRUCTURE

Core Courses	Credit
Year 1	
<i>Semester I: Core Courses</i>	
UGBS 701: Philosophy of Management Research	3
UGBS 703: Advanced Quantitative Research Methods	3
PAHS 715: Health Policy and Management	3
Electives (Choose One)	
PAHS 719: Health Law and Ethics	3
PAHS 721: Global Health Systems	3
PAHS 723: Partnership and Collaboration in Health Management	3
Total Credits	12
<i>Semester II: Core Courses</i>	
UGBS 702: Advanced Qualitative Research Methods	3
PAHS 716: Health Economics	3
PAHS 718: Strategic Management in Health Care	3
Electives (Choose One)	
PAHS722: Quality and Innovation in Healthcare Delivery	3
PAHS 724: Health Information Management	3
PAHS 726: Managerial Epidemiology and Biostatistics	3
PAHS 728: Socio-Cultural Dimensions of Health	3
Credits	12
Total Credits	24
Year 2	
<i>Semester I</i>	
PAHM 700: Thesis	-
PAHM 710: Seminar I: Proposal	3
<i>Semester II</i>	
PAHM 700: Thesis	-
PAHM 720: Seminar II: Experiential Research Learning	3
Total Credits	6

Year 3	
<i>Semester I</i>	
PAHM 700: Thesis	-
PAHM 730: Seminar III: Progress Report	-
<i>Semester II</i>	
PAHM 700: Thesis	-
PAHM 730: Seminar III	3
Total Credits	3
Year 4	
<i>Semester I</i>	
PAHM 700: Thesis	-
PAHM 740: Seminar IV: Findings	-
<i>Semester II</i>	
PAHM 700: Thesis	45
PAHM 740: Seminar IV	3
Total Credits	48

Course Description

UGBS 701: PHILOSOPHY OF MANAGEMENT RESEARCH

This course focuses on contemporary debates that surround various philosophical paradigms in management research and the rationale for choosing an appropriate one. Specific topics include subjectivity/objectivity, inductive/deductive arguments, scientific method/social constructivism, ontological and epistemological perspectives in management research, positivist paradigm, interpretive paradigm, critical paradigm, and criteria for evaluating research under each of these paradigms.

UGBS 702: ADVANCED QUALITATIVE RESEARCH METHODS

This course provides advanced training in qualitative research. The course also provides students with practical skills for identifying and selecting individuals/groups to be included in their study sample. Organising, interpreting and presenting the data generated by various qualitative research methods are also covered. Specific topics to be discussed include: Sampling, Interviewing Techniques, Archival Research; Focus Groups Discussion; Rapid and Participatory Appraisal; Researching Sensitive Issues; Content Analysis; Participant Observation; Case study, Elite Interviews; and, Computerised Qualitative Analysis (NviVO 9.1).

UGBS 703: ADVANCED QUANTITATIVE RESEARCH METHODS

This course is designed to provide, in depth and applied approach to quantitative research. Topics covered include: advanced issues in planning sample sizes, parametric and non-

parametric tests and random ANOVA model, multi-factor analysis of variance, analysis and planning of two-factor studies – equal sample sizes, unequal sample sizes in two-factor studies, analysis of covariance. Difference equations, distributed lags and ARCH, AR models and unit roots will also be covered. The course also covers the use of software for statistical analysis and presentation of results.

PAHS 715: HEALTH ECONOMICS

This course applies micro and macroeconomic tools for effective allocation of resources in health systems. The course also provides an opportunity for managers to apply economic tools in analysing alternative decisions in health policy making. The key objective of the course is to bring out the perspectives underlying the economic analysis of health in pursuit of better healthcare. The course covers core economic themes such as equity and efficiency, production and demand for health and healthcare, healthcare markets, health financing and cost containment, health insurance, health labour market and professional training, government intervention in markets failures, effective allocation resources.

PAHS 716: HEALTH POLICY AND MANAGEMENT

The course focuses on the complexity of health policy analysis and advocacy in the context of rapidly changing roles and expectations for healthcare institutions and providers. The course introduces students to requisite analytical tools and framework for health policy analysis and development and core theoretical debates in health policy design and implementation and analysis. The topics to covered include a conceptual approach to policy and planning, approach to health policy making, developing a framework for policy analysis taking into account content, context, actors and processes, health sector reforms; priority setting, option appraisal and evaluation, budgeting and health policy implementation and evaluation.

PAHS 718: STRATEGIC MANAGEMENT IN HEALTHCARE

The course focuses on critical evaluation of models and techniques relating to the notion of strategic organizational adaptation and to apply this knowledge to current issues in the healthcare industry. The course emphasizes the in-depth study of fundamental concepts such as strategy, structure and the environment and performance, and how these concepts can be used in analyzing the adaptation of healthcare organizations to changing environmental conditions. Several case studies would be evaluated to provide candidates with real situations.

PAHS 719: HEALTH LAW AND ETHICS

This course deals with the ethical and legal implications of business arrangements within the health services industry. The course covers Ghanaian laws and ethical issues relating to health services (sources of law, moral philosophies, relationship of law to ethics, codes of ethics, ethical issues affecting governance and management, conflict of interest), legal considerations in health service organizations (contracts, torts, legal process and laws relevant to the hospital and

health services), the legal system, criminal and civil liability of health care providers, medical negligence and administrative instructions.

PAHS 721: GLOBAL HEALTH SYSTEMS

This course examines both global health issues and health systems from a comparative perspective. This is aimed at providing students with the knowledge and tools to critically analyze the origins, designs and outcomes of health system reforms. Important topics covered by this course include historical evolution of health system, health care systems around the globe, structure and functioning health systems, organization and management of the health system, financing health systems, health resources, millennium development goals, and health sector reforms in developing countries.

PAHS 722: QUALITY AND INNOVATION IN HEALTHCARE DELIVERY

This course provides a systematic and integrated presentation of quality tools and techniques that managers need to know to be more innovative in the practice of healthcare quality management. It synthesizes theories and methods that can help overcome many of the inherent limitations of quality improvement in healthcare setting. The course covers topical issues such as concepts of quality management, tools of continuous quality improvement, change management, systems models for healthcare managers. The course further covers client management, achieving quality results in complex systems, clinical quality assessment and performance improvement and strategic quality assurance policies in developing countries.

PAHS 723: PARTNERSHIP AND COLLABORATION IN HEALTH MANAGEMENT

This course delves into the essentials of collaboration and partnerships in health care policy making and implementation, health care organisations and the cadre of professionals in health care systems. The course provides a blueprint for effective collaboration, research based reviews of extensive work reported to date in this area. Topics to be covered include partnerships in health policy making, practice and educational perspective, collaboration in health care, creating and implementing interventions, coalition guidelines for developing international collaboration, role of collaborations and partnerships in health care, building collaborative culture, and barriers to effective collaboration.

PAHS 724: HEALTH INFORMATION MANAGEMENT

This course seeks to provide guidance on how to effectively manage information in health systems. The course seeks to equip managers with the ability to better manage information so as to produce valid, reliable, timely and accurate information for use by health planners and decision-makers. The course covers health information system analysis and design, legal and ethical issues of health information, health information technology, and management of patient and administrative records, data and communication, electronic health records, healthcare

information requirements and standards, health information protection and health information policies and regulations in developing countries.

PAHS 726: MANAGERIAL EPIDEMIOLOGY AND BIOSTATISTICS

This course demonstrates how healthcare managers can incorporate the practice of epidemiology into their various management functions. The course covers important topics such as epidemiological trends, concepts and methods of managerial epidemiology, emerging and current issues in epidemiology, epidemiology and healthcare, clinical outcomes and measurement, metrics in managerial epidemiology, resource allocation, methods and analysis of epidemiological data, emergence of infectious diseases, disease control, planning and management, designing and managing intervention and programmes, decision-making in epidemiology, and community partnerships for disease control. The biostatistics aspect would emphasise on the application of statistical concepts and analytical methods to biomedical sciences.

PAHS 728: SOCIO-CULTURAL DIMENSIONS OF HEALTH

This course is based on the premise that most of society's health and disease problems are lifestyle and behaviour induced. Thus, it is designed to expose students to the social, economic, and political contexts within which health and illness occur. It describes the origins, scope, definitions, and theories in relation to the subject matter and the link between socio-cultural, economic and political factors and human health. The course emphasizes the complex trans-disciplinary interaction between health and society, and examines the confluence of social and cultural factors that influence the differences in health both domestically and globally.

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Seminar IV will be devoted to presentation of the research findings, writing up of thesis.

Year Two: Experiential Learning Programme

All PhD students of the Department shall be required to spend the whole of the PhD Year 2 in an internship/experiential learning programme to build their professional skills. The activities of the second year of the PhD programme is geared towards guiding students to put theory into practice by engaging students in activities that will stimulate critical thinking, problem solving and decision making. In the second year of the programme, PhD students are therefore required to invest a minimum of one year experiential learning by actively participate in the ongoing research projects of the Department. This will significantly help them to apply the theories and skills they have acquired into gathering data, analysing them, writing reports, and presenting them at academic seminars, international conferences and workshops.

Seminar/Conference Participation

Students will be required to participate in and present papers individually, in teams, or jointly with faculty at departmental seminars, UGBS conferences, seminar series and doctoral consortia as well as credible international information systems conferences and workshops. This will provide significant opportunity for PhD candidates to gain knowledge and transformation of experience through interaction with industry and practitioners.

Participation in Research Projects

In addition to the general activities outlined above, students will be engaged in on-going research projects in the departments, including the following:

The political economy of spatial inequality in sub-Saharan Africa: insights from Ghana and Uganda (PI –Dr. Abdul-Gafaru Abdulai)

This project seeks to explore the roles of politics and power relations in shaping policy reforms around specific productive and social sectors and their implications for spatial development disparities. The specific interest is to explore whether and how the evolution and persistence of spatial inequalities (in relation to income and education) is linked to spatial differences in public spending and policy reforms more broadly; and the underlying political economy drivers of such spending patterns and policy choices. The project focuses on the cases of Ghana and Uganda, two sub-Saharan African countries where recent years have witnessed increased efforts aimed at enhancing the socio-economic well-being of lagging regions. Among others, we undertake a detailed investigation of the ideas and incentives behind specific affirmative action programmes in these countries (i.e. the Savannah Accelerated Development Authority and the Northern

Ugandan Social Action Fund in Ghana and Uganda respectively), the key political and socio-cultural factors that shape their implementation on the ground, and the actual impact of such initiatives on more inclusive development outcomes. Students who partake in this project will have an opportunity of learning various research skills by engaging in gathering and analysing quantitative and qualitative data through such methods as elite interviewing, participant observation and focus group discussions. Students will also be engaged in reviewing relevant literature, writing various academic reports, as well as organising and participating in various workshops on this project. In this way, the project offers an invaluable opportunity for deepening students' understanding of the political economy of development in Africa.

The Comparative Politics of Core Public Sector Reform: Leadership, Accountability and Adaptation in Ghana, Malawi, Rwanda and Uganda (PI-CI: Dr. Pablo Yuanguas – Manchester; Dr. Abdul-Gafaru Abdulai, PAHS)

Public Sector Reform (PSR) is one of the central unsolved challenges of the development agenda. Given the seeming failure of conventional “Weberian” approaches to public sector reform, one critical question that has emerged in recent years is whether “new” approaches centred on leadership, social accountability or policy adaptation are more likely to bypass some of the recurrent shortcomings of public sector reform. With funding from the University of Manchester, this project seeks to address this concern through a structured-focused comparison of detailed narratives of *core public sector reform* in 4 African countries: *Ghana, Malawi, Rwanda and Uganda*. The project explores the politics of reform within and across six *PSR nodes* (i.e. *public sector planning, civil service management, public finance, auditing, anti-corruption, and legislative oversight*) using an analytical framework that tests the strength of competing causal PSR approaches: leadership, social accountability, policy adaptation, and Weberian administrative reform. The project provides an opportunity for students to gain critical research skills by undertaking qualitative data collection and analysis on the Ghana case study. Moreover, by participating in various project-related workshops, the project will enhance students' understanding on the historical evolution of PSR in various African countries.

The Impact of Decentralization on Equitable Health Systems in Ghana (PI –Dr. Albert Ahenkan and Dr. Lilly Yarney)

Decentralisation of the health sector in Ghana was therefore seen as one of the major ways through which health systems can be made more equitable, efficient, quality in delivery, accessible, inclusive and fair. The implementation of decentralisation reforms in the health sector since the 1990s has resulted in some significant structural and operational changes. In spite of these structural achievements, there still remain issues in equitable distribution of health resources, quality of service, utilization and accessibility. Ghana's experience seems to indicate that decentralization of health systems has not significantly improved efficiency, equity and effectiveness of the health sector. Instead, it has in some cases exacerbated inequality, weaken local commitment to priority health issues and decrease the efficiency and effectiveness of service delivery. Little attempts have been made to critically examine the impact of decentralisation of health systems in Ghana. Moreover, the impacts of non-health factors as well as other reforms that interact with decentralisation to affect accessibility, affordability and quality of services in the country have not been adequately investigated. This study therefore

seeks to assess the impact of decentralisation on equitable health systems in Ghana, achievements and challenges and also develop appropriate strategies that would help improve health care delivery in Ghana. This proposed research project will provide an opportunity for students to develop critical research and analytical skills and empirical understanding of the impacts of decentralisation on health systems in Ghana.

Localizing the Millennium Development Goals (MDGs) in Ghana: An Assessment of the Achievements, Challenges and Prospects (Co PIs: Prof. K.A Domfeh, Prof. E.K Sakyi, Dr. A. Ahenkan, Dr. T. Buabeng, Dr. K. Asamoah

This research project is ongoing to assess the progress, challenges and prospects of the MDGs at the local level using 5 districts as case studies. The overall assessment of Ghana's progress toward the MDGs reveals that, while progress has generally been positive, tangible results have been mixed across indicators. Unfortunately, while progress towards the MDGs is monitored, evaluated and analyzed using national aggregated figures, very little or no effort has been made to assess the local performance of the MDGs and targets at the district and local level. Achievements related to the Millennium Development Goals (MDGs) have been largely centered on the national aggregate figures with no concrete empirical data on the achievements at the district and local levels. The achievements reported at the country level are aggregate figures that may not reflect the actual situation on the ground. PhD Students will gain opportunity of using quantitative and qualitative data collection techniques to assess the local performance of the MDGs and targets at the district and local level.

Academic Writing Research Skills Training

PhD students will be required to work with faculty to undertake varied research activities ranging from desk research, literature search, research designs, and preparation of qualitative and quantitative data collection instruments and preparation of sampling protocols for undertaking applied research. During the period students would be required to publish a paper alone or with a faculty as evidence of the skills acquired during the period of the research apprenticeship.

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