



WILLIAM WOODS
UNIVERSITY

PhD Annual Assessment 2023-2024

PHD ANNUAL ASSESSMENT 2023-2024 **1**

GRADUATE ANNUAL ASSESSMENT 2023-2024 **3**

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Graduate Annual Assessment 2023-2024

Doctor of Philosophy in Leadership

Program Profile

Program Mission

To prepare graduates to excel in senior leadership roles in military, governmental, educational, and private industry sectors. The program aims to provide a comprehensive curriculum and through rigorous coursework, research opportunities, and dissertation projects, equip students with the knowledge, skills, and ethical values necessary to lead effectively in a rapidly evolving global landscape. The program is committed to fostering critical thinking, research skills, and ethical decision-making to empower students to drive positive change in their organizations and communities.

Program Demographics

	Total Enrollment	Total Graduated
2022-2023		
2023-2024	18	

Program Assessment Data Sheet

Upload the Assessment Data sheet from Institutional Research

Program_Activity_Report.pdf

Reflection on Demographic Data

Program goals for student retention, persistence and degree completion are? What do the persistence numbers mean to the faculty in the program? Are your persistence numbers what you expected? If not, how could the numbers be improved? What is the optimal enrollment for the program?

Since starting in August 2023, the program's first year has exceeded projected enrollment growth. The program's original proposal projected five students per term. In October 2023, the program had 18 students. Since then the program has had high persistence. The students have connected with peers and with the faculty to build community.

Program Delivery

Cohort

Online (selected)

Hybrid

Cohort and Online

External Accreditation

Does the program hold external accreditation?

Yes

No (selected)

If yes, state the name of the organization.

Along with the name of the organization, please note the date of approval, and the date of review.

Marketing Materials

Reflect on the current marketing materials used for the program. Please attach screenshots of the website or any material you are referencing in this section. What changes, if any, should be made to the material? Are there recommendations on how to modify the current material?

The program has gone through multiple iterations of marketing materials in its first year. Currently under its third re-design, the new website will encompass the latest curriculum updates with student-friendly prose to convey the opportunities available to them in the Ph.D. in Organizational Leadership. Attached is the program flyer created by the marketing department.

Marketing Attachments

031206_PHD_Ethical_Leadership.pdf

Faculty Teaching

Please either fill in the box or upload a document outlining the faculty loads for those who are actively teaching in the program. "Active" includes individuals who have taught within the past year for the program. Include if the faculty are full time or part time as well and how many classes they are teaching.

Attached

Faculty Load Attachment

If you want to attach the load document you can do that here.

Microsoft_Word___Faculty_load.docx.pdf

Program Objectives

Standard/Outcome

Identifier	Description
WWU2021.1	Knowledge and Scholarship: Demonstrate current knowledge and educational expertise in an academic or professional discipline engaging students in the process of academic discovery.

Additional Standards/Outcomes

Identifier	Description
PHD.1	Articulate, analyze and critique the dominant theories of leadership
PHD.2	Demonstrate knowledge of the discipline.
PHD.3	Utilize theoretical constructs to analyze a variety of leadership and organizational issues.
PHD.4	Design, conduct and analyze research through quantitative and/or qualitative research techniques.
PHD.5	Develop and present original research in written and oral forms.

Alignment with Institutional Objectives

Please discuss the program alignment to the University Objectives. We do not need an artifact for each objective, but a discussion on how the program uses the Institutional Objectives as an anchor for their program curriculum.

The program objectives are well-aligned with the university's overarching goal of fostering knowledge and scholarship. Each program objective ensures that students engage deeply with leadership, develop their critical thinking and research skills, and contribute new knowledge through their original research. By ensuring that students are well-versed in the discipline of leadership, the program contributes to the university's educational objectives. This alignment ensures that the program is anchored in the institution's objectives.

Curriculum Map

A - Assessed
 R - Reinforced
 I - Introduced
 M - Master

PHD in Leadership

	LDR 710	LDR 715	LDR 720	LDR 725	LDR 730	LDR 740	LDR 750	LDR 755	LDR 760
PHD.1 Articulate, analyze and critique the dominant theories of leadership	I, R	R	R	R	R	R	M	M	M
PHD.2 Demonstrate knowledge of the discipline.	I, R	R	R	R	R	R	M	M	M
PHD.3 Utilize theoretical constructs to analyze a variety of leadership and organizational issues.	I, R	R	R	R	R	R	M	M	M
PHD.4 Design, conduct and analyze research through quantitative and/or qualitative research techniques.									
PHD.5 Develop and present original research in written and oral forms.									

	LDR 765	LDR 770	RSH 715	RSH 720	RSH 740	DIS 780	DIS 781	DIS 790	DIS 791
PHD.1 Articulate, analyze and critique the dominant theories of leadership	M	M	M	M, A	A, M	A	A	A	A
PHD.2 Demonstrate knowledge of the discipline.	M	M	M	M, A	A, M	A	A	A	A
PHD.3 Utilize theoretical constructs to analyze a variety of leadership and organizational issues.	M	M	M	A, M	A, M	A	A	A	A
PHD.4 Design, conduct and analyze research through quantitative and/or qualitative research techniques.				M, A	A, M	A	A	A	A
PHD.5 Develop and present original research in written and oral forms.				A, M	A, M	A	A	A	A

Changes to Curriculum

Are there any changes made to the curriculum map for this academic year? If so, please describe the program changes made along with the rationale for why and the impact the changes should have on student learning?

New program title: Ph.D. in Organizational Leadership

Modified curriculum: keeping most of the existing curriculum and adding new courses

Course revisions: revise selected LDR courses with updated titles and descriptions

Rationale: These revisions strengthen the curriculum of the Ph.D. program for students, improving the offerings for students preparing to lead organizations effectively and aligning the curriculum with the other master's programs currently offered by the School of Business and Technology at William Woods University and by other similar institutions.

Add:

LDR 705 - Organizational Leadership - Theory and Practice

LDR 735 - Communication for Impact

LDR 745 - Management Concepts for Leaders

LDR 785 - Organizational Environment

Renamed:

LDR 725 - Strategy and Execution

LDR 750 - Decision Making and Analytics

LDR 760 - Interpersonal Dynamics

Removed:

LDR 730 - Opportunity Through Crisis

LDR 755 - Original and Innovative Disruption

LDR 765 - Assessment and Evaluation

LDR 770 - Complex Problems

Assessment Findings

Assessment Findings for the Assessment Measure level for PHD in Leadership

Standard/Outcome				
PHD.1 Articulate, analyze and critique the dominant theories of leadership				
Assessment Measures				
RSH 720				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - End of Course	No data has been entered.			
RSH 740				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - End of Course	No data has been entered.			
DIS 780				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation topic abstract and annotated bibliography that demonstrates ability to articulate, analyze and critique the dominant theories of leadership been met yet?			
DIS 781				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation proposal that demonstrates ability to articulate, analyze and critique the dominant theories of leadership been met yet?			
DIS 790				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation draft that demonstrates ability to articulate, analyze and critique the dominant theories of leadership been met yet?			

DIS 791				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Continued, measurable progress on an agreed-to schedule toward completion of dissertation and successful defense that demonstrates ability to articulate, analyze and critique the dominant theories of leadership been met yet?			

Standard/Outcome				
PHD.2 Demonstrate knowledge of the discipline.				
Assessment Measures				
RSH 720				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - End of Course	No data has been entered.			
RSH 740				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - End of Course	No data has been entered.			
DIS 780				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation topic abstract and annotated bibliography that demonstrate knowledge of the discipline been met yet?			
DIS 781				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation proposal that demonstrates knowledge of the discipline been met yet?			

DIS 790				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation draft that demonstrates knowledge of the discipline been met yet?			

DIS 791				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
	Has the criterion Continued, measurable progress on an agreed-to schedule toward completion of dissertation and successful defense that demonstrates knowledge of the discipline been met yet?			

Standard/Outcome

PHD.3 Utilize theoretical constructs to analyze a variety of leadership and organizational issues.

Assessment Measures

RSH 720				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - End of Course	No data has been entered.			

RSH 740				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - End of Course	No data has been entered.			

DIS 780				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation topic abstract and annotated bibliography utilizing theoretical constructs to analyze a variety of leadership and organizational issues been met yet?			

DIS 781				
Assessment Measure	Criterion	Summary	Attachments of	Improvement

Measure			the Assessments	Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation proposal utilizing theoretical constructs to analyze a variety of leadership and organizational issues been met yet?			
DIS 790				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation draft utilizing theoretical constructs to analyze a variety of leadership and organizational issues been met yet?			
DIS 791				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
	Has the criterion Continued, measurable progress on an agreed-to schedule toward completion of dissertation and successful defense utilizing theoretical constructs to analyze a variety of leadership and organizational issues been met yet?			

Standard/Outcome				
PHD.4 Design, conduct and analyze research through quantitative and/or qualitative research techniques.				
Assessment Measures				
RSH 720				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Class Assignment	Has the criterion Successfully complete class assignments demonstrating mastery of quantitative research techniques. been met yet?			
RSH 740				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Class Assignment	Has the criterion Successfully complete class assignments demonstrating mastery of qualitative research techniques. been met yet?			

DIS 780				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation topic abstract and annotated bibliography with appropriate design of quantitative or qualitative research techniques been met yet?			
DIS 781				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation proposal with appropriate design of quantitative or qualitative research techniques been met yet?			
DIS 781				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation proposal and practice presenting this work in written and oral forms. been met yet?			
DIS 790				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation draft with appropriate design of quantitative or qualitative research techniques been met yet?			
DIS 791				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Continued, measurable progress on an agreed-to schedule toward completion of dissertation and successful defense with appropriate design of quantitative or qualitative research techniques been met yet?			

Standard/Outcome
 PHD.5 Develop and present original research in written and oral forms.

Assessment Measures

RSH 720				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Essay	Has the criterion Demonstrate effective quantitative analysis techniques in written form been met yet?			
Direct - Presentation	Has the criterion Demonstrate effective quantitative analysis techniques in oral form been met yet?			

RSH 740				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Essay	Has the criterion Demonstrate effective qualitative analysis techniques in written form been met yet?			
Direct - Presentation	Has the criterion Demonstrate effective qualitative analysis techniques in oral form been met yet?			

DIS 780				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation topic abstract and annotated bibliography and practice presenting this work in written and oral forms. been met yet?			

DIS 790				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research Paper	Has the criterion Successfully complete dissertation draft and practice presenting this work in written and oral forms. been met yet?			

DIS 791				
Assessment Measure	Criterion	Summary	Attachments of the Assessments	Improvement Narratives
Direct - Research	Has the criterion Continued, measurable progress on an agreed-to schedule toward			

Paper	completion of dissertation and successful defense and practice presenting this work in written and oral forms. been met yet?			
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Improvement Narrative List

Assessment Findings for the Assessment Measure level

No improvement narratives have been added.

Assessment List

Analysis of the Assessment Process

Describe your assessment process; clearly articulate how the program is using coursework and or assessment day activities for program wide assessment. Note any changes that occurred to that process since the previous year. Discuss what activities were successful at assessment and which ones were not as helpful and why. Please include who met to discuss the changes (unless you are a program of one person) and when you met. – Include a discussion on the process for collection and analysis of program data.

During the program's first year the program-level assessment process has been established to iteratively improve the curriculum offerings. Throughout Fall 2023 and Spring 2024 semesters the curriculum has been strengthened and improved to meet evolving institutional goals. The latest iteration of this curriculum has been submitted to the Registrar's Office for inclusion in the Fall 2024 course catalog.

Student feedback during this first year has been solicited regularly and frequently. The LDR 710 introductory course invites feedback at mid-term and end of term. The LDR 760, LDR 715, and the LDR 750 courses all collect end-of-term assessment data on students' progress toward course objectives and feedback on the instructor delivery of the curriculum. Each student in the program meets with the chair in the first weeks of starting and these discussions contribute to formative assessment data on students' needs. Instructors also provide feedback at the end of each course on how to improve the curriculum for future offerings and how to best support the individual students they worked closely with during the term.

Program Activities

Student Accomplishments

Highlight special examples of student successes in the field (research, conference presentation, award in the profession). This is for any accomplishment that a student achieved outside of coursework or the normal expectations of student success.

International Leadership Association 2024 conference proposal submissions by:

- Sidita Hasi
- William Valmyr
- Corinne Lenz

Faculty Accomplishments

Highlight special examples of faculty success in the profession/field/content area. This is for any accomplishment of a faculty activity/research/professional nature

Cheyenne Luzynski - Attended International Leadership Association's annual conference in October 2023

Clint Ramirez Stephens - Quantitative Methods Reviewer for the Journal of Leadership Studies

Clint Ramirez Stephens - Attended International Leadership Association's annual conference in October 2023

Clint Ramirez Stephens - 2024 Conference proposal to the International Leadership Association

Janet Testerman - Attended International Leadership Association's annual conference in October 2023

Alumni Accomplishments

Highlight special examples of any successes of any alumni (acceptance to or graduation from a graduate/professional program, new job in the field) including your most recent graduates

No graduates from the program, yet.

Professional Development Opportunities

Highlight professional development opportunities over the course of the academic year that were beneficial to program faculty and or instrumental to student learning. This could be local or external professional development.

International Leadership Association's annual conference in October 2023

ILA Conference Submission Symposium on March 7, 2024

Symposium for Research, Scholarship, and Creativity on April 11, 2024

Professional Development

Upload any documentation supporting the professional development offered.

Assessment Rubric:

	3.00 Exceeds	2.00 Meets	1.00 Falls Below Expectations	N/A
Mission Statement Clearly Articulated weight: 1.000	✓ The mission statement for the program is insightful and forward thinking. It aligns with the University Mission and learning objectives showing a clear alignment between the University and the program.	✓ The mission statement for the program clearly articulated and aligned with the University mission.	✓ The mission statement is minimal at best.	✓ N/A
Comment:	<input type="text"/>			
Reflection on Student Demographics, Retention, and Degree Completion Data weight: 1.000	✓ The program provides a detailed description on the enrollment, retention, persistence and degree completion numbers. The program provides new ideas on how to improve retention of their program students or articulates what they are currently doing to keep students in their program.	✓ The program provides a basic reflection on enrollment, retention, persistence, and degree completion data provided.	✓ The program does not reflect on enrollment, retention, persistence, and degree completion data in a detailed way.	✓ N/A
Comment:	<input type="text" value="it is the first year of the program so there are no continuing enrollment numbers to review."/>			
Marketing Materials weight: 1.000	✓ The program outlines the successes and needs in regards to marketing. Detailed suggestions on how to market the program and what niche areas that are program specific would benefit the marketing strategy.	✓ The program discussed the general marketing strategy for the program.	✓ The program provided little to no discussion on the marketing materials or approach to how to market the program.	✓ N/A
Comment:	<input type="text"/>			
Faculty Teaching Loads weight: 1.000	✓ The program provides a detailed explanation of teaching loads outlining courses for adjunct and full time faculty. Data is provided that shows percentages and responsibilities in the program.	✓ The program provides a basic explanation who is teaching in the program with no data to provide a complete picture.	✓ The program provides a minimal explanation to no explanation of who teaches in the program.	✓ N/A
Comment:	<input type="text"/>			
Alignment to University Objectives weight: 1.000	✓ The program provides a detailed explanation of how program courses align to the Institutional Objectives. This explanation details specific courses, or activities that coordinate with the intent of the Institutional Objectives.	✓ The program provides a basic explanation of how program courses align to the Institutional Objectives. This explanation provides a minimal understanding of how the program is aligned to the Institutional Objectives.	✓ The program provides little to no explanation of how program courses align to the Institutional Objectives.	✓ N/A
Comment:	<input type="text"/>			
Curriculum Map alignment and changes weight: 1.000	✓ The curriculum map is detailed and complete. All Changes made to the curriculum map are detailed with supporting rationale for decisions.	✓ The curriculum map is complete. Changes made to the curriculum map are explained with some explanation as to why the changes were implemented.	✓ The curriculum map is not complete and little to no explanation on curricular changes was provided.	✓ N/A
Comment:	<input type="text"/>			
Assessment Map weight: 1.000	✓ Assessment of objectives are spread out across the curriculum with a variety of assessment measures and each program objective is assessed a minimum of twice a year.	✓ Each objective is assessed a minimum of 2 times a year or an assessment rotation is explained so that all objectives are assessed. The assessments are not concentrated in one class.	✓ The assessment map is not complete or much of the assessment happens in only one course. Not all objectives are assessed annually, nor is a plan provided on assessment.	✓ N/A
Comment:	<input type="text"/>			

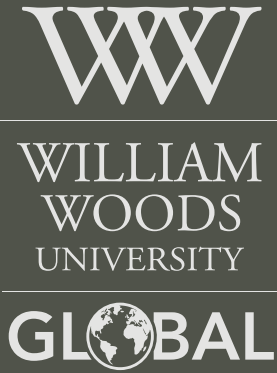
Data Driven Decision-making is explained weight: 1.000	✔ An overview of program assessment is provided with details on the specific successes and challenges from the year. A detailed review of how assessment was administered over the academic year is clearly outlined.	✔ A basic overview of program assessment is provided with some details on the successes and challenges from the year. A basic review of how assessment was administered over the academic year is outlined.	✔ A basic overview of program assessment is not provided with little to no discussion on the administration of assessment over the academic year.	✔ N/A
Comment:	It is hard to have data when the program is in its first year, but the changes and decisions being made align to best practices.			
Documentation provided on assessment findings weight: 1.000	✔ The program uploads all rubric and support information to support the claims in the assessment findings along with detailed instructions on the assessment process and data analysis.	✔ The program uploads all rubric and support information to support the claims in assessment findings.	✔ The program did not upload the data to support assessment claims in the assessment findings.	✔ N/A
Comment:	the submitted assessment listed all courses at the end of the program - so none of them have been taught as of yet. the only courses taught listed on the Assessment plan are the RSH courses and those are general research courses.			
Assessment Findings weight: 1.000	✔ The program completed assessment findings for each component identified, and provided a comprehensive summary of each assessment measure identified in the report.	✔ The program completed the assessment findings for each component and provided a summary for each assessment measure.	✔ The program did not provide a completed assessment findings for each component, nor did they complete the summary for each measure.	✔ N/A
Comment:	Assessment listed in courses that have not yet been taught.			
Improvement narratives are selected with intentionality weight: 1.000	✔ The program identified Improvement Narratives that appear to move the program forward and see the bigger picture than only the specific program curriculum options	✔ The program used the provided Improvement Narratives and selected options that made sense to the objectives and issues within the assessment.	✔ The program did not use any improvement narratives, or the ones chosen are not aligned with assessment results.	✔ N/A
Comment:				
Faculty, alumni, and Student accomplishments weight: 1.000	✔ The program provided detail updates on successes on Students, Alumni and Faculty with added information explaining the kinds of success that were experienced.	✔ The program provided a listing of information on Students, Alumni, and faculty accomplishments.	✔ The program provided little to no data on students, alumni, faculty accomplishments.	✔ N/A
Comment:				
Professional Development Opportunities weight: 1.000	✔ The program detailed the opportunities for PD as well as any additional PD completed by faculty in the program.	✔ The program provided a basic listing of PD options available and how many faculty participated.	✔ The program provided little to no description of the PD available or participation of faculty.	✔ N/A
Comment:				

Appendix: Data

Faculty member	Courses Taught
Clint Ramirez Stephens	LDR 710 2023 Fall 1, 2 2024 Spring 1, 2 2024 Summer 1, 2
Tony Andenero	LDR 760 2023 Fall 2
Katie Friesen	RSH 715 2024 Spring 1
Janet Testerman	LDR 750 2024 Spring 2
Carolynn Komanski	LDR 790 2024 Summer 1

Program Activity Report

Program		School				
Ethical Leadership PHD		Business and Technology				
Undergraduate and Graduate Enrollment		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
Total Enrollment	Total	18	0	0	0	0
	Fulton Campus	0	0	0	0	0
	Online	18	0	0	0	0
Undergraduate Enrollment		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
Total Enrollment	Total	-	-	-	-	-
	Fulton Campus	-	-	-	-	-
	Online	-	-	-	-	-
Full-Time Total	Total	-	-	-	-	-
	Fulton Campus	-	-	-	-	-
	Online	-	-	-	-	-
Part-Time Total	Total	-	-	-	-	-
	Fulton Campus	-	-	-	-	-
	Online	-	-	-	-	-
Graduate Enrollment		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
Total Enrollment	Total	18	0	0	0	0
	Fulton Campus	0	0	0	0	0
	Online	18	0	0	0	0
Full-Time Total	Total	0	0	0	0	0
	Fulton Campus	0	0	0	0	0
	Online	0	0	0	0	0
Part-Time Total	Total	18	0	0	0	0
	Fulton Campus	0	0	0	0	0
	Online	18	0	0	0	0
Enrollment By Gender		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
	Male	6	0	0	0	0
	Female	11	0	0	0	0
	Other	1	0	0	0	0
	Male %	33.33%	N/A	N/A	N/A	N/A
	Female %	61.11%	N/A	N/A	N/A	N/A
	Other %	5.56%	N/A	N/A	N/A	N/A
Enrollment By Status		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
	Full-Time	0	0	0	0	0
	Part-Time	18	0	0	0	0
	Full-Time %	0.00%	N/A	N/A	N/A	N/A
	Part-Time %	100.00%	N/A	N/A	N/A	N/A
Enrollment By Race/Ethnicity		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
	U.S. Nonresident	0	0	0	0	0
	Hispanic/Latino	1	0	0	0	0
	American Indian or Alaska Native	0	0	0	0	0
	Asian	0	0	0	0	0
	Black or African American	5	0	0	0	0
	Native Hawaiian or Pacific Islander	0	0	0	0	0
	White	9	0	0	0	0
	Two or More Races	1	0	0	0	0
	Race and Ethnicity Unknown	2	0	0	0	0
	U.S. Nonresident %	0.00%	N/A	N/A	N/A	N/A
	Hispanic/Latino %	5.56%	N/A	N/A	N/A	N/A
	American Indian or Alaska Native %	0.00%	N/A	N/A	N/A	N/A
	Asian %	0.00%	N/A	N/A	N/A	N/A
	Black or African American %	27.78%	N/A	N/A	N/A	N/A
	Native Hawaiian or Pacific Islander %	0.00%	N/A	N/A	N/A	N/A
	White %	50.00%	N/A	N/A	N/A	N/A
	Two or More Races %	5.56%	N/A	N/A	N/A	N/A
	Race and Ethnicity Unknown %	11.11%	N/A	N/A	N/A	N/A
Graduate Enrollment By Type		Fall 2023	Fall 2022	Fall 2021	Fall 2020	Fall 2019
Degree Seeking	First-Time	11	-	-	-	-
	Continuing / Returning	7	-	-	-	-



Online Doctorate of Philosophy in

Ethical Leadership



THE WILLIAM WOODS DIFFERENCE

Over 150 years of
academic excellence

Schedules designed
for working
professionals

100% online

Network of peers
nationwide

Live optional online
connections with
instructors for deeper
content discussions
and networking
(Woods Grad Link)

Tuition promise - no
tuition increases
as long as you stay
continuously enrolled

Be the Leader our World Needs

PROGRAM OVERVIEW

In today's complex and rapidly changing world, ethical leaders are in higher demand than ever before. Become the leader within an organization who develops ethics training and compliance programs. Play a vital role in ensuring your organization is operating ethically and responsibly. Create a culture of trust and respect throughout your organization. Inspire others to be the best they can be.

The Ph.D. in Ethical Leadership program is specifically designed to prepare you to be a leader who is ready to make a tangible difference and inspire others to do the same.

DEMAND ON THE RISE

A 2022 survey by the Ethisphere Institute found that 80% of respondents said their organization has a chief ethics officer, up from 68% in 2020.

DISSERTATIONS THAT GET DONE

We support students to get their dissertations completed and to graduate in three years with a committee of three faculty members coaching them through each step in finishing their dissertation. Dissertations can be done as:

- » Traditional five chapters
- » Publishable articles
- » Approved alternatives such as action research

PROGRAM ADVANTAGES

- » Qualify for top-level and C-suite leadership positions
- » Increase your earning potential
- » Land leadership roles in high-demand industries
- » Greater job satisfaction
- » Make your entire team more effective
- » Gain credibility and recognition and open new opportunities for advancement and leadership roles

Scan to request info





ADMISSION REQUIREMENTS

- » Completed admission application to the program
- » Earned master's degree with a minimum 3.0 GPA from an accredited institution
- » Official transcripts of previously-awarded degrees
- » Preferred three years of post-graduate professional experience

PROGRAM REQUIREMENTS

- » Successful completion of the 54-credit curriculum
- » Participation in annual summer residency retreats
- » Successful defense of dissertation of original work

SUMMER RESIDENCY RETREATS

Each year faculty and students gather in person, providing students personal connections with the peers and faculty they study with throughout the year. The retreats include:

- » Writing workshops
- » Dissertation coaches
- » Research design advisement
- » Statistics instruction
- » Qualitative methods instruction
- » Presentation of dissertation proposals & defenses
- » Graduation ceremony

Online Doctorate of Philosophy in Ethical Leadership Courses

Over the three-year program, students will complete 54 credit-hours. These will be delivered sequentially as one eight-week class at a time. The first course all students will take is LDR 710: Introduction to Ethical Leadership. Then students join the standing course rotation.

LDR 710 Introduction to Ethical Leadership

Provides an overview of theoretical foundations and expectations for the program, along with understanding the dissertation process and fluency in research resources.

LDR 715 Culture and Leading

Leadership from non-Western cultures will be compared/contrasted with Western perspectives.

LDR 720 Ethical Leading

Explore various ethical theories and principles and their applications in real-world scenarios, including ethical decision-making, fostering ethical culture, and addressing ethical dilemmas.

LDR 725 Strategic Thought

Examine strategic leadership principles and their application in various contexts, including across international boundaries in a changing geopolitical arena.

LDR 730 Opportunity Through Crisis

Understand how to lead during crisis instead of being reactionary, building on historical examples to develop your own practical preparation and contemporary applications.

LDR 740 Coaching & Talent Management

Learn to maximize the performance of people in your professional settings.

LDR 750 Decision-Making and Moral Choice

Explore the process of decision-making and the role of emotions in making moral choices.

LDR 755 Original and Innovative Disruption

Study disruption as a catalyst for transformative change in society.

LDR 760 Interpersonal Leadership

Discover how to improve leadership through relationships.

LDR 765 Assessment and Evaluation

Investigate how to effectively evaluate programs and people.

LDR 770 Complex Problems

Delve into how to address wicked problems through effective leadership.

LDR 775 Ph.D. Resident Seminar

Annual residency retreat with an evolving focus as students progress through the program.

LDR 780 Special Topics: Contemporary Research in Leadership Studies

Discover the latest research in the academic discipline.

RSH 715 Research Methods

Learn the philosophical foundations of research and how to construct rigorous studies.

RSH 720 Quantitative Analysis

Study how to use regression to answer research questions and conduct survey-based assessments.

RSH 740 Exploration of Qualitative Research

Study how to use interviews, focus groups, and other qualitative data to answer research questions and conduct in-depth assessments.

DIS 780 Dissertation I

Prepare the literature review and research questions of your dissertation.

DIS 781 Dissertation II

Develop the methods and conduct data collection for your dissertation.

DIS 790 Dissertation III

Analyze the data and summarize your findings for your dissertation.

DIS 791 Ph.D. Dissertation Continuation

As needed, this repeatable course in order for students to complete their dissertation. Waived if the student has met the program requirements by the end of Dissertation III.

