

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.

Visit the program website (<https://gsehd.gwu.edu/programs/doctorate-human-and-organizational-learning-executive-leadership-programs/>) for additional information.

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: 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:

The requirements for the Doctor of Education program (<https://bulletin.gwu.edu/education-human-development/#doctoraltext>).

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

Code	Title	Credits
Required		
HOL 8700	Foundations of Human and Organizational Learning	
HOL 8701	Theory, Research, and Practice in Adult Learning and Development	
HOL 8703	Human Systems Change	
HOL 8704	Leadership Theory, Research, and Practice	
HOL 8705	Organizational Culture	
HOL 8720	Seminar: Applied Research in Human and Organizational Learning	
HOL 8721	Scholarly Inquiry in Human and Organizational Learning (taken for 6 credits)	

HOL 8722	Seminar: Advanced Issues in Human and Organizational Learning (taken for 3 credits)	EDUC 8130	Survey Research Methods
HOL 8724	Creating and Planning Doctoral Research	EDUC 8131	Case Study Research Methods
Research methods		EDUC 8140	Ethnographic Research Methods
EDUC 8120	Group Comparison Designs and Analyses	EDUC 8142	Phenomenological Research Methods
EDUC 8122	Qualitative Research Methods	EDUC 8144	Discourse Analysis
3 credits of Level B research methods coursework selected in consultation with advisor.		EDUC 8147	Critical Methodologies in Educational Research
Dissertation		EDUC 8148	Qualitative Data Collection
HOL 8998	Predissertation Seminar (taken for 3 credits)	EDUC 8149	Qualitative Data Analysis
HOL 8999	Dissertation Research (taken for a minimum of 12 credits)	EDUC 8170	Educational Measurement
An approved dissertation proposal is required.		EDUC 8171	Predictive Designs and Analyses
Electives		EDUC 8172	Multivariate Analysis
6 credits in elective courses selected in consultation with advisor.		EDUC 8173	Structural Equation Modeling
Comprehensive examination		EDUC 8174	Hierarchical Linear Modeling
Successful completion of comprehensive examination is required.		EDUC 8175	Item Response Theory
		EDUC 8177	Assessment Engineering

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.

Code	Title	Credits
EDUC 8100	Experimental Courses (Mixed Methods Research)	