# Educational Leadership Ph.D., Organizational Analysis Concentration
## Program of Study (90 Hours)

**Overview:** Students must complete a minimum of 42 graduate credits at WMU (30 credit hours plus 12 dissertation hours) once admitted to a doctoral program in Educational Leadership at WMU. In total, a minimum of 90 hours of graduate credit (including credits accepted from a master’s degree program) must be completed as follows:

<table>
<thead>
<tr>
<th>Component</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Leadership Core</td>
<td>9 hours</td>
</tr>
<tr>
<td>II. Professional Inquiry, Research &amp; Dissertation Core</td>
<td>36 hours</td>
</tr>
<tr>
<td>III. Leadership concentration</td>
<td>24 hours</td>
</tr>
<tr>
<td>IV. Specialty Cognate/Electives</td>
<td>21 hours</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>90 hours</td>
</tr>
</tbody>
</table>

### Specific Program

#### I. Leadership Core (9 required credits):
- EDLD 6020  Ed. Leadership, Systems & Change
- EDLD 6060  Advanced Systems Thinking
- EDLD 6090  Theories of Leadership

#### II. Professional Inquiry, Research, and Dissertation Core (36 total credits)

**A) “Professional Inquiry” Component**
- EDLD 6861: Doctoral Studies Seminar I
- EDLD 6862: Doctoral Studies Seminar II
- EDLD 7120: Professional Field Experience

**B) “Research Methods” Component** *(Note: a 3-credit “Introduction to Research” (EMR 5400; ED 6010, or equivalent is a prerequisite):)*
- EMR 6450 Data Analytics I
- EMR 6480 Qualitative Methods
- EMR 6650 Data Analytics II

**C) “Dissertation” Component**
- EDLD 6950 Dissertation Seminar
- EDLD 7300 Doctoral Dissertation (12 credits)

#### III. Organizational Analysis Core (cont)

**B. Elective Courses** *(12 credits from following, or equivalent):*
- EDLD 6630 Personnel Administration
- EDLD 6730 Instructional Leadership & Supervision
- EDLD 6980 Readings in EDLD
- EMR 6410 Measurement Techniques in Ed.
- EMR 6580 Qualitative Research Practicum
- EMR 6650 General Linear Modeling
- CECP 6410 Fundamental of Needs Analysis
- CECP 6420 Eval. Of HRD Transfer & Impact
- CECP 6440 Learning & Org. Effectiveness
- PADM 6080 Organization Theory and Behavior
- MGMT 6500 Managing Change
- GRAD 7110 Readings in Doctoral Specialization

#### III. Organizational Analysis Core (cont)

**B. Elective Courses** *(12 credits from following, or equivalent):*
- EDLD 6630 Personnel Administration
- EDLD 6730 Instructional Leadership & Supervision
- EDLD 6980 Readings in EDLD
- EMR 6410 Measurement Techniques in Ed.
- EMR 6580 Qualitative Research Practicum
- EMR 6650 General Linear Modeling
- CECP 6410 Fundamental of Needs Analysis
- CECP 6420 Eval. Of HRD Transfer & Impact
- CECP 6440 Learning & Org. Effectiveness
- PADM 6080 Organization Theory and Behavior
- MGMT 6500 Managing Change
- GRAD 7110 Readings in Doctoral Specialization

#### IV. Special Interest Cognates & Electives (21 credits)

In conjunction with their advisor, students will identify courses to help strengthen their primary area of interest and/or their research knowledge and tools. Many credits for this component may come from the student’s masters degree program. Other courses from the masters degree may, as appropriate, be used to fulfill some required or elective courses for the other components.