

# 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. Graduates of the Ed.D. program often pursue careers in leadership roles such as education-focused entrepreneurs, coordinators of learning and development, educational consultants, adult learning facilitators, curriculum developers, directors of human resources, chief learning officers, or K-12 school system administrators.

The Ed.D. in Learning and Organizational Change is a 54-credit program that can be completed in 36 months or on a flexible schedule and is offered in an online format. The program consists of 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-oriented approach to shaping transformative leaders with expertise in the fields of curriculum, teaching and learning, and organizational change. 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: curriculum design and instruction, dynamics of organizational change, contextual learning and design, program assessment and evaluation, professional development, research design evaluation, assessment, and measurement.

## 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 3.0 or higher, and 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.

## Ed.D. Degree Plan

Course	Title	Hours
<b>Year 1</b>		
<b>Term 1</b>		
EDC 5391	Social Foundations of Education	3
EDC 5392	Issues in Diversity	3
<b>Hours</b>		<b>6</b>
<b>Term 2</b>		
EDP 5333	Psychology of Learning, Cognition, and Affect	3
EDC 6336	Qualitative Research and Data Analysis	3
<b>Hours</b>		<b>6</b>
<b>Term 3</b>		
EDP 5334	Statistical Methods	3
EDP 5327	Educational Evaluation	3
<b>Hours</b>		<b>6</b>
<b>Year 2</b>		
<b>Term 4</b>		
EDC 6359	Mixed Methods Research Design and Analysis	3
EDC 6360	Instructional Design	3
<b>Hours</b>		<b>6</b>
<b>Term 5</b>		
EDC 6391	Problem of Practice Phase One	3
EDC 6392	Problem of Practice Phase Two	3
<b>Hours</b>		<b>6</b>
<b>Term 6</b>		
EDC 5350	Teaching for Understanding	3
EDC 6361	Leadership and Organizational Change	3
<b>Hours</b>		<b>6</b>
<b>Year 3</b>		
<b>Term 7</b>		
EDC 6362	Community Leadership & Collaboration	3
EDC 6376 or EDC 6368	Organizational Change in a Technological Society or Future Trends in Leadership	3
<b>Hours</b>		<b>6</b>
<b>Term 8</b>		
EDC 6333	Problem of Practice Phase Three	3
EDC 6365	Philosophy and Ethics in Leadership	3
<b>Hours</b>		<b>6</b>
<b>Term 9</b>		
EDC 6393	Problem of Practice Final Phase: Capstone	3
EDC 6346	Mentoring and Supervision	3
<b>Hours</b>		<b>6</b>
<b>Total Hours</b>		<b>54</b>

Students may take up to 12 hours of EDC 6V99 Dissertation (as needed).