DOCTOR OF EDUCATION IN THE FIELD OF HUMAN AND ORGANIZATIONAL LEARNING

Human and organizational learning is an interdisciplinary field that offers mid- to senior-level professionals rigorous and diverse methods of scholarly practice and inquiry. The focus of the field ranges from individual development to systems change through the core pillars of learning, leadership, and change. The doctor of education degree aims to develop cognitive flexibility through impactful and action-oriented practices and studies in relevant theories, concepts, and scholar/practitioner identity development.

The program focuses on the interrelationships among people and organizations, as well as on learning while utilizing systemic change processes. Theory, research, and practice are balanced throughout the curriculum. Students are encouraged to form learning communities in order to provide collective support, promote action learning, and model a learning culture.


ADMISSIONS

Admission deadlines: Fall – Rolling admissions (January 15 to be considered for merit-based, on-campus tuition support) - main campus program only

Summer – Rolling admissions (executive leadership program only)

Standardized test scores: Submission of GRE general test (institutional code 5246), the Miller Analogies Test (institutional code 1047), or the GMAT (institutional code QK4-0D-98) is optional.

Recommendations required: Two (2) recommendations (preferably one from a faculty member and the other from a professional supervisor)

Prior academic records: Transcripts are required from all colleges and universities attended, whether or not credit was earned, the program was completed, or the credit appears as transfer credit on another transcript. Unofficial transcripts from all colleges and universities attended should be uploaded to your online application. Official transcripts are required only of applicants who are offered admission.

Statement of purpose: In an essay of 750 to 1,200 words, state your purpose in undertaking graduate study at George Washington University, describing your academic objectives, research interests, and career plans. Discuss your related qualifications, including collegiate, professional, and community activities and any other substantial accomplishments not already mentioned in the application. You should also clearly indicate your primary and supporting fields of study and describe your research areas.

Additional requirements: A resumé is required.

International applicants only: Please review International Applicant Information carefully for details on required documents, earlier deadlines for applicants requiring an I-20 or DS-2019 from GW, and English language requirements.

Supporting documents not submitted online should be mailed to:
Graduate School of Education and Human Development
The George Washington University
2136 G Street, NW
Washington, DC 20052

Contact for questions: gsehdadm@gwu.edu – 202.994.9283 – 202.994.7207 (fax)
9:30 am – 6:00 pm, Monday through Friday

REQUIREMENTS

The following requirements must be fulfilled:


60 credits in coursework, a dissertation, and successful completion of a comprehensive examination.

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<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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<tr>
<td>HOL 8700</td>
<td>Foundations of Human and Organizational Learning</td>
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<tr>
<td>HOL 8701</td>
<td>Theory, Research, and Practice in Adult Learning and Development</td>
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<td>HOL 8703</td>
<td>Human Systems Change</td>
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<td>HOL 8704</td>
<td>Leadership Theory, Research, and Practice</td>
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<td>HOL 8705</td>
<td>Organizational Culture</td>
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<td>HOL 8720</td>
<td>Seminar: Applied Research in Human and Organizational Learning</td>
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<td>HOL 8721</td>
<td>Scholarly Inquiry in Human and Organizational Learning (taken for 6 credits)</td>
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HOL 8722  Seminar: Advanced Issues in Human and Organizational Learning (taken for 3 credits)

HOL 8724  Creating and Planning Doctoral Research

Research methods

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

3 credits of Level B research methods coursework selected in consultation with advisor.

Dissertation

HOL 8998  Predissertation Seminar (taken for 3 credits)

HOL 8999  Dissertation Research (taken for a minimum of 12 credits)

An approved dissertation proposal is required.

Electives

6 credits in elective courses selected in consultation with advisor.

Comprehensive examination

Successful completion of comprehensive examination is required.

### DOCTORAL PROGRAM LEVEL B COURSES

**Doctoral Program Level B Courses**

GSEHD’s Level B research methods courses are advanced courses in a specific research methodology. All GSEHD doctoral students are required to take at least one Level B course in the methodology of their dissertation. The courses listed below are approved to meet this requirement. EDUC 8120 Group Comparison Designs and Analyses, and EDUC 8122 Qualitative Research Methods, must be completed before enrolling in a Level B course.

Some programs require more than one Level B course. Some Level B courses are taken in a predetermined sequence; for this reason, students should check each course description for prerequisites, as courses in the sequence build on others. More information regarding the Level B course sequence is available in the GSEHD Doctoral Student Handbook (https://gsehd.gwu.edu/student-services/) students also may consult their faculty advisor or research methods faculty (https://gsehd.gwu.edu/directory/) for additional guidance.

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<tr>
<td>EDUC 8100</td>
<td>Experimental Courses (Mixed Methods Research)</td>
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