

# The PhD Program Overview

The PhD in Leadership is multidisciplinary in scope and primarily online in delivery, with one five-day on-campus residency in each year of the program. It prepares students for organizational leadership positions. The program integrates research, theory and practice, and provides a breadth of knowledge across the leadership field with in-depth research and study in pivotal areas. Critical thinking, scholarly research, writing, and learning occur within a biblical Christian worldview that supports the entire program. The capstone project is the submission and successful defense of a doctoral dissertation.

The PhD in Leadership program has four components: (a) core – 24 credit hours; (b) research – 12 credit hours; (c) discipline – 12 credit hours, (d) dissertation – 9 credit hours; (e) a comprehensive course occurs in the third year – 3 credit hours.

## Course Sequence (courses are 3 credit hours for 60 total credit hours)

### YEAR ONE

**Spring:** LEAD 701 Foundations of Leadership (Orientation and Online) (3 credit hours)

LEAD 702 Research Design I (Hybrid with Campus Residency) (3 credit hours)

**Summer:** LEAD 703 Biblical Leadership (3 credit hours)

LEAD 704 The Leader's Role in the 21<sup>st</sup> Century (3 credit hours)

**Fall:** LEAD 705 Organizational Development (3 credit hours)

LEAD 706 Organizational Communication (3 credit hours)

LEAD 707 Organizational Change (3 credit hours)

### YEAR TWO

**Spring:** LEAD 801 Research Design II (Hybrid with Campus Residency) (3 credit hours)

LEAD 802 Strategic Planning (3 credit hours)

LEAD 805 Contemporary Issues in Leadership I (Self-Directed Study) (3 credit hours)

**Summer:** LEAD 804 Leadership Policy & Culture (3 credit hours)

LEAD 806 Contemporary Issues in Leadership II (Self-Directed Study) (3 credit hours)

**Fall:** LEAD 803 Leadership Values & Ethics (3 credit hours)

LEAD 807 Contemporary Issues in Leadership III (Self-Directed Study) (3 credit hours)

LEAD 902 Contemporary Issues in Leadership IV (Self-Directed Study) (3 credit hours)

### **YEAR THREE**

**Spring:** LEAD 901 Research Design III (Hybrid with Campus Residency) (3 credit hours)

LEAD 903 Doctoral Comprehensive Course (3 credit hours)

LEAD 904 Dissertation I (Proposal) (3 credit hours)

**Summer:** LEAD 905 Dissertation II (Research) (3 credit hours)

LEAD 906 Dissertation III (Defense) (3 credit hours)

### **CORE LEADERSHIP COURSES**

**LEAD 703 Biblical Leadership**-This course explores leadership from a biblical perspective. A case study approach will be used to identify key leadership practices of biblical leaders.

**LEAD 704 The Leader's Role in a 21st Century World** -A study of effective leadership behaviors and practices in the context of a modern global economy. Participants will explore global thinking, cultural diversity, technological advances, and the importance of building partnerships and sharing leadership.

**LEAD 705 Organizational Development** -A study of mid-range leadership theory. The course is a critical study of effective and emerging leadership paradigms across a continuum of organizational structures.

**LEAD 706 Organizational Communication** -This course studies a leader's ability to communicate effectively throughout an organization by being cognizant of various levels of communication—both formal and informal.

**LEAD 707 Organizational Change** -This course studies organizational decision making; organizational change, including resistance to change; and organizational culture as it relates to decision making and change.

**LEAD 802 Strategic Planning** -This course studies the interrelatedness and necessity of vision, mission and planning for organizational leadership and strategic planning as it impacts the nature and scope of organizational leadership.

**LEAD 803 Leadership Values & Ethics** -This course focuses on how the values and ethics of an organization are established, managed, and influenced by leaders.

**LEAD 804 Leadership Policy & Culture** -This course focuses on how the policy and culture of an organization are established, managed and influenced by leaders.

## **RESEARCH COURSES**

**LEAD 701 Foundations of Leadership** -This course introduces the student to the field of leadership studies and provides an overview of leadership theories and doctoral-level research principles.

**LEAD 702 Research Design I** -This course is designed for those planning to write a dissertation. The course provides an overview into methodologies and practices associated with qualitative, quantitative and mixed-methods research. This course is an application of techniques and processes used in addressing a significant issue for a group with which you are affiliated. The product is a research paper (proposal) properly formatted in APA style.

**LEAD 801 Research Design II** -A study of various qualitative and quantitative research methods. In addition, this course develops critical skills necessary to conduct research from a variety of methodological perspectives.

**LEAD 901 Research Design III** -This seminar emphasizes dissertation research design.

## **DISCIPLINE COURSES**

Ph.D. doctoral students have four three-credit discipline courses. Each course examines the major contemporary issues impacting leadership and is tailored to students' discipline area. Students will evaluate the issues, attempt solutions, and develop personal professional positions.

**LEAD 805 Contemporary Issues in Leadership I** (Self-Directed Study)

**LEAD 806 Contemporary Issues in Leadership II** (Self-Directed Study)

**LEAD 807 Contemporary Issues in Leadership III** (Self-Directed Study)

**LEAD 902 Contemporary Issues in Leadership IV** (Self-Directed Study)

## **DOCTORAL COMPREHENSIVE COURSE**

**LEAD 903 Doctoral Comprehensive Course** (taken Summer Semester of third year of study)

The Doctoral Comprehensive Course is intended to assure that learners have mastered knowledge of their discipline before candidacy status is achieved and research in support of their dissertation is initiated.

## **ON CAMPUS RESIDENCY**

Students attend three, five-day, on-campus residency courses—one residency each year.

## **DISSERTATION**

Students must complete a dissertation and these courses:

LEAD 904 Dissertation I (Proposal)

LEAD 905 Dissertation II (Research)

LEAD 906 Dissertation III (Defense)

Students are expected to demonstrate excellent research and writing skills in the dissertation.

Doctoral students must complete and submit the Dissertation Committee form found at the end of this document.

Dissertation research must address a leadership topic with strong literature support and demonstrate a solid understanding of theoretical foundations.

Doctoral students must successfully defend their dissertation to become candidates for graduation.