

# EDUCATIONAL LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT (PHD)

## Doctor of Philosophy in Educational Leadership and Organizational Development

Unit: College of Education and Human Development (<http://louisville.edu/education/>) (GE)

Department: Educational Leadership, Evaluation, and Organizational Development (<http://louisville.edu/education/departments/eleod/>)

Program Website (<https://louisville.edu/education/degrees/phd-elod/>)  
Academic Plan Code(s): ELODPHD

## Program Information

The Doctor of Philosophy in Educational Leadership and Organizational Development encompasses five specialties:

- P-12 Administration
- Post-secondary Administration
- Sport administration
- Human Resource Development
- Evaluation

The doctoral degree is granted in recognition of scholarly proficiency and distinctive achievement in a specific field/discipline. All candidates for a doctoral degree in the College of Education and Human Development must successfully complete qualifying exams and a dissertation/professional portfolio that clearly indicates the candidate has mastered and can exhibit/articulate the content knowledge, skills and dispositions specific to their discipline and can utilize appropriate research methodologies to contribute to the body of knowledge in their field.

## Distinctive Characteristics of Doctoral Programs in the College of Education and Human Development

### 1. Social Justice and Equity

Doctoral students in our program build experience and expertise in the issues of social justice and equity which aligns with our metropolitan mission and focus on student achievement.

### 2. Leadership

Our doctoral students gain expertise in supervising and leading others to achieve organizational goals and missions, managing complex systems, addressing administrative issues and procedures, conducting research to enhance leadership and teaching others about the art of organizational leadership.

### 3. Practical Experience

The doctoral program contains practicums, internships, or embedded field experience that aligns with program and career goals. These mentored experiences may include teaching, research, administration or other appropriate areas.

### 4. Scholarship/Research

An emphasis on scholarship includes experience and mentorship in ethics, publications, presentation, grantsmanship, and other forms of creative activity. The research component is characterized by the development of vertical research teams: senior faculty, junior faculty, doctoral students, master's students, and in some programs,

undergraduate students, working together on research projects and research areas. These may be bolstered by partnerships with local school districts, businesses, or community agencies.

## Admission Requirements

### Application Materials Overview

The LEAD Department PhD Admissions Committee evaluates an applicant's potential to succeed in the doctoral program, including academic writing and analysis, theory and conceptual processing, and overall program readiness. This evaluation of an applicant is conducted through a holistic review of an applicant's fully submitted application materials. These materials include the following:

- Graduate Application
- Résumé or Curriculum Vitae
- Letters of Recommendation: 2 Required (academic references preferred, but required for all applicants whose undergraduate work was completed within the last five years)
- English Language Exam: TOEFL, IELTS, or Duolingo English Test required\* for applicants for whom English is not their primary language
- Transcripts: all official transcripts from any courses or degree programs taken at previous postsecondary institutions (other than dual credit)
- Personal Statement
- Analysis Essay

In addition, an applicant may submit or participate in additional opportunities such as the following that are optional but not required for admission:

1. Interview
2. GRE Scores
3. Any academic or published works/ creative artifacts you have been a part of or produced

Additional information on each required and optional application materials can be found in the following sections:

### Required Application Materials

1. Graduate Application (<http://louisville.edu/graduate/apply/>) (even if currently enrolled in a University of Louisville program). All other application materials, except GRE Scores and online recommendation letters should be sent to the address at the bottom of this page.
2. **Resume or Curriculum Vitae.** It is expected that applicants have prior academic and professional experience in their field of interest. The PhD program is intended for experienced professionals, holding relevant academic degrees and who are qualified to undertake advanced study at the doctoral level. It is important that the academic and professional experience of applicants match the educational focus of the program curriculum and the educational and professional orientation of the program faculty.
3. **Letters of Recommendation.** Using the Graduate School on-line application (<http://louisville.edu/graduate/apply/>) choose two individuals familiar with your background to provide a Letter of Evaluation (<https://louisville.edu/education/degrees/files/new-letter-of-eval.pdf>). Academic references preferred, but required for all applicants whose undergraduate work was completed within the last five years.

4. **English Language Exam.** Students for whom English is not their primary language must show English language proficiency by successfully completing one of the following:
- International English Language Testing System (IELTS) examination (<https://www.ielts.org/>) – minimum score: 6.5
  - Test of English as a Foreign Language (TOEFL) examination (<https://www.ets.org/toefl/>) – minimum scores: 550 on the paper-based TOEFL, 213 on the computer-based TOEFL or 80 or higher on the internet-based TOEFL
  - Duolingo English Test with Subscores ([https://englishtest.duolingo.com/applicants/?utm\\_source=google&utm\\_medium=search&utm\\_campaign=EnglishTier1Campaign&utm\\_content=&utm\\_term=brand-broad&gclid=CjwKCAiAyPyQBhB6EiwAFUuakrtGPRRW-6-LWFstq8XBfUXEZPQde1\\_PQmLRqJH7n01zpwXQcxv7MxoCRc0QAvD\\_BwE](https://englishtest.duolingo.com/applicants/?utm_source=google&utm_medium=search&utm_campaign=EnglishTier1Campaign&utm_content=&utm_term=brand-broad&gclid=CjwKCAiAyPyQBhB6EiwAFUuakrtGPRRW-6-LWFstq8XBfUXEZPQde1_PQmLRqJH7n01zpwXQcxv7MxoCRc0QAvD_BwE)) – minimum score of 105 and exam must have been taken after January 1, 2020. *Note:* Students who have earned a degree from an accredited college or university in the U.S. are not required to complete the TOEFL, IELTS, or Duolingo.
5. **Transcripts—undergraduate and graduate** (All official, non-UofL). Send official transcripts for all previous undergraduate and graduate coursework from any courses or degree programs taken at previous postsecondary institutions (other than dual credit) to the address indicated below. Do not provide UofL transcripts and transcripts previously submitted to the College of Education and Human Development. If you have records at UofL, but outside the CEHD, attach a note so indicating and we will secure them. It is expected that applicants would have GPAs of at least 3.5 for prior undergraduate and graduate degrees. Applicants submitting **foreign transcripts** must submit such transcript to analysis by either of the following two agencies and have the agency submit their report to the address below for inclusion in the application packet: World Education Evaluation Service (<http://www.wes.org/>) or Education Credentials Evaluators (<http://www.ece.org/>). The applicant must send the official transcript to the transcript evaluation agency. The agency will do an evaluation according to US guidelines and mail an official copy of the evaluation to UofL. We do not need the transcript if we have the official evaluation from ECE or WES. The agency also validates that the transcript is official and legitimate. In some cases, the applicant may only have one official copy of the transcript. In that situation, WES or ECE will mail the official transcript back to the student after the evaluation has been completed. If you have a graduate degree from the U.S., this requirement is waived.
6. **Personal Statement.** Your Personal Statement is an opportunity for you to offer the admissions committee insights about your background, interests, future contributions to the academic community at the University of Louisville, and academic potential with your field of study.
- As you author your Personal Statement, consider how your background and life experiences – including educational, cultural, financial, geographical, and/or other opportunities or barriers – motivated your decision to pursue a doctoral degree at the University of Louisville?
  - In your statement, share your research interests and career goals, as well as how you see this doctoral program helping you achieve those future goals as well as why you have chosen to pursue doctoral study at this time.
  - Tell us about what you have done, what is unique about you, what you have learned and achieved (including evidence of progress) to support and recognize your accomplishments to date and how that has prepared you for doctoral study in this program.
7. **Analysis Essay.** For this essay, please identify a contemporary issue, challenge, or opportunity in your specialty area (e.g., human resource development, higher/postsecondary education, education administration, program evaluation, sports administration). Your essay should intertwine several messages that: (a) provide a background to your chosen topic, (b) inform your reader why your chosen topic is important and what is known about the topic, (c) articulate at least two avenues for how you could address your chosen topic using research articles in support of your points, (d) recommend an avenue or perspective in which to take along with supported rationale, and (e) provide a summary along with concluding remarks that bring your essay to a logical conclusion.
- Your essay should demonstrate some level of analysis and be between 2500 and 3000 words (8- 10 pages double spaced) not including a title page, references or citations, tables, figures, or graphs.
  - Include any references to literature and empirical research sources that you use to help shape your analytic essay.
  - Your analysis essay does not need to be on a topic that you think you'd like to focus on in your doctoral studies, but it can be. Ultimately, we are interested in learning more about how you present a topic, offer competing perspectives, and your analysis associated with that discussion.

### Optional Application Materials

1. **Interview.** Using a holistic process, the LEAD PhD Admissions Committee will evaluate your application packet. They may, at their discretion, invite you for a brief interview with faculty in your chosen area of concentration to learn more about your interests. The interview is optional, but often can be helpful in finding fit within an academic program of study.
2. **GRE Scores.** The GRE test can help committees evaluate students, especially those from unfamiliar colleges or universities. LEAD PhD Admissions Committee recognizes that tests have their limitations and may pose a financial burden for some students. To ensure that we support equity, inclusion, and a holistic review process, GRE scores are optional for admission to the PhD Program.
  - Applicants who do not submit GRE scores will be given full consideration to the program.
  - If you have taken the GRE, and wish to submit your scores as an option, have the Education Testing Service forward scores to UofL (UofL's code for sending GRE scores is 1838).
  - If you are a former UofL student and believe your scores are already at the University Graduate School, attach a note indicating so with your Graduate Application.
  - Scores, whether a new applicant or a former UofL student, should be no more than 5-years old

3. **Academic Published Works/ Creative Artifacts.** If you have published any academic research or been a part of some form of creative artifact that adds to your application packet, please feel free to include those works as a .pdf within your packet as optional material.

## Program Requirements

### Master's degree prerequisite + 60 credit hours minimum

The Student and Committee must develop courses, programs and experiences that clearly identify and address the specific themes of Leadership, Scholarship, Social Justice and Equity. These areas of

emphasis must have descriptive competencies that the student should attain and the Committee can assess.

## Coursework Requirements

Code	Title	Hours
<b>CORE AND ELECTIVE COGNATE COMPONENTS</b> <sup>1</sup>		<b>33</b>
LEAD 710	Doctoral Seminar in Educational Leadership	
LEAD 674	Advanced Leadership Theory	
LEAD 715	Advanced Organizational Theory	
LEAD 780	Problem Analysis in Educational Leadership I	
Electives		
<b>RESEARCH METHODOLOGY</b> <sup>2</sup>		<b>15</b>
LEAD 601	Applied Statistics	
LEAD 701	Intermediate Applied Statistics	
LEAD 702	Applied Multiple Regression	
LEAD 703	Multivariate Educational Statistics	
LEAD 704	Qualitative Field Research Methods	
LEAD 705	Qualitative Data Analysis and Representation	
<b>Dissertation/Portfolio Research</b>		
LEAD 795	Doctoral Research	12
<b>ELECTIVE COMPONENT</b> <sup>3</sup>		
<b>Minimum Total Hours</b>		<b>60</b>

<sup>1</sup> 33 credit hours minimum, selected with Program Committee Approval

<sup>2</sup> 15 credit hours minimum, selected with Program Committee Approval

<sup>3</sup> Master's degree comprises elective component of program.