

**North Dakota State University
School of Education**

**Ph.D. in Education
Option: Organizational Learning and Leadership**

“Cultivating Intellectual Capital”

The Ph.D. degree in Education with a focus on Organizational Learning and Leadership is intended for individuals seeking employment as scholar-researchers in primary, secondary, and postsecondary schools, and other educational settings (such as museums, training, and youth development organizations). The Ph.D. emphasizes the study and synthesis of theory and research, and is intended to produce dedicated scholar-researchers committed to the advancement of knowledge and scholarship in education.

Ph.D. recipients with an option in Organizational Learning and Leadership analyze leadership contexts and practices from various theoretical perspectives; integrate disciplinary knowledge with theories of leadership; reconceptualize the meaning and value of leadership; lead and conduct independent scholarly research using various sophisticated methodologies of disciplined inquiry; create, advance, expand, revise and disseminate new theories and knowledge and understandings in the field; and become responsible stewards of the discipline and culture of lifelong learning.

PROGRAM REQUIREMENTS

The Organizational Learning and Leadership curriculum was designed to provide the knowledge, skills and experiences necessary for understanding leadership both inside and outside of formal education settings. Students plan their programs in consultation with their advisor and dissertation committees. The total number of hours required for the degree is 90 hours beyond the bachelor’s degree with a maximum of 30 hours that may be approved from a master’s degree or post-master’s coursework. All hours listed are required minimums. Students may take additional hours and some courses of study may require more than the 90-hour minimum as directed by the student’s advisor and advisory committee.

Students proceed through their respective degree programs with the assistance and guidance of a faculty advisor and an advisory committee. The student develops a plan of study, completes a qualifying examination process, submits a dissertation proposal, and completes a dissertation following the procedures outlined by the Graduate School, the Education Doctoral Programs faculty, and the student’s advisory committee. (See the program web site and the *Graduate Bulletin* for further detail about the expectations for the degree.)

The degree plan has the following course components:

EDUCATION DOCTORAL PROGRAMS CORE: (minimum of 15 credit hours)

Students in both Education degree programs, regardless of the option area, complete core courses that situate teaching and learning within social, cultural, historical, and economic contexts. Each course is taught collaboratively across degree programs and options in the belief that such knowledge is equally applicable regardless of one’s career path.

EDUC 801: Foundations of Doctoral Scholarship (3 credits; completed during first semester)

EDUC 802: Foundations of Educational Research (3 credits; completed during first semester)

EDUC 803: Philosophical Foundations of Education (3 credits; completed during second semester)

EDUC 890: Research Seminar (1-9 credits; 1 hour per summer prior to Capstone)
EDUC 890: Capstone Seminar (3 credits; completed after all other coursework)

Additionally, students must select at least three (3) hours from the following courses:

EDUC 807: Diversity and Educational Policy (3 credits)
EDUC 808: Empowerment and Transformative Education (3 credits)

DISCIPLINED INQUIRY CORE: (minimum of 18 credit hours)

Note: EDUC 702: Statistics in Educational Research (3 credits) is a prerequisite for some research courses but does not count toward the completion of your doctoral degree should you need to complete it.

All students in the Ph.D. program with an option in Organizational Learning and Leadership must take the following nine (9) credit hours of research courses.

EDUC 872: Qualitative Research (3 credits)
EDUC 873: Case-Based Educational Research and Statistics (3 credits)
EDUC 883: Survey Research (3 credits)

Additionally, students must select at least nine (9) hours from the following courses:

HDFS 758: Longitudinal Research Methods and Analysis (3 credits)
EDUC 871: Planning and Conducting Needs Assessment (3 credits)
EDUC 874: Applied Research for Change (3 credits, pending)
EDUC 881: Data Management & Decision-Making (3 credits)
EDUC 884: Program Evaluation (3 credits)
EDUC 885: Structural Equation Modeling Fundamentals (3 credits)
EDUC 886: Advanced Qualitative Research (3 credits)
EDUC 890: Research Seminar (3 credits)

ORGANIZATIONAL LEARNING AND LEADERSHIP OPTION: (minimum of 18 credit hours)

Students in the Ph.D. program with an option in Organizational Learning and Leadership complete core courses that provide a foundation for the field. Each course is taught collaboratively across degree programs to address issues related to leadership in the belief that such knowledge is equally applicable regardless of one's career path.

Organizational Learning and Leadership Core: (minimum of 9 credit hours)

EDUC 811: Organizational Culture (3 credits)
EDUC 812: Leadership in Organizations (3 credits)
EDUC 813: Innovation and Change (3 credits)

Professional Emphasis: (minimum of 9 credit hours)

In order to build an area of relevant expertise within Organizational Learning and Leadership, students select appropriate additional courses that extend and connect the degree option in Organizational Learning and Leadership to the students' own professional context, interests, and goals. Suggested areas of emphasis may include, but are not limited to, the following:

Primary/Secondary Education

EDUC 712: Social, Cultural and Political Dimensions of Schools (4 credits)
EDUC 730: Leadership, Planning, and Organizational Behavior (3 credits)

EDUC 731: Education Law and Organizational Structure of Schools (3 credits)
EDUC 734: Personal Communication and Ethics (3 credits)
EDUC 736: Policy and Educational Finance (2 credits)
EDUC 738: Administration of Elementary Schools (2 credits)
EDUC 739: Administration of Secondary Schools (2 credits)
EDUC 769: Politics and Policies in Education (2 credits)
EDUC 782: Supervisory and Administrative Theory (4 credits)
EDUC 784: School Personnel Administration (2 credits)
EDUC 786: School Facility Planning (2 credits)
EDUC 789: School Community Relations (2 credits)
EDUC 894: Practicum/Internship (1-10 credits)

Postsecondary Education

EDUC 831: Institutional Quality Control (3 credits)
EDUC 832: Assessment Techniques for Educational Institutions (3 credits)
EDUC 833: Strategic Planning for Institutional Improvement (3 credits)
EDUC 841: Organization and Administration of Higher Education (3 credits)
EDUC 842: Higher Ed Student Affairs and Enrollment Management (3 credits)
EDUC 843: Financing Higher Education (3 credits)
EDUC 894: Practicum/Internship (1-10 credits)

Business & Industry

BUSN 789: Advanced Strategic Management (3 credits)
COMM 725: Communication and Change (3 credits)
COMM 783: Advanced Organizational Communication (3 credits)
EDUC 730: Leadership, Planning, and Organizational Behavior (3 credits)
EDUC 782: Supervisory & Administrative Theory (3 credits)
EDUC 785: Organization & Administration of Career/Technical Education (3 credits)
EDUC 863: Education and Training for Business and Industry (3 credits)
EDUC 894: Practicum/Internship (1-10 credits)
MGMT 630: Leadership in Organizations (3 credits)
MGMT 671: Leading the Nonprofit Organization (3 credits)
MGMT 750: Advanced Organizational Behavior (3 credits)
SOC 639: Social Change (3 credits)

INDEPENDENT RESEARCH: (minimum of 12 credit hours of dissertation research)

Students in the Ph.D. program in with an option in Organizational Learning and Leadership complete an original research project in the form of a doctoral dissertation. This dissertation should seek to advance knowledge through the creation, expansion, or revision of theory related to the field of Leadership. The student's advisor and committee will support and mentor students through this processes.

Upon successful completion of the comprehensive examination process, students are required to complete at least twelve (12) hours of independent dissertation research.

EDUC 899: Doctoral Dissertation (1-12 credits)