DOCTOR OF EDUCATION IN THE FIELD OF HUMAN AND ORGANIZATIONAL LEARNING

The Doctor of Education (Ed.D.) in Human and Organizational Learning is designed to provide professionals with a foundation in relevant theories, concepts, and practices towards facilitating change initiatives and in becoming more effective leaders and decision makers.

The program is offered with two distinct focuses at different GW campuses.

Foggy Bottom campus offers working professionals evening courses on weeknights. The curriculum focuses on organizational issues such as strategic change, transformational leadership, individual and group learning processes, organizational development, global and international issues, the humane organization, virtual organizations, meaning of work, and self-directed learning. In addition to completing the required course work, students work with an advisor to create an individually designed program around the student’s area of interest. All classes at the Foggy Bottom campus are offered on weeknights.

The Virginia Science and Technology campus cohort focuses on the interrelationships among people, organizations, and learning, while using systemic change processes. The program encourages students to challenge assumptions through critical reflection and fosters group and self-directed learning. Program students come from a variety of professions including business, health care, the military, education, federal agencies, information technology, and manufacturing, and have a variety of academic backgrounds with degrees in fields such as engineering, psychology, health and medical sciences, the humanities, and business. This diverse population enriches the learning experience for fellow students and provides both local and global networking opportunities. All classes at the Virginia Science and Technology campus are offered over a two-day period (Friday-Saturday), once a month, enabling students to continue working full time while pursuing the degree. In addition to the general requirements for admission to the Ed.D., applicants must have at least five years of full-time experience in a field related to human and organizational learning.

Specific admission requirements are shown on the Graduate Program Finder. (http://www.gwu.edu/all-graduate-programs)

Visit the program website (http://gsehd.gwu.edu/programs/human-organizational-learning) for additional information.

REQUIREMENTS

The following requirements must be fulfilled:

Requirements for the doctoral program (http://bulletin.gwu.edu/education-human-development/doctoral-programs/education).

A minimum of 69 credits for students at the main campus location and 72 credits for students in the Executive Leadership program as well as and successful completion of a comprehensive examination.

Main Campus Program

Required

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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<tbody>
<tr>
<td>EDUC 8110</td>
<td>Advanced Study: Ideas, Issues, and Practices in Education</td>
</tr>
<tr>
<td>HOL 8700</td>
<td>Foundations of Human and Organizational Learning</td>
</tr>
<tr>
<td>HOL 8701</td>
<td>Theory, Research, and Practice in Adult Learning and Development</td>
</tr>
<tr>
<td>HOL 8702</td>
<td>Theory and Design of Organizational Diagnosis and Development</td>
</tr>
<tr>
<td>HOL 8703</td>
<td>Human Systems Change</td>
</tr>
<tr>
<td>HOL 8704</td>
<td>Leadership Theory, Research, and Practice</td>
</tr>
<tr>
<td>HOL 8706</td>
<td>Interdisciplinary Readings in Human and Organizational Learning</td>
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Research methods

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<tr>
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<tbody>
<tr>
<td>EDUC 8120</td>
<td>Group Comparison Designs and Analyses</td>
</tr>
<tr>
<td>EDUC 8122</td>
<td>Qualitative Research Methods</td>
</tr>
<tr>
<td>HOL 8720</td>
<td>Seminar: Applied Research in Human and Organizational Learning</td>
</tr>
<tr>
<td>HOL 8722</td>
<td>Seminar: Advanced Issues in Human and Organizational Learning</td>
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Three credits from the following:

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<tr>
<td>EDUC 8100</td>
<td>Experimental Courses</td>
</tr>
<tr>
<td>EDUC 8130</td>
<td>Survey Research Methods</td>
</tr>
<tr>
<td>EDUC 8131</td>
<td>Case Study Research Methods</td>
</tr>
<tr>
<td>EDUC 8140</td>
<td>Ethnographic Research Methods</td>
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<tr>
<td>EDUC 8142</td>
<td>Phenomenological Research Methods</td>
</tr>
<tr>
<td>EDUC 8144</td>
<td>Discourse Analysis</td>
</tr>
<tr>
<td>EDUC 8170</td>
<td>Educational Measurement</td>
</tr>
<tr>
<td>EDUC 8171</td>
<td>Predictive Designs and Analyses</td>
</tr>
</tbody>
</table>
### EDUC 8173  Structural Equation Modeling

**Dissertation**

- HOL 8998  Predissertation Seminar
- HOL 8999  Dissertation Research (minimum 12 credits needed to complete requirement)

Approved dissertation proposal required

**Electives**

18 credits from the following selected in consultation with advisor

- HOL 6100  Special Workshop
- HOL 6707  Organizational Learning
- HOL 6721  Assessing the Impact of Organizational Change
- HOL 6724  Increasing the Capacity to Learn
- HOL 6743  Action Learning
- HOL 6744  Meaningful Workplaces
- HOL 6746  Work Groups and Teams in Organizations
- HOL 6747  International and Multicultural Issues in Organizations
- HOL 8101  Research and Independent Study
- HOL 8721  Practicum in Human and Organizational Learning
- HOL 8742  Work, Identity, and Adult Development

Successful completion of comprehensive exam required

### Executive Leadership Program

**Required**

- EDUC 8110  Advanced Study: Ideas, Issues, and Practices in Education
- HOL 8100  Special Topics in Human and Organizational Learning - Doctoral Studies (taken for 9 credits)
- HOL 8700  Foundations of Human and Organizational Learning
- HOL 8701  Theory, Research, and Practice in Adult Learning and Development

**Dissertation**

- HOL 8702  Theory and Design of Organizational Diagnosis and Development
- HOL 8703  Human Systems Change
- HOL 8704  Leadership Theory, Research, and Practice
- HOL 8706  Interdisciplinary Readings in Human and Organizational Learning
- HOL 8720  Seminar: Applied Research in Human and Organizational Learning
- HOL 8721  Practicum in Human and Organizational Learning (taken for 9 credits)
- HOL 8722  Seminar: Advanced Issues in Human and Organizational Learning

**Electives**

3 credits selected in consultation with advisor

**Research methods**

- EDUC 8120  Group Comparison Designs and Analyses
- EDUC 8122  Qualitative Research Methods

Three credits from the following:

- EDUC 8100  Experimental Courses
- EDUC 8130  Survey Research Methods
- EDUC 8131  Case Study Research Methods
- EDUC 8140  Ethnographic Research Methods
- EDUC 8142  Phenomenological Research Methods
- EDUC 8144  Discourse Analysis
- EDUC 8170  Educational Measurement
- EDUC 8171  Predictive Designs and Analyses

Successful completion of comprehensive exam required