LEARNING AND ORGANIZATIONAL CHANGE, ED.D.

Organizations evolve at the hands of motivated leaders who possess the skills to impart systemic change, whether those systems are present in schools and universities, government or private corporations, or nonprofit organizations. Through the Ed.D. degree in Learning and Organizational Change, students learn to examine educational practices in all settings by taking both a micro and macro view of learning. Graduates emerge prepared to address cross-functional challenges, influence systemic growth opportunities, and foster effective learning environments based on data-driven processes. The EdD in Learning and Organizational Change online program empowers students to lead change in many organizations, from schools to businesses to non-profits and beyond.

The Ed.D. in Learning and Organizational Change is a 54-credit program that can be completed in as few as 36 months. Students typically register for two classes each term, and course content is delivered virtually in asynchronous and synchronous formats. The program contains two on-campus immersion experiences that bring students together with peers and professors at Baylor University. The immersion experience, held twice during the program, allows participants to apply new skills and creatively solve problems collaboratively. The organization of a Problem of Practice dissertation provides students with the opportunity to engage in research applicable to their own professional experiences, preparing them to implement meaningful learning and organizational change in those professional settings.

This program emphasizes the development of a broad understanding of the educational process as well as building a skill set that can be adapted to organizational change. Courses take a practitioner-orientated approach to shaping scholars with expertise in organizational change, learning, and leadership. Through this curriculum, students in the Ed.D. in Learning and Organizational Change will develop a multitude of skills that can be applied across professional settings. Upon completion, students will be prepared to demonstrate leadership in areas such as: dynamics of organizational change, contextual learning and design, program assessment and evaluation, professional development, research design.

Admission (Ed.D.)

Applicants to the Ed.D. in Learning and Organizational Change program must hold a master's degree with a GPA that demonstrates strong academic success, which is normally 3.0 or higher, and preferably have at least two years of professional experience. The online Ed.D. program starts three times per year — in January, May, and August. The admissions team accepts and reviews applications year-round on a rolling basis. Successful applicants possess backgrounds that demonstrate an ability to excel in a doctoral program and a strong desire to have a positive impact in their field. GRE test scores are not required to apply to the Ed.D. in Learning and Organizational Change program.

All applicants must submit the online application, a resume/curriculum vitae, official transcripts of baccalaureate and master's degrees from accredited institutions, three letters of recommendation, a personal statement, and a video introduction.