

Office of Graduate Admissions

109 University Square • Erie, PA 16541-0001
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Doctor of Philosophy In Organizational Learning and Leadership

Application and Information Packet



Gannon University

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PhD in Organizational Learning and Leadership

Introduction

The Doctor of Philosophy in Organizational Learning and Leadership degree was founded on an interdisciplinary model that integrates two major areas of theory and practice: learning and leadership. Program participants will acquire the knowledge and skills necessary to work effectively in complex learning organizations. The program is designed to prepare practitioners to better analyze data, conduct research, solve problems and enhance the effectiveness of their organizations.

The Ph.D. is an academically rigorous program designed for the working professional. Courses are scheduled to accommodate individuals full-time work related responsibilities. This program's approach will include classroom-based learning supplemented by on-line interaction among a cohort of students drawn from diverse professional backgrounds. The program strives to balance a common didactic learning experience with the research component of a traditional doctoral degree program while acknowledging and accommodating prior academic work of the participants.

As a result of the variety of backgrounds in the applicant pool, the program provides the flexibility for students to fulfill the cognate and major area of study coursework in accordance with their individual educational, professional and research needs. This model balances the benefits of an interdisciplinary cohort model with the flexibility necessary for individual student matriculation and administrative efficiency in program delivery. Individuals who complete the program will gain enhanced qualifications for positions in organizational settings.

Philosophy

The goal of Gannon's graduate programs is to prepare students for leadership, scholarship and service. This focus is reflected in the goals and objectives of the theory-based interdisciplinary Doctor of Philosophy Degree in Organizational Learning and Leadership. The development of this doctoral degree represents the coalescence of several elements: the needs of the local community, changes in institutional leadership, expansion of service to exiting students and the natural evolution of the learning organization.

This doctoral degree was designed to respond to the call for academically strong leaders in our region who work in a variety of organizations. Additionally, it will prepare leaders to address the challenges of the 21st century. These leaders will be able to readily respond to roles that are rapidly changing and becoming more demanding, as well as successfully guide complex organizations through the change process. The program will prepare individuals to assume leadership roles in their organizations in order to meet the challenges of an ever more complex world.

Program Goals and Objectives

This program is designed to:

- Provide the working professional with the knowledge, skills and understanding to lead his or her organization in adapting, evolving and learning in an ever- changing environment
- Provide the participant with a breadth of knowledge to facilitate examination of issues or opportunities from diverse social systemic and individual level perspectives
- Provide the participant with the opportunity to develop an ability to identify creative and innovative responses to the issues and opportunities within their profession and their organization
- Facilitate the development of advanced analytical and problem solving techniques that are grounded in sound research

Unique Features of the Program

The characteristics of a learning organization, i.e., collegiality, teamwork and the development and sharing of knowledge both within and outside of an organization, set the foundation for this interdisciplinary program. This program features a unique interdisciplinary approach that operates at three levels:

Curricular: The curriculum is designed to be interdisciplinary with its integration of coursework reflective of numerous disciplines.

Instructional: The faculty who will provide instruction in the program will be drawn from Social Sciences, Business, Education, Health Sciences and others.

Participant: The students who will be admitted to the program will come with their own diverse content/professional expertise.

Technology

Students will be taught in traditional classroom settings with the use of ANGEL Course Management System which provides the opportunity for Web-enhanced or blended learning. Students also receive instruction in the use of software for quantitative data analysis.

Admission Requirements

Applicants must hold a master's or other post-baccalaureate professional graduate level degree from a regionally-accredited institution of higher education. Applicants should have a minimum graduate GPA of 3.5 on a 4.0 scale, have two years of post-baccalaureate work experience, and have experience in, or potential for, leadership positions. Admission is based on a review of a total profile with careful attention to the fit between the needs of the student and what the program has to offer.

Each applicant must submit the following information:

1. A completed application providing demographic, employment, and academic information
2. Copies of the Graduate Record Exam taken within the past three years reflecting quantitative, verbal, and analytical writing scores (Please Note: The GRE requirement cannot be waived for any applicant)
3. Three letters of recommendation as per the format provided in the application package
4. Transcripts of all previous college work
5. A resume delineating the scope, responsibilities, and functions of all positions held within the past five years
6. A Statement of Purpose (limited to 500 words) that summarizes the value of the doctoral study for personal and professional growth and development and that reflects educational and professional experiences that serve as the foundation for doctoral study

Applicants for whom English is not their first language may be required to submit scores on Test of English as a Foreign Language and Test of Written English along with a financial declaration and supporting documentation.

**All applicants who meet admission requirements will be required to attend an on-campus personal interview.

Capstone and Integrative Element

The Ph.D. will culminate with a required dissertation. The dissertation and the corresponding seminars are the capstone elements of the Ph.D. The dissertation is designed to assist students to identify, explore, and analyze problems, issues, and processes germane to their respective fields. The seminars will facilitate integrated application of theory and research to identified problems, issues, and processes.

Statute of Limitations

Gannon University's policy for doctoral level study is that all students must complete their coursework and dissertation within seven (7) years. Students enrolled in the Doctor of Philosophy in Organizational Learning and Leadership will be expected to meet this requirement following enrollment in the program.

Accreditation

Although the program itself does not require the approval of a disciplinary accrediting body, it does accommodate and give credit to those who have completed a 2006 PDE-approved program of Principal Certification and Superintendents Letter of Eligibility. Courses taken in fulfillment of either of these programs will be incorporated into the requirements of the Foundations level of the program as appropriate.

The Curriculum

Foundations: Learning, Leadership, and Cognates. (18 credits)*

Learning (6 credits) - Coursework in Learning focuses on the Learning Triangle of Curriculum, Instruction, and Assessment. Examples of relevant course domains include; Learning Theory, Human Development over the Lifespan, Human Growth and Development, Educational Testing and Measurements, Introduction to Graduate Statistics, School Curriculum, and Human Resource Management.

Leadership (6 credits) - Coursework in Leadership focuses on the dynamics of influence processes and leadership, organizational structure, organizational culture, organizational ethics, and organizational change. Examples of relevant course domains include; Organizational Behavior, Quality Management, Educational Leadership, Leadership and Ethics, Strategic Planning, and Nonprofit Management and Leadership.

Cognates (6 credits) - Coursework relevant to the student's career plans or dissertation.

* Transfer credits in the Foundations cannot exceed 15. Foundations courses to be taken at Gannon will be selected in consultation with the academic advisor or program director.

Cohort: Core, Research, and Dissertation Guidance. (48 credits)**

Multidisciplinary Core - 27 credits

- GOLL 801 Advanced Organizational Theory (3 credits)
- GOLL 802 Advanced Leadership Theory (3 credits)
- GOLL 811 Psychosocial Dimensions of Leadership (3 credits)
- GOLL 812 Organizational Analysis: Structure and Design (3 credits)
- GOLL 813 Case Analysis of a Learning Group (3 credits)
- GOLL 814 Leading Organizational Culture and Change (3 credits)
- GOLL 815 Quality Management and the Learning Organization (3 credits)
- GOLL 816 Developing Leadership Capacity (3 credits)
- GOLL 817 Global Perspectives on Learning and Leadership (3 credits)

Research - 15 credits

- GOLL 818 Doctoral Statistics I (3 credits)
- GOLL 819 Doctoral Statistics II (3 credits)
- GOLL 821 Research Methods I (2 credits)
- GOLL 822 Research Methods II (2 credits)
- GOLL 823 Research Methods III (2 credits)
- GOLL 896 Dissertation Seminar I (1 credit)
- GOLL 897 Dissertation Seminar II (1 credit)
- GOLL 898 Dissertation Seminar III (1 credit)

Dissertation Guidance - 6 credits

- GOLL 899 Dissertation (1-6 credits)

** Multidisciplinary Core, Research, and Dissertation must be completed in its entirety through Gannon University

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Admission Application for the Ph.D. in Organizational Learning and Leadership

Applications should be submitted by February 1.

All transcripts and GRE Scores must be received by February 7.

- ▶ Return the completed application with the **\$50.00 application fee** to the address above. Make check payable to **Gannon University**.
- ▶ All applicants must request that an official transcript from all colleges and universities previously attended be forwarded directly to the Graduate Admissions Office.
- ▶ Three letters of recommendation must be forwarded to the Graduate Admissions Office for all applicants. Please use the recommendation forms enclosed.
- ▶ Students for whom English is not the native language are required to take the TOEFL (Test of English as a Foreign Language) and achieve a satisfactory score.

Please Print or Type

Name _____ Social Security No. _____
(Last, First, Middle)

Please indicate any other name(s) under which your transcripts may be submitted: _____

Mailing Address _____ Home Address _____

Home Telephone Number (_____) _____ Date of Birth _____

Work Telephone Number (_____) _____ Male Female

Fax Number (_____) _____ E-Mail _____

What is your citizenship? U.S. Citizen Immigrant - Permanent Resident Non-Resident Alien

If not a U.S. Citizen, do you need the I-20 Form? Yes No

Entrance Date: Fall _____ (indicate year) **GPA** _____ (Master's Programs) **GRE:** V _____ Q _____ A _____

How did you hear about Gannon's Ph.D. program? _____

Colleges Attended (Please include ALL Colleges attended):

	NAME OF INSTITUTION	STATE	DATES ATTENDED (FROM/TO)	DEGREE AWARDED
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____

I certify that the information provided by me is accurate to the best of my knowledge and understand that all records become the property of Gannon University and cannot be returned to the applicant nor forwarded to a third party.

Signature _____ Date _____

PhD applicants, please complete and attach the Supplemental Data as requested on the other side of this form.

Instructions

Complete the supplemental data requested below **on a separate sheet of paper** and attach it to your completed application. Please type your response and mail it with a copy of your vita/resume to the Office of Graduate Admissions.

1. **Work Experience:** Please list the jobs you have had since receiving your bachelor's degree. Please list them beginning with your present position and ending with the first job you took after graduation. Your listing should include the name of each employer, the address, the dates of employment, and a brief statement describing your major responsibilities.

Employer	Address	Dates of Employment	Major Responsibilities
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2. **Volunteer Experience:**

Agency	Address	Dates of Service	Major Responsibilities
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3. **Professional Background and Interests:**

- A. To which professional organizations do you belong? Indicate offices held, if any.
B. List any professional license or certification you hold and from which state.

4. **Statement of Purpose**

In a carefully organized, well-written typed essay of not more than 500 words, please do the following:

- Summarize the value of doctoral study for personal and professional growth and development. Educational and professional experiences that serve as the foundation for doctoral study should be described.
- Discuss a topic related to your profession that you might want to investigate as part of your Doctorate studies.

Provide any other information that would be helpful to the committee considering your application.

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ADVOCATE FOR CAMPUS ACCESSIBILITY — Mr. Gerard M. Miele, Director of New Student Services, is the 504/ADA coordinator for students who are impaired in ways requiring accommodation of facilities, programs, or services of the University. Students seeking information or assistance in any matter regarding accessibility or accommodations should contact him at the Office of New Student Services, Phone (814) 871-7597 promptly upon admission to the University.

POLICY OF NON-DISCRIMINATION — Gannon University pursues a policy of non-discrimination in all activities and programs under its sponsorship. Gannon University makes all decisions regarding selection for admission, financial assistance to students, application for employment, and all other personnel actions without regard to race, creed, color, national origin, age, sex or disability as defined by law. Questions or inquiries regarding the University's non-discrimination policy should be directed to the Director of Human Resources, Gannon University, 109 University Square, Erie, Pennsylvania 16541-0001; phone (814) 871-5615.

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Letter of Recommendation Form Ph.D. in Organizational Learning and Leadership

To the Applicant

Please provide the following information and forward on to each of the people providing a reference.

Please use full name:

Date _____

Name of Applicant _____ Social Security No. _____

Address _____ City _____ State _____ Zip Code _____

Person Providing Reference _____

Relationship to the Applicant _____

To the Person Providing Reference

The above-named individual is applying for admission to the Doctor of Philosophy (Ph.D.) in Organizational Learning and Leadership Program at Gannon University. We wish to obtain specific information about applicants in order to make well-considered decisions regarding admission to the doctoral program. We are interested in identifying the best qualified students for education and training at the doctoral level. We are interested in students who possess the potential for developing both high-level theoretical understanding and practical skills, as well as those who show a high degree of motivation, interpersonal competence and emotional maturity.

Your prompt response to the applicant in returning this form and your attached letter is greatly appreciated since incomplete applications will not be considered. **Please attach a letter of recommendation on letterhead stationery.**

Thank you for your assistance.

How long have you known the applicant? _____

In what capacity do you know the applicant? _____

Please check the appropriate ranking for how this applicant compares with others you have recommended for doctoral programs.

within top 1% within top 5% within top 10% within top 25%

Are you aware of any reason that this applicant should not be admitted to a doctoral program? Yes No

If Yes, please explain: _____

Please circle your impression of the applicant in the following areas (*9 is high*):

Intellectual Ability	1	2	3	4	5	6	7	8	9
Initiative	1	2	3	4	5	6	7	8	9
Motivation	1	2	3	4	5	6	7	8	9
Creativity	1	2	3	4	5	6	7	8	9
Communication Skills	1	2	3	4	5	6	7	8	9
Interpersonal Skills	1	2	3	4	5	6	7	8	9
Ability To Work with Others	1	2	3	4	5	6	7	8	9
Dependability	1	2	3	4	5	6	7	8	9
Emotional Maturity	1	2	3	4	5	6	7	8	9
Integrity	1	2	3	4	5	6	7	8	9
Potential Contribution to Field	1	2	3	4	5	6	7	8	9

Signature: _____ Date: _____

Your Name: _____ Title: _____

Place of Employment: _____

Address _____

City/State/Zip _____

Office Telephone: (_____) _____ E-Mail: _____

Please place this completed form and your letter in a sealed envelope with your signature over the sealed flap and return to:

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