College of Education and Human Services

Department of Leadership Studies in Education and Organizations

Ed. D. in Organizational Studies Handbook

Wright State University
3640 Colonel Glenn Highway
Dayton, OH 45435

April, 2018
(supersedes previous versions)
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Introduction

The Wright State University’s Organizational Studies Doctoral Program Handbook provides students with policies and procedures for completing the Ed. D. In addition to the program handbook, the student should become familiar with the Wright State University Graduate School Policies and Procedures Manual, http://www.wright.edu/graduate-school/policies-and-procedures-manual. Although every effort has been made to ensure their agreement, it is the student's responsibility to read in all documents the requirements regarding degree programs and to complete various program application and matriculation steps in a timely fashion. Wright State University and the Ed. D. Program Director reserves the right to make changes in the regulations, courses, rules, fees, or other topics in this handbook without advance notice.

Wright State University does not discriminate on the basis of race, color, religion, age, national origin, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information in employment, admission, treatment, or access to its programs or activities. Wright State University adheres to all applicable state and federal equal opportunity /affirmative action statutes and regulations. For further information, please contact the Wright State Office of Equity and Inclusion, Affirmative Action Programs, 436 Millett Hall, WSU, Dayton, OH 45435, 937-775-3207.

Inquiries concerning the Ed. D. program should be directed to the Ed. D. Program Coordinator, either at 937-775-3673 or cehs-ldr@wright.edu.
The Organizational Studies Doctoral Program

The Organizational Studies doctoral program is an interdisciplinary approach to the study of topics, theories, and research critical to the success of leaders in a variety of settings. The program includes core courses addressing systems theory, adaptive leadership, decision making, change, structure, personnel roles and functions, external relations, planning, program evaluation, research, and organizational behavior. The program is presented in a cohort model with courses offered in a variety of formats: evenings, face-to-face, and blended. Students will complete an internship requirement that will allow them to apply theory and professional growth in the field.

The mission of the professional doctoral program is to develop scholar-practitioners committed to exploring and expanding research related to the practices and processes of organizations. Graduates will deepen their understanding related to leadership and change within organizations. The program will provide practice in organizations and in establishing networks for education, psychology, urban affairs, and health and human services, to name a few.

The Organizational Studies doctoral program objectives are threefold:

1. To provide meaningful learning opportunities for employed professionals to earn a terminal degree in Organizational Studies that has applicability to their professional settings;
2. To facilitate opportunities for a combination of theory, skill, developmental research, internship problem solving, and a culminating dissertation project that will add value to the knowledge base of professional settings; and
3. To deliver learning experiences in organizations, policy issues, and applied research relevant to career goals.

Student Outcomes

Graduates of the Ed. D. program will possess specific characteristics and demonstrate certain outcomes after program completion. The outcomes also reflect the College’s Conceptual Framework, which can be found in Appendix A.

Graduates of the Doctorate in Organizational Studies (DOS) program will become:

1. organizational leaders who incorporate their knowledge of organizational and leadership theories into skillful interactions within larger systems (organizational, local, regional, national, and global) while enhancing the development of others in surrounding contexts;
2. research practitioners who identify organizational processes, demonstrate the research process through systematic inquiries, and share the findings through broad-scale oral and written means to expand the knowledge in the field;
3. professional mentors and leaders who build a capacity for and promote a culture of change in their workplace; and,
4. educational facilitators and problem solvers who develop and inspire diverse and critical thinking, group knowledge-building, and open-ended processes to manage problems that cannot be anticipated and require non-linear problem solving.
Admissions

The Ed. D. in Organizational Studies in the Department of Leadership Studies in Education and Organizations (LDR) seeks professionals working in education, community, government, public service, business, and non-profit organizations who desire to be strong practitioners focused on improving organizations and conducting research to inform practice.

The Ed. D. Admissions Committee, the LDR Department Chair, and the Graduate School determine the admission of graduate students into the program.

Admission Standards

The admission standards for the Organizational Studies Ed. D. program are:

1. Master’s degree in an education, leadership, human services, or a related field from an accredited university, with a 3.0 GPA or higher.

2. Evidence of two years of successful professional work experience, e.g. Project Leader, Assistant Manager, Principal, Education Administrator, Classroom Teacher with leadership role, Associate Director, and/or Personnel Manager.

3. TOEFL score of IBT 100/CBT 250/PBT 600, a score of 7.5 on the IELTS, or a score of 68 on the PTE for nonnative speakers of English.

4. Graduate Record Examination (GRE) scores, Graduate Management Admissions Test (GMAT) scores, or Miller Analogy Test (MAT) scores at the 50th percentile or above for education or social science majors. Scores should not be more than five years old.

5. Proof of basic statistical competence, i.e. graduate course work in a Master’s degree (no more than 5 years prior to admission) or work in a profession in which statistical competence is required. If evidence is not provided, a graduate level statistics course may be taken by the student either prior to an admission decision or after admission.

6. Expository essay submitted with application. See Appendix E for the required topic and format.

7. Two letters of recommendation from individuals who know the applicant’s current work and/or academic achievements in previous academic work. Specific topics to be addressed in the reference letters are included in Appendix D. Letters should be on letterhead of recommender’s employer.

8. Interview with the Ed. D. Admissions Committee to review career plans and to assess potential for doctoral level work, e.g. oral skills, ability to conceptualize issues, etc.

Steps for Admission

Admission to the Ed. D. program in Organizational Studies cannot be initiated until applicants have applied to the WSU Graduate School. IF YOU ARE CURRENTLY A STUDENT IN A
GRADUATE PROGRAM AT WSU, YOU STILL MUST APPLY FOR ADMISSION TO THIS PROGRAM.

1. Application to the Graduate School.

a. An application is to be completed through the WSU Graduate School’s online application system, *Apply Yourself*, available at: (https://wright.force.com/)

b. There is a fee for degree-seeking applicants.

c. After completing the online application, students who do not hold current graduate student status will receive a letter from the WSU Graduate School informing them of a personal identification number (PIN) (a ‘w’ number), a University Identification number ID (UID) and password. The letter is a record of receipt of the initial application information.

d. If students do not hold graduate student status, they should notify the Program Director for the Ed. D. in Organizational Studies (cehs-ldr@wright.edu) on receipt of the WSU Graduate School letter. If students hold a PIN and UID as a current graduate student, they should notify the Program Director for the Ed. D. to inform her that an application for the Ed. D. has been started.

e. After the WSU PIN and UID are established, OR using your existing WSU PIN and UID, upload all other required application documentation to the Admissions system. This includes test scores, resume, transcripts, reference letters (as described below and in Appendix D), and essays (as described below and in Appendix E of this handbook. It is helpful to also email a copy of uploaded files to (cehs-ldr@wright.edu) to facilitate the application.

2. Required documentation for application to the Ed. D. in Organizational Studies Program:

All of the following items should be uploaded into the online application and emailed or sent to:

Program Director for the Ed. D. in Organizational Studies

490 Allyn Hall
Wright State University
3640 Colonel Glenn Highway
Dayton, Ohio 45435

(cehs-ldr@wright.edu)

a. Two letters of recommendation from individuals who know the applicant’s current work and/or academic achievements in previous academic work. Specific topics to be addressed in the letter are included in Appendix D. Letters should be on letterhead of recommender’s employer and addressed to the Ed. D. Admissions Committee for the Organizational Studies Doctoral Program, in care of Program Coordinator for the Ed. D., at the address above or using the email: (cehs-ldr@wright.edu). The Program Director will send the recommendation letter to the Graduate School.
b. Graduate Record Examination (GRE) scores, Graduate Management Admissions Test (GMAT), or Miller Analogy Test (MAT) scores. Scores should not be more than 5 years old.

c. A current resume. (Also upload into application)

d. An expository essay in response to the topic in Appendix E. Essays not following Appendix E guidelines will not be accepted. (Also upload into application)

e. International applicants must submit a certified copy of all university/college records in English, accompanied by official transcripts in the native language; a financial statement form; an official bank statement; and an official score from the TOEFL, IELTS, or PTE test (for students from countries where English is not the native language).

**Deadlines for Application**

Application to the Graduate School is required before admissions to the Ed. D. program in Organizational Studies can be considered. Completed applications are reviewed on a rolling basis. However, if applicants want to be considered for WSU funding, they should apply by November 10. Moreover, if applicants would like to enroll in classes starting in the Spring Semester, the application should be completed by November 10.

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<th>Application Deadline</th>
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<td><strong>Priority Summer, Fall or Spring Start</strong></td>
<td>November 10</td>
<td>December 31</td>
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<td>Completed applications in the Admissions system by deadline are reviewed in December. Priority applicants accepted into the program for Fall only are able to be nominated for WSU funding in February.</td>
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<tr>
<td><strong>Regular Summer, Fall Start</strong></td>
<td>April 1</td>
<td>April 30</td>
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<tr>
<td>Completed applications reviewed on a rolling basis after November 15. Acceptances made based on number of Priority applications admitted.</td>
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**Applicant Review Process**

The Ed. D. Admissions Committee will review all applications of those who have completed the Graduate School Application Process and who have submitted through email or US mail all required documents to the Graduate School admissions system according to the deadlines above.

After the initial review of application materials, selected applicants will be invited to meet with the Ed. D. Admissions Committee. The meeting will include a) an interview with
members of the Ed. D. Admissions Committee and b) an extemporaneous writing exercise. Admissions decisions will be made after the meetings.

Deferring Admission

It is not permitted for students’ admissions to be deferred. Students who are admitted into the program must re-apply if they do not plan to begin the program in Spring, Summer or Fall of the following academic year.

Advising

The Ed. D. Program Director is the Graduate Academic Advisor of all students during the first academic year in the program. At the conclusion of the first academic year, students may be provided a Graduate Academic Advisor based on their chosen concentration (learning or leading). Graduate Academic Advisors will work with students to determine their program of study and to assist with internship planning.

Total Hours Required

The total required hours of study are 65 graduate semester hours beyond the Master’s degree.

Transfer Credit

Students may not transfer credits evaluated using a pass/fail system. Transfer credits cannot have been used to complete previous degrees and must have been completed in the last seven years. Students may transfer the equivalent of up to 30 semester hours of approved coursework to their Wright State transcript.

Students who transfer to a Wright State doctoral program and retain the same dissertation chair may transfer up to 60 hours of approved courses. However, students must complete a minimum of 30 semester hours at Wright State University. In all cases, the DOS curriculum committee may require any coursework deemed necessary for preparation for the dissertation research. Finally, transfer students must satisfy the two-semester residency requirement.

Time Limitation

Students who fail to complete at least one course in one academic year will automatically be retired from the active files of the Graduate School and Ed. D. program. Academic year does not include the summer semester. The term ‘course’ includes formal courses, independent study, thesis research, continuing registration, etc. Reapplication for admission to the Graduate School and the Ed. D. program will be required to reactivate a student’s records.

Students must complete all of the requirements for the Ed. D. within 10 years from the date the student matriculated into the program. Credits completed more than 10 years before the student started the Ed. D. program cannot be used toward degree requirements.

Student Progress Review

At the end of the Spring and Fall semesters, each doctoral student will be evaluated by the Ed. D. Program Director to consider the student’s progress. The Program Director, however, has the right to review or evaluate a student’s academic performance at any time. On the basis of an evaluation, and after review by the Graduate School, the student will be:
• Recommended for continuation in the graduate program,
• Placed on probationary status, or
• Dismissed from the Ed. D. Program and the Graduate School.

Financial Aid

All of Wright State University’s graduate departments have a limited number of graduate assistantship positions available each year. Graduate assistants must devote a minimum of 20 hours a week to assistantship responsibilities and maintain full-time graduate status. Graduate assistants receive a stipend as well as tuition remission. Normally, graduate assistants receive an appointment for the academic year beginning with the Fall term. Assistantships are available through individual departments or programs, and students should contact departments or programs directly for more information regarding assistantship availability.

Academic Regulations and University Policies

Academic Integrity

It is the policy of Wright State University to uphold and support standards of personal honesty and integrity for all students consistent with the goals of a community of scholars and students seeking knowledge and truth. Furthermore, it is the policy of the university to enforce these standards through fair and objective procedures governing instances of alleged dishonesty, cheating, and other academic misconduct. Please note that policy-ignorance is no defense. If students have any questions regarding academic misconduct, they should contact their instructor. Those who violate campus rules are subject to disciplinary action.

Academic Integrity Policy and Process for Academic Dishonesty

Approved by WSU Faculty Senate on October 5, 2009

The student discipline process for violations of academic integrity is activated whenever an undergraduate or graduate student is accused of violating Section X of the Code of Student Conduct pertaining to academic integrity. Students who are participating in a professional practice program may be held accountable to additional standards and should refer to all relevant policies and procedures pertaining to their particular school or college.

Any member of the community may report an alleged violation. A violation may be reported to the instructor of the course in which the alleged act occurred, the chair or dean (or equivalent academic administrator) of the college/school with which the course is affiliated, or a member of the staff of the Office of Community Standards and Student Conduct. An individual who suspects a student of cheating may at any time contact the Office of Community Standards and Student Conduct at (937) 775-4240 to receive assistance with any aspect of the academic integrity process. All reports must be in written form to be adjudicated.

A student accused of a violation of academic integrity is not permitted to drop or withdraw from the course giving rise to the allegation of academic dishonesty unless the matter is resolved in the student’s favor. Once notified by the instructor of the class, the Office of Community Standards and Student Conduct is responsible for notifying the Office of the Registrar that there is an alleged violation being considered. If the alleged violation cannot be resolved prior to the date upon which final grades must be reported to the Office of the Registrar, the instructor of the class, with the advice and counsel of the department chair or equivalent, will assign a grade of “N.” In the event that a student is exonerated as a result of an academic integrity investigation, the student may choose to either complete the course, with the opportunity to make up any work missed, or withdraw from the course without any notation of the course on the student’s academic transcript.
When a student is suspected of committing an act of academic dishonesty, the faculty member should utilize the procedures found at the link listed below. Both the student and/or faculty member may invite an advisor to be present during any phase of this process; however, advisors are not permitted to speak or to participate directly in the process.

For further information on student conduct and procedures visit:  
http://www.wright.edu/students/judicial/integrity.html#B

Accommodations for Students with Disabilities

The Office of Disability Services at Wright State University provides a variety of services designed to assist the Wright State community. The Office of Disability Services offers services, programs, and activities that allow students with disabilities to participate in all facets of university life. Students with disabilities are encouraged to develop independence to the fullest extent possible and to assume responsibility for their chosen lifestyles.

Student Grievance and Grade Appeal Procedures

The College of Education and Human Services (CEHS) grievance procedure applies to adjuncts as well as regular faculty members. This procedure applies to alleged violations of a student’s rights such as unequal treatment, violations of grading procedures as stated on the course syllabus, or disagreements over an assigned course grade. Concerns about more generalized problems, such as quality of instruction, excessive instructor absence, etc. should be expressed through course evaluations or in writing to the department chair who will deal with the concern on an individual basis. Students who wish to appeal a faculty decision that cannot be resolved between the two involved parties should follow these procedures:

(1) Confer with appropriate faculty member. He/she will attempt to clarify the problem and clear up misconceptions.

(2) If the problem remains unresolved, the student should obtain an Application for Mediation form from the CEHS Office of Student Services. The form should be completed by the student and submitted to the department chair to whom the faculty member reports. The student should then make an appointment with the department chair to discuss the problem. The department chair will attempt to mediate the problem through discussions with the student and the faculty member.

(3) If the problem remains unresolved at this level, the student should contact the dean of the College of Education and Human Services.

The Dean will:

(1) Review the situation and attempt to resolve the problem, and/or

(2) Provide for a review board to be selected by the student, the faculty member, and the dean. The review board will consider all of the facts of the case and provide the dean with a recommended course of action. This board will consist of a student and a faculty member representing the student as well as a student and a faculty member representing the faculty member. Faculty members outside the college and/or student members may be used by mutual consent of the student, the faculty member, and the dean.
The Dean’s decision is final at the college level.

In the grievance and appeal process, both student and faculty members have equal opportunities for appealing through the appropriate channels, as outlined above. Resolutions of grievances or concerns that can be addressed to the satisfaction of the student or faculty member without formal process are encouraged.

Statement of Professional Conduct

Students in Wright State University’s doctoral program in Organizational Studies are expected to maintain the highest levels of professional conduct throughout their graduate study and subsequently in their professional careers. All students are expected to support and contribute to a collegial environment within the program and extend that collegial work to partners and affiliating organizations.

Doctoral students are expected to be knowledgeable of the ethical standards for professional practice and to display behaviors and attitudes that embody those standards. They are expected to attend to their own personal wellbeing, conduct themselves as reflective practitioners, display integrity, and align their actions in accordance with the ethical standards of their profession.

Doctoral students will:

- Treat all members of our community with respect, dignity, and courtesy,
- Display a positive, cooperative, and cordial attitude,
- Be prepared for and actively participate in class discussion and activities,
- Avoid engaging in negative, disparaging, or potentially harmful communication regarding others,
- Avoid any activity which may tend to bring discredit to oneself, the university, the department, or the doctoral program,
- Avoid academic misconduct and impropriety, and
- Comply with all university, department, and program regulations and policies, including the WSU student conduct code. [http://www.wright.edu/community-standards/conduct.html](http://www.wright.edu/community-standards/conduct.html)

Questions regarding the statement of professional conduct should be directed to an advisor or to the Program Director.

Program Requirements

Program of Study

Students will work with their Ed. D. Graduate Academic Advisors to determine a program of study (POS) during their first semester in the program. Students are required to submit a signed POS and the planning document to the Graduate Academic Advisor by the end of the first semester in the program. A DOS planning document is included in Appendix D. As student interests evolve, the POS and DOS planning document can be altered with Ed. D. Graduate Academic Advisor and Program Director counsel. Students will update the POS and planning document each semester.
Cohort Model

The cohort model is based on students’ completion of two courses per semester; it is assumed that students are employed in a full-time position with an organization in which they can conduct research and apply their learning within the program.

Core Courses

DOS 9010 History and Theory in Organizational Studies
DOS 9015 Leadership Theory
DOS 9020 Organizational Leadership Skills: Communication, Ethics, & Relationships
DOS 9030 Systems and Change in Organizational Settings
DOS 9035 Emerging Issues in Organizational Studies
DOS 9040 Organizations in a Global Environment
DOS 9050 Advanced Research Methods I
DOS 9060 Advanced Research Methods II
DOS 9000 (1 Sem. Hr. X 2) Colloquium for Doctoral Students
  (taken the first semester of the first 2 years enrolled)
DOS 9800 Internship in Organizational Studies
DOS 9990 (12 Hours; 4 Semester Hours/Semester) Dissertation
One additional research methods course determined by student with advisor.

Sequence of Classes

Core courses are offered each academic year. Students must complete the advanced research methods courses (DOS 9050, DOS 9060) and DOS 9000 with a passing grade during the first year of the program. DOS 9010 and DOS 9015 must be completed as soon as possible following or along with the completion of the research methods courses because the content is critical for the subsequent core courses. The required additional research core course will be determined in collaboration with the advisor.

Program Concentrations: Leadership Studies or Learning Organizations

Doctoral students will develop their Program of Study (POS) concentration by selecting 21 semester hours of focused coursework in one of the following areas: Leadership Studies or Learning Organizations. An internship is required for either concentration (DOS 9800). After the initial POS and planning documents are prepared, students may finalize or collaboratively modify concentration coursework with their Graduate Academic Advisor. Concentration coursework can include any 7000 to 9000 level courses from units within the College of Education and Human Services or units at an equivalent level external to CEHS.

Doctoral Internship

Students will complete a field internship within their concentration. The internship experience provides an opportunity to expand student expertise and knowledge while exploring career opportunities. In addition, the internship provides students with an array of experiences through which classroom learning can be applied. The DOS 9800 Internship planning guidelines are
presented during the first year of the program. Implementation begins according to the activities identified and is completed once all required materials are submitted and a summary presentation is delivered.

Grade Point Average (GPA) Requirements

All Ed. D. students are required to maintain a minimum cumulative grade point average of 3.0. A cumulative average of 3.0 is required for graduation. A grade of “C” is the minimum passing grade for graduate credit; however, no more than six semester hours of courses with a grade of “C” may be applied toward the requirements of a degree program.

After completing 16 semester hours of course work in the Ed. D. Program, students with a cumulative graduate grade point average below a 3.0 will automatically be placed on probationary status. Students on probationary status must achieve a 3.0 cumulative average the semester they complete nine hours of course work during a maximum of two semesters (not counting summer) since being placed on probation. Failure to meet this condition could result in dismissal from the Graduate School. Students achieving a 3.0 cumulative average prior to or during the semester that nine hours have been completed will be taken off probationary status.
Qualifying for Doctoral Candidacy

To achieve doctoral candidacy, a student must meet the qualifying prerequisites, complete the qualifying paper with a passing grade, and successfully defend a dissertation proposal.

Qualifying Prerequisites

Students must have a minimum 3.0 GPA and complete all core courses including the internship prior to initiating the qualifying paper.

Qualifying Process

The qualifying process is defined as the successful completion of a paper that describes a proposed research project. The topic for the project is selected by the student. The paper must include three sections: an introduction, literature review and planned methodology to address the research topic in the research project. More information about the three sections is located in the Content for the Three Chapters document found in the Pilot website. Students who began the program prior to 2016 may elect to use the process in the 2015 handbook.

The Qualifying Paper

The Qualifying Paper is an individual effort with no input from anyone. To be clear, the Qualifying Paper cannot include work submitted for previous courses or assignments. Qualifying papers that include work submitted in other courses will receive no credit. The paper will be written in APA format with a maximum of 30 pages, including title page and references; an abstract is not required. The qualifying paper will be submitted in either fall or spring semester.

Qualifying Preparation Resource

Once all core courses are successfully completed, students notify the Program Director regarding accessing the qualifying preparation resources. Students must notify the Program Director before the first day of the Fall or Spring Semester in order to access the qualifier preparation resource course available to students through the Pilot Learning Management system.

The qualifying preparation resources include explanatory statements, documents and deadlines for students to consult as they complete their qualifying paper. Students will submit the qualifying paper to the Program Director through email and through Pilot Qualifying Course by the deadline included in the qualifying preparation course resources. The Program Director will distribute the qualifying papers to the DOS Curriculum Committee for review by the date included in the qualifying preparation resource.

Qualifying Paper Submission and Evaluation
Once submitted, the Program Director will collect feedback from the DOS Curriculum committee members and aggregate the results for committee discussion and final summative evaluation. The Program Director and one DOS faculty member to be selected by the Program Director and approved by the LDR Chair will provide the feedback to the student within 10 business days of submission. The resultant decision will be included in a letter from the LDR Department Chair to the student. All members of the DOS Curriculum Committee will receive a copy of the feedback letter provided to the student.

Students asked to revise the qualifying paper are permitted to resubmit the revised paper once before finals week of the following semester. Students who do not submit the qualifying paper by the deadline defined in the preparation resource module must meet with the Program Director to determine next steps.

Doctoral Dissertation Committee

Committee Members

Upon the successful completion of the qualifying process and the dissertation proposal defense, the student is a doctoral candidate.

After successfully completing the qualifying process and after a dissertation topic has been determined, the student forms a Doctoral Dissertation Committee. The committee consists of four members, all of whom hold regular or adjunct graduate faculty status and who have indicated on the graduate faculty application that they want to serve on thesis/dissertation committees. It is recommended that one member not be in the LDR department. The Dissertation Committee Chair or the Co-Chair must be a full-time member of Wright State University LDR department, holding regular graduate faculty status. The Dissertation Committee membership may or may not include the candidate’s Graduate Academic Advisor.

Committee Chair or Co-Chairs

Either the Chair or Co-Chair of the Dissertation Committee must be a member of the Wright State University Department of Leadership Studies in Education and Organizations, and must hold regular graduate faculty status.

Committee Membership Approval

Candidates should submit the "Doctoral Dissertation Committee Approval Form" (Appendix F) to the Ed. D. Program Director at least one month before the anticipated proposal defense. The Ed. D. Program Director will forward the candidate’s proposed dissertation committee names to the LDR DOS Curriculum Committee, the LDR Department Chair, the Dean(s) of the College and/or School, and the Dean of the Graduate School. The Graduate School Dean will formally approve the doctoral candidate's Dissertation Committee. All members of the Dissertation Committee must be approved prior to the dissertation proposal defense. When approval of the committee is received from the Graduate School, notice will be provided to the student and the Dissertation Committee Chair.

Transfer Candidate Dissertation Committee

Students transferring into the Ed. D. program must successfully complete the qualifying process before being admitted into candidacy. After successfully completing the qualifying process,
transfer candidates must have at least one Wright State University LDR faculty member on their Dissertation Committee. The transfer candidate’s major advisor and any other Dissertation Committee members from his or her previous institution continuing their committee membership are considered to possess adjunct graduate faculty status while the transfer candidate continues in the Ed. D. program. Graduate School policy regarding transfer student residence and completion of 30 semester hours to receive the doctoral degree applies.

Dissertation Proposal

The dissertation proposal consists of: 1) an approved written document detailing dissertation plans (Chapters I – III of a traditional five-chapter dissertation including References and Appendices (no page limit, APA style) and 2) a successful oral defense of the proposal. The written proposal is developed in close collaboration with the student’s Dissertation Committee. The dissertation proposal defense cannot be scheduled earlier than one semester (4 months) after passing the qualifier. The dissertation proposal defense is open to the Dissertation Committee, any graduate faculty, and Dissertation Committee Chair approved invited guests.

The Doctoral Dissertation Committee Approval Form (Appendix F) should be submitted to the Ed. D. Program Director at least one month before the anticipated proposal defense. After scheduling the proposal defense, candidates will complete the top section of the "Doctoral Dissertation Proposal Approval" form (Appendix G) which is a formal written contract made between the Dissertation Committee and the student. The form (with top section previously completed) should be given to the candidate’s Dissertation Chair prior to the proposal defense. The Doctoral Dissertation Proposal Approval form may be changed only by mutual consent of all committee members and the candidate. Any agreed upon changes must be made in writing and attached to the Doctoral Dissertation Proposal Approval form. The completed form along with a copy of the Dissertation proposal (including any changes) must be submitted to and approved by the Ed. D. Program Director before dissertation work can begin. Students are responsible for working with their Dissertation Chair to submit the form. If a Dissertation proposal is denied approval, the student is placed on probationary status. A student whose dissertation proposal is denied approval twice will be recommended for dismissal from the program.

For the dissertation proposal, the student will write Chapters I – III of a traditional five-chapter dissertation including References and Appendices (no page limit, APA style). Candidates should format the proposal using the Graduate School requirements for dissertation format (http://www.wright.edu/graduate-school/graduate-thesis-dissertation-handbook) as follows:

Table of Contents

Chapter I: Introduction

The introduction includes the purpose and aims of the study, significance of the problem or issue, definition of terms, and the conceptual/theoretical basis of the study.

Chapter II: Literature Review of the related research

Chapter III: Methodology
The Methodology chapter includes specific hypotheses to be tested (if appropriate) or research questions or topics, study design, and methods such as sample, setting, instruments or methods, data collection procedures, and data analysis plans.

References

Appendices

Protection of Human Subjects

The IRB Application information should be included in the dissertation proposal, but not submitted to the university research and sponsored programs for review until the dissertation proposal is successfully defended and approved.

After the student successfully completes the dissertation proposal defense, the student becomes a doctoral candidate. At that time the candidate will submit the IRB petition for approval of the proposed research before implementing the proposed dissertation research.

Dissertation

The dissertation is an original contribution to scholarly or scientific knowledge in a specialized area. Candidates are expected to demonstrate the highest level of mastery in research techniques and subject matter understandings and applications. The dissertation must be written in English using the most current APA style and adhering to the Graduate School guidelines for dissertations (http://www.wright.edu/graduate-school/graduate-thesis-dissertation-handbook).

The candidate will enroll in a minimum of 12 semester hours of DOS 9990 (Dissertation) continuously during the candidacy period, until the dissertation is defended. Candidates must be registered for at least one hour of DOS 9990 graduate credit if dissertation work with the Dissertation Chair is ongoing and during the semester that the dissertation defense is scheduled. Registration during the summer semester is not required during the candidacy period. All coursework associated with the dissertation must earn a grade of A, B, or P in order to qualify the candidate for graduation. Candidates are required to complete and defend their dissertation within the previously stated 10 year limit to complete the Ed. D. program. For example, if a student becomes a doctoral candidate after three years in the program, the student must complete the dissertation within 7 years of becoming a candidate. Courses completed more than 10 years before the dissertation is approved will not count towards completion of the program. The Program Director and the student’s Dissertation Committee will review any petitions to extend the timeline past 10 years and make a recommendation to the LDR Department Chair regarding extending the timeline. Candidates must have successfully defended the dissertation and uploaded a final version to the Graduate School before being permitted to graduate and participate in graduate exercises.

During the Dissertation development and defense, the Graduate School requires that the following forms be completed. Students must locate the most updated versions of the above referenced forms as posted on the WSU Graduate School website.

1. Doctoral Dissertation Committee Approval Form
2. Doctoral Dissertation Proposal Approval Form
The dissertation defense is one of the defining events for the Ed. D. Program as well as being a capstone event for the doctoral candidates. It provides an opportunity for the candidates to demonstrate the skills and knowledge they have acquired as researchers and working professionals. The defense further allows members of the Ed. D. program, the LDR department, and the public to learn about the research conducted by a given doctoral candidate and to observe the professionalism of the candidate in terms of the rationale of the research, the organization of the presentation, the candidate’s deportment in presenting prepared material, and the candidate’s ability to respond to questions. Although each specific dissertation defense is centered on a particular candidate, the conduct and content of the dissertation defense is an important component in establishing the standards and practices of the Ed. D. Program as a whole.

A dissertation defense may be scheduled only when the Dissertation Chair determines the candidate’s written dissertation is completed to his or her satisfaction and once the Dissertation Chair determines that the candidate is sufficiently prepared to defend the dissertation. The dissertation defense may not be scheduled earlier than one semester (4 months) after the dissertation proposal defense. The dissertation defense is a public meeting open to all; however, the Dissertation Committee may also elect to question the candidate privately following the public presentation. All Dissertation Committee members must agree that the candidate passed the defense.

Once the Dissertation Chair determines that the defense is ready to be scheduled, the candidate will distribute the dissertation to the committee and request a defense date. Candidates should consult committee members about availability. The candidate should not make any changes to the dissertation after the committee begins its review. Depending on schedules or other commitments, faculty may need 3-4 weeks to review the dissertation and complete an evaluation.

Once a feasible date is determined workable, candidates should submit the “Doctoral Dissertation Defense Scheduling Form” (Appendix H) to the Ed. D. Program Director at least three weeks prior to the defense date. After approval of the form by the Dissertation Chair and the Ed. D. Program Director, the candidate will reserve a public and accessible room for the defense and inform the Dissertation Committee and the Ed. D. Program Director of the time and place for the defense.

It is strongly recommended that candidates schedule a final practice with the Dissertation Chair in the presentation room with the computer and projector that will actually be used. At the defense, candidates are expected to demonstrate their knowledge of relevant literature, skills, and procedures as defined by their dissertation. Said demonstration is not limited to the studies conducted as a part of the written dissertation. Candidates should also be ready to discuss implications and possible applications of their work. Candidates should organize the topics and materials to be presented at the public defense. The presentation should be no longer than one hour; candidates should plan 15 to 30 additional minutes to answer follow-up questions from the audience. As stated above, the Dissertation Committee may also elect to question the candidate privately following the public presentation and questions.

The acceptability of the dissertation manuscript, entailing evaluation of the thesis research, and the acceptability of the oral dissertation defense are two separate decisions. The Dissertation Defense
Committee is solely responsible for determining the status of the dissertation defense although, at its discretion, the Dissertation Committee may consider comments from other attendees. The Dissertation Committee will consider the organization and preparation of the presentation, the knowledge demonstrated, and the candidate's deportment during the prepared presentation and in dealing with questions. The decision about the performance in the defense is independent of the quality of the dissertation. It is possible to have an unacceptable defense of outstanding research, requiring a second defense to be scheduled after allowing time for specified shortcomings in the performance to be addressed.

Candidates should submit the “Doctoral Dissertation Defense Approval Form” (Appendix I) to their Dissertation Chair prior to the start of the defense meeting. All Dissertation Committee members must agree that the candidate passed the oral defense and all members must agree that the candidate’s thesis passes. The Dissertation Chair will summarize the recommendation of the Dissertation Committee on the Doctoral Defense Approval Form and submit the form to the Ed. D. Program Director as soon as possible after the completion of the defense. If the dissertation defense is not approved, a candidate must wait at least one semester before requesting another dissertation defense meeting. If a follow-up dissertation defense is not approved, the candidate is placed on probationary status. A candidate who fails to receive approval twice will be recommended for dismissal from the program.

Candidates must have successfully defended the dissertation and uploaded a final version to the Graduate school before the student is permitted to graduate and participate in graduate exercises.

**Important:** Candidates should take 2 copies of the Graduate School “Approval Sheet” (signature page, Appendix J) to the dissertation defense. The Approval Sheet must be on bond paper and in the final format required by the Graduate School (http://www.wright.edu/graduate-school/graduate-thesis-dissertation-handbook). After the dissertation defense and manuscript are approved, the candidate’s Dissertation Chair, all Dissertation Committee members, the Ed. D. Program Director and the LDR Department Chair must sign each copy of the approval document. Each copy of the approval document must have the original signatures, not copies. If the dissertation defense or manuscript are approved contingent upon some modification of the written dissertation, these documents should be submitted to the Dissertation Chair to be held until modifications are made to the satisfaction of the Dissertation Committee. When modifications have been made and approved by the Dissertation Committee, the candidate may retrieve the signed approval sheets and submit the approval documents with original signatures to the Graduate School. The Graduate School will obtain the Dean’s signature on the approval documents. One copy of the approval document will be filed in the Graduate School. The second copy will be placed in the candidate’s file in the LDR Department Chair’s office. The Electronic Dissertation submission cannot be approved until the Graduate School receives the signed dissertation approval page.

**Dissertation Defense Protocol**

The Dissertation Chair presides over the dissertation defense. He or she will provide a very brief introduction, perhaps identifying the Dissertation Committee members, and will quickly have the candidate begin his or her presentation. The candidate may follow a preferred practice, but generally questions of clarification are accepted during the presentation and more elaborate deliberations are held until after the presentation.

The dissertation defense should focus on the candidate and the research. Questions and comments should be addressed to the candidate, and the candidate should be the first person to respond to a question. It is the responsibility of the Dissertation Chair, as the Chair of the Dissertation Defense,
to keep the session focused on the candidate, rather than allowing a prolonged exchange among other attendees. It is appropriate for any faculty member to redirect the session to the candidate if this focus is lost.

The dissertation defense typically has three phases. The public portion of the dissertation defense (first phase) consists of the candidate’s presentation and the follow-up question-and-answer period. When this phase is completed, the Dissertation Chair will excuse all except the candidate and the members of the Dissertation Committee for phase two. When all issues have been addressed to the Dissertation Committee's satisfaction, the candidate will be excused and the Dissertation committee will meet in executive session during the third phase to decide the status of the dissertation manuscript and the oral defense. The public and private sessions as well as the executive session typically require two to three hours total.

**Dissertation Defense Approval**

Even with the prior approval of the separate Dissertation Committee members, ideas and alternatives may arise in discussions during the dissertation defense that require substantial revision of the dissertation. Such substantive revisions should be approved by the concerned Dissertation Committee member(s), as well as the Dissertation Committee Chair, before the dissertation document is declared to be finished. More often, the Dissertation Committee will approve the dissertation with only minor revisions. It is the Dissertation Committee Chair’s responsibility to verify that such minor revisions are completed before the dissertation is declared to be finished.

As stated above, the acceptability of the dissertation manuscript, entailing evaluation of the thesis research, and the acceptability of the oral dissertation defense are two separate decisions. The Dissertation Committee’s decision about the revisions to the dissertation manuscript is independent of the decision about the oral dissertation defense. Given a successful oral defense of the dissertation, no second defense will be required regardless of the extent of the revisions to the manuscript.

The Dissertation Committee Chair should obtain Dissertation Committee member signatures on the Doctoral Dissertation Defense Approval Form (Appendix I) before the members leave the examination room. Candidates must have successfully defended the dissertation and uploaded a final version to the Graduate school before they are permitted to graduate and participate in graduate exercises.

**Dissertation Upload**

A computer file containing an approved dissertation, in PDF format, must be transmitted to OhioLINK http://etd.ohiolink.edu/submit/ or delivered to the Graduate School for electronic transmission to OhioLINK before applying for graduation. Instructions for submitting a dissertation are on the OhioLINK web site. OhioLINK is the repository for Electronic Theses and Dissertations (ETDs) for the state universities system in Ohio. This final copy should follow the form prescribed in the Graduate Thesis/Dissertation Handbook, available at the Graduate School web site and should be carefully produced, free of errors in style, mechanics, and format. The PDF file must include the typed dissertation approval page, but without signatures.
One (1) paper copy of the typed dissertation approval page with signatures must be submitted to the Graduate School for filing. Appendix J contains a completed sample dissertation approval page. The ETD cannot be approved until the Graduate School receives the paper copy of the signed dissertation approval page. Candidates should consult the Graduate School guidelines for dissertations (http://www.wright.edu/graduate-school/graduate-thesis-dissertation-handbook) for additional information and details about preparing an ETD.

Graduation

Filing for Graduation

Doctoral candidates must have passed the oral and written portions of the dissertation defense and must have uploaded the final dissertation to ERIC as per the Graduate School directions before they are allowed to participate in graduation exercises. In other words, a student must have successfully defended and uploaded the final signed version of the dissertation before the student is permitted to graduate and participate in graduate exercises.

Applications for graduation and participating in the graduation exercises must be completed online through the Student and Financial Aid tab in WINGS Express. The application must be completed prior to the application-filing deadline for the desired graduation date. Applications submitted after the filing date for a desired graduation date will be processed for the graduation date in effect at the time the application was submitted.

The Graduate School Office of Graduation Services submits the application for the degree to the appropriate department. The department verifies that the candidate (a) has completed all program requirements for the term indicated on the application and (b) is ready to graduate. Candidates must have successfully defended the dissertation and uploaded a final version to the Graduate school before the student is permitted to graduate and participate in graduate exercises.

If candidates are unable to complete their degree requirements by the specified deadline, new applications for graduation must be filed the following term. An additional fee will be required to submit each follow-up graduation application.
Appendix A: College of Education and Human Services Conceptual Framework

The outer circle of the College of Human Services’ Conceptual Framework graphic illustrates the larger context of Institutional, State, and Professional Standards. At the center of the circle is our Conceptual Framework title, which depicts the common ground between General Knowledge, Content Knowledge, and Professional Knowledge in each of the professional variations—teaching, leadership, and counseling. This common ground is specifically articulated for our institution through the six strands identified as Content Knowledge, Pedagogical Content Knowledge, Diversity, Technology, Professionalism, and Emotional Intelligence.

These six strands also serve to provide consistency in the process of embedding the Framework across the curriculum and through all programs of study. The knowledge base for the Framework, for example, is founded on major resources selected from the bibliographies of the benchmark courses identified in the programs of study. In addition, assessments identified for the monitoring of candidate progress in each benchmark course are to be aligned with the Unit’s Conceptual Framework and appropriate learned society guidelines. These assessments include practicum and internship evaluations.

The six strands are further interwoven to articulate the Unit’s firm commitment to diversity and technology, which is addressed in the Unit’s Belief System, embedded across the curriculum (course syllabi), and specifically referenced in the Unit’s Assessment Plan and the CEHS Technology Plan. Additional information about the CEHS Conceptual Framework can be found at http://www.cehs.wright.edu/main/conceptual-framework.php
Appendix B: DOS Student Outcomes

Graduates of the Doctorate in Organizational Studies program are:

1. organizational leaders who incorporate their knowledge of organizational and leadership theories into skillful interactions within larger systems (organizational, local, regional, national or global) while enhancing the development of others in surrounding contexts;

2. research practitioners who identify organizational processes, test hypotheses through systematic inquiries, and share the findings through broad-scale oral and written means to expand the knowledge in the field;

3. professional mentors and leaders who build a capacity for and promote a culture of change in their workplace; and,

4. educational facilitators and problem solvers who develop and inspire diverse and critical thinking, group knowledge-building, and open-ended processes to manage problems that cannot be anticipated and require non-linear problem solving.
Appendix C: DOS Planning Document

Each student must submit a completed DOS Planning document each semester, starting the second semester of studies. The document should be signed by advisor annually. Below is the content of the planning document. Students’ Content advisors or the Program Director will provide the Microsoft Word template of the document if requested.

Doctor of Education in Organizational Studies Academic Program Plan

STUDENT NAME
Organizational Studies

Department of Leadership Studies in Education and Organizations
College of Education and Human Services
Wright State University

DATE
Biographical Sketch (Narrative Format)

Academic Background

Work Experience

Career ambitions for doctoral work

[This section should be no more than ONE PAGE APA STYLE]
Wright State University  
College of Education and Human Services  
Leadership Studies in Education and Organizations  
Organizational Studies Doctoral Program (Ed. D.)

**Doctoral (1) Course Plan, (2) Transition to Candidacy Plan and (3) Annual Review**

Create a course plan with your advisor. The plan should be updated and reviewed annually and submitted to the Program Director at the end of Fall Semester.

Name:  

<table>
<thead>
<tr>
<th>Projected Date of Graduation:</th>
<th>Program Concentration: (Leading or Learning)</th>
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<tr>
<th>Master’s Degree Received From:</th>
<th>Semester and Year Admitted to Program:</th>
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1. Residency Requirement: Two semesters of full-time enrollment (at least 6 semester graduate hours) within two consecutive pre-candidacy semesters. Specify the semesters. XXXXXXXXXXXX

2. Total Credit Hours: 65 (Required).

3. Program and committee signatures (final):

   Advisor’s Signature Date  
   Student’s Signature Date  
   Committee Member’s Signature Date  
   Committee Member’s Signature Date  

4. Advisor Annual Review Signatures

   Student’s Signature Date  Advisor’s Signature Date  
   Student’s Signature Date  Advisor’s Signature Date  
   Student’s Signature Date  Advisor’s Signature Date  
   Student’s Signature Date  Advisor’s Signature Date  

   Student’s Signature Date  Advisor’s Signature Date
### Wright State University
College of Education and Human Services
Leadership Studies in Education and Organizations

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<th>Name:</th>
<th>Email:</th>
<th>Telephone:</th>
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### Summary Total Semester Credits

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<td>Dissertation:</td>
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<tr>
<td>Core:</td>
<td>32</td>
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<td><strong>Total Credits:</strong></td>
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### Organizational Studies Core

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<th>Semester Completed</th>
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**Total Core**

### Concentration Courses

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**Total for Concentration**

### Dissertation

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WSU Graduate School Policy 3.72 Continuing Registration

Students must be registered for at least one hour of graduate credit, as designated by the department, during the term in which the successful defense of a thesis or dissertation is accomplished.

WSU Graduate School Policy 3.73 Continuing Registration

Students must receive approval from the DOS Program Direction, LDR Department Chair and the Dean of the Graduate School for an exception to the continuing registration requirement.

WSU Graduate School Policy 8.223 Academic Standards

The grade of "C" is a minimum passing grade for graduate credit; however, no more than semester hours of courses with a grade of "C" may be applied toward the requirements of a degree program.

WSU Graduate School Policy 8.24 Residence Requirements

Students in a doctoral program are considered to be in residence for any term for which they are registered for at least six semester hours of Wright State graduate courses. A minimum residence of two consecutive full-time academic semesters at Wright State University, devoted wholly to graduate work, is required.

Record of completed courses

Name: STUDENT NAME

<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Name</th>
<th>Dept., Course No.</th>
<th>Instructor</th>
<th>Cr. Hrs.</th>
<th>Grd.</th>
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<th>Planned Candidacy Process</th>
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<tr>
<td>Candidacy Qualifying Paper</td>
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<tr>
<td>Oral Presentation</td>
</tr>
<tr>
<td>Dissertation Committee Finalized</td>
</tr>
<tr>
<td>Dissertation Proposal Defense</td>
</tr>
<tr>
<td>Admission to Candidacy</td>
</tr>
</tbody>
</table>

WSU Graduate Policy 8.29: Candidacy is valid for five years. The program can, however, terminate candidacy for unsatisfactory progress. Students may petition for an extension to the candidacy term; see section 6.120.

Students must be enrolled in at least one semester hour during dissertation work.
Research Interests

An APA style, maximum two-page document with references is inserted here. The document describes (in narrative form) the student’s research interests with references to the appropriate literature. The research interests reflect the current topics and areas students plan to investigate for the dissertation work.
Appendix D: Letters of Recommendation

Instructions for the Applicant: Please request a recommendation from two individuals who know you well and can provide an overview of your achievements, scholarship, ambition, relationships and abilities.

Instructions for the Writer of the Recommendation: The person whose name appears below is applying for admission to the Organizational Studies Doctoral Program at Wright State University. Please include topics listed in the document in a recommendation letter. Letters should be on letterhead of recommender’s employer and addressed to the Ed. D. Director for the Organizational Studies Doctoral Program, in care of Program Director for the Ed. D., at the address below or using the email: (cehs-ldr@wright.edu). The Program Director will send the recommendation letter to the Graduate School.

Ed. D. Applicant Recommendation Letter
490 Allyn Hall
Wright State University
3640 Colonel Glenn Highway
Dayton, Ohio 45435
To be completed by the applicant:

<table>
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<tr>
<th>Name of Applicant</th>
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<tbody>
<tr>
<td>Street Address</td>
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<td>City, State, Zip Code</td>
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<td>Telephone Number</td>
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<td>E-mail</td>
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Applicant’s Waiver of Right to Access
The Family Educational Rights and Privacy Act of 1974, as amended (P.L. 93-380), allows a candidate for admission to waive his or her right of access to confidential letters or statements written on his or her behalf if the recommendation is used solely for the purposes of admission and if the candidate, upon request, is notified of the names of all persons making such recommendations on his or her behalf. The university does not require that you make such a waiver as a condition for admission or award of fellowship or assistantship. However, we ask that you indicate your wishes by selecting one of the following statements:

- I hereby waive my right to access all letters of recommendation and any appropriate attachments written on behalf of my application to the Graduate School, Wright State University, and for award of a fellowship or assistantship, if applicable. This waiver is effective insofar as the recommendation is used solely for the purpose of admission or award of fellowship or assistantship, if applicable.
- I DO NOT waive my right to access all letters of recommendation and any appropriate attachments written on behalf of my application to the Graduate School, Wright State University, and for award of a fellowship or assistantship, if applicable.

Signature of Applicant: ______________________________
To the Writer of Recommendation: Thank you for your willingness to complete this recommendation on behalf of this applicant. Your comments will be an important factor in the admission decision. The following guidelines provide topics of interest to include in your recommendation letter.

1. Please describe how long you have known the applicant and in what context and capacity.

2. This doctoral program calls for serious study, critical reflection and an aptitude for inquiry. From your experience with this applicant, why do you think the applicant is prepared to engage in such a course of study?

3. This doctoral program calls for students with a serious commitment to improving knowledge of organizations and incorporating the new knowledge into leading or learning. From your experience with the applicant, describe how he/she is prepared to engage in such a course of study. Provide specific examples if possible.

4. Please describe how you have observed the applicant demonstrate leadership and what core values appear to guide his/her work.

5. Please provide any additional pertinent comments related to the applicant:
Appendix E: Expository Essay Guidelines

The expository essay should specifically address your understanding of the importance of incorporating concepts and principles of organizations into leading and/or learning environments. The essay should explicitly identify the connections between concepts/principles of organizations and leadership. External references are expected.

The essay should be submitted in the following format:

- One title page with name, contact information and date
- Essay text contained within a maximum of four, double-spaced pages with one inch margins and headings (Title page and reference page does not count for the limit of 4 pages)
- 12 point Times New Roman font
- APA format

Applicants should upload the essay in the Graduate School EdD application approximately a week before the application deadline for it to appear in their application files.
Appendix F. Doctoral Dissertation Committee Approval Form

**Note:** A dissertation committee **must** be approved prior to the Proposal Approval Meeting. Once Graduate School approval of Dissertation Committee membership is received, a copy of the signed form will be provided to all committee members.

Student: ____________________________

Dissertation Committee Chair: ____________________________

Proposed Dissertation Title: ____________________________

(The Ed. D. Program Director is responsible for recommending proposed members of the committee for approval within LDR, CEHS and the Graduate School.)

(Student) ____________________________ has approved the following committee members:

- **Student Signature:** ____________________________ Date: __________
- **Ed. D. Program Director Signature:** ____________________________ Date: __________
- **Dissertation Chair:** ____________________________ Graduate Faculty Status: DQF Reg Adjunct __

Signatures below indicate agreement to serve on this Dissertation Committee. Please include a current vitae for those outside the Department of Leadership Studies.

**For Office Use Only**

<table>
<thead>
<tr>
<th>Co-Chair/Member Name:</th>
<th>DQF Reg Adjunct __</th>
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<tr>
<td>Co-Chair/Member Signature</td>
<td>Graduate Faculty Status:</td>
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<td>Department/Affiliation</td>
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<tbody>
<tr>
<td>Member Signature</td>
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<tr>
<td>Department/Affiliation</td>
<td>DQF Reg Adjunct __</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Member Name:</th>
<th></th>
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<tbody>
<tr>
<td>Member Signature</td>
<td>Graduate Faculty Status:</td>
</tr>
<tr>
<td>Department/Affiliation</td>
<td>DQF Reg Adjunct __</td>
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</tbody>
</table>

<table>
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<tr>
<th>Member Name:</th>
<th></th>
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<tbody>
<tr>
<td>Member Signature</td>
<td>Graduate Faculty Status:</td>
</tr>
<tr>
<td>Department/Affiliation</td>
<td>DQF Reg Adjunct __</td>
</tr>
</tbody>
</table>

Submit to the Ed. D. Program Director for additional signatures:

<table>
<thead>
<tr>
<th>Ed. D. Program Director:</th>
<th>Date __________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair, Department of Leadership Studies:</td>
<td>Date __________</td>
</tr>
<tr>
<td>Dean, College of Education and Human Services:</td>
<td>Date __________</td>
</tr>
<tr>
<td>Dean, Graduate School:</td>
<td>Date __________</td>
</tr>
</tbody>
</table>

Rev. 10/16
Appendix G: Doctoral Dissertation Proposal Approval Form

Student: _______________________________________________________________

Title: _________________________________________________________________

I have agreed to meet with the Dissertation Committee for a Dissertation Proposal Presentation date and time: _____________________________

Student Signature: _____________________________ Date: __________

Once the information above is completed, submit to Dissertation Committee Chair prior to Dissertation Proposal Approval meeting.

Committee Action on Dissertation Proposal:

<table>
<thead>
<tr>
<th>Written Dissertation Proposal</th>
<th>Oral Presentation of Dissertation Proposal</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Approve</td>
<td>Comments</td>
</tr>
<tr>
<td>Approve with modifications as described here:</td>
<td></td>
</tr>
<tr>
<td>Not Approve and Rescheduled for reasons here:</td>
<td></td>
</tr>
<tr>
<td>Denied for reasons here:</td>
<td></td>
</tr>
</tbody>
</table>

Signed:
Dissertation Committee Chair: _____________________________ Date: __________
Co-Chair or Member: _____________________________ Date: __________
Member: _____________________________ Date: __________
Member: _____________________________ Date: __________

Submit to Ed. D. Program Director for final signatures.
Ed. D. Program Director: _____________________________ Date: __________
LDR Department Chair: _____________________________ Date: __________

Rev. 10/16
Appendix H: Doctoral Dissertation Defense Scheduling

Submit to Ed. D. Program Director at least three weeks prior to the scheduled defense date.

Name: _________________________________________________________________

Dissertation Committee Chair: _____________________________________________

Dissertation Committee Co-Chair (if applicable): ______________________________

Committee Members: ______________________________________________________
                                                                                   ______________________________________________________
                                                                                   ______________________________________________________
                                                                                   ______________________________________________________
                                                                                   ______________________________________________________

Dissertation Title: __________________________________________________________
                                                                                   ______________________________________________________
                                                                                   ______________________________________________________
                                                                                   ______________________________________________________
                                                                                   ______________________________________________________

Defense Schedule: After submission of this form, the student is responsible for arranging the time and location with all members of the Dissertation Committee. Two to three hours must be available for a dissertation defense.

Date and Time of Dissertation Defense: ______________________________

Dissertation Committee Chair Approval: _______ _____________________________

A dissertation defense may only be scheduled after a close-to-final draft of the dissertation is distributed to all members of the committee. The dissertation may only be distributed after the Dissertation Chair/Co-Chairs agree that the dissertation is in close-to-final form.

FOR OFFICE USE ONLY
Date Received by the LDR Dept. Office: ______________________________________
Candidate designed Flyer must be posted and distributed two weeks before defense.
Room Assignment and Time (arranged by the candidate): ______________________

   Ed. D. Program Director: _______________________________ Date: __________
   LDR Department Chair: _______________________________ Date: __________

Rev. 10/16
Appendix I: Doctoral Dissertation Defense Approval Form

Student: ____________________________________________________________

Title: ______________________________________________________________

I have agreed to orally defend my dissertation on this day and time: ____________

Student: ______________________________ Date: ________________________

Submit the form with the sections above completed to the Dissertation Committee Chair prior to the Doctoral Dissertation Defense meeting

Committee Action on Defense

<table>
<thead>
<tr>
<th>WRITTEN DISSERTATION</th>
<th>ORAL DEFENSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Approve</td>
<td>✓ Approve</td>
</tr>
<tr>
<td>✓ Approve with</td>
<td>✓ Approve</td>
</tr>
<tr>
<td>modifications</td>
<td>modifications</td>
</tr>
<tr>
<td>as described here:</td>
<td>described</td>
</tr>
<tr>
<td></td>
<td>here:</td>
</tr>
<tr>
<td>✓ Not Approved</td>
<td>✓ Not</td>
</tr>
<tr>
<td>and Rescheduled</td>
<td>Approved</td>
</tr>
<tr>
<td>for reasons here:</td>
<td>Rescheduled</td>
</tr>
<tr>
<td></td>
<td>for reasons</td>
</tr>
<tr>
<td>✓ Denied for</td>
<td>✓ Denied</td>
</tr>
<tr>
<td>reasons here:</td>
<td>reasons</td>
</tr>
<tr>
<td></td>
<td>here:</td>
</tr>
</tbody>
</table>

Signatures:

Dissertation Committee Chair: ______________________________ Date: __________

Co-chair or Member: ______________________________ Date: __________

Member: ______________________________ Date: __________

Member: ______________________________ Date: __________

Member: ______________________________ Date: __________

After the Defense and Committee Action, submit to Ed. D. Program Director

Ed. D. Program Director: ______________________________ Date: __________

LDR Department Chair: ______________________________ Date: __________

Rev. 10/16
I HEREBY RECOMMEND THAT THE DISSERTATION PREPARED UNDER MY SUPERVISION BY Kelly Leeman ENTITLED Team Learning and Cognitive Impact BE ACCEPTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF Doctor of Education.

Name & Degree
Dissertation Chair

Name & Degree
Dissertation Co-Chair (note: if appropriate)

Name & Degree
Doctor of Education Program Director

Name & Degree
Chair, Leadership Studies in Education & Organizations

Barry Milligan, Ph.D.
Interim Dean, Graduate School

Committee on Final Examination

Committee Chair Name & Degree

Committee Member Name, Degree

Committee Member Name, Degree

Committee Member Name, Degree

Committee Member Name, Degree