

Ph.D. DEGREE IN ORGANIZATIONAL LEADERSHIP

The Ph.D. degree in Organizational Leadership provides an interdisciplinary approach to the study of topics, theories and research critical to the professional success of leaders in a multitude of different organizational settings. This is a research based degree program that prepares students to contribute, through their scholarly work, to the body of knowledge and theoretical foundations of their chosen disciplines and apply this knowledge in the workplace. The design of the program allows students to explore a variety of relevant fields and then to apply each field to their areas of interest.

The Ph.D. degree program is currently offered only at Kaiserslautern Germany

The Ph.D. program is delivered in a cohort format. A cohort of 23-30 students is admitted at the same time as a result of a rigorous application and screening process. Members of the cohort must take all but one elective course as each of the program courses is offered. Individuals interested in the formation of the next cohort should contact their closest OU site director.

What You Can Do with this Degree

The Organizational Leadership Ph.D. integrates theoretical and practical applications in developing leaders for roles in the dynamic organizational environment of the 21st century. A challenging, interdisciplinary curriculum is offered, which includes study in strategic planning, research methods, public policy, educational leadership, economics, organizational behavior, communications and training and development. This is a research based degree program that prepares you to contribute, through your scholarly work, to the body of knowledge and theoretical foundations of your chosen discipline and to apply this knowledge to the workplace. The interdisciplinary approach allows you to pursue a program of study and research interests in areas that are relevant to your own professional pursuits.

This degree seeks to immediately enhance your leadership abilities. Your curriculum emphasizes an understanding of people, groups and the global community within an organizational framework, which prepares you for executive positions in government, education and military and private sector organizations.

Students in the program accomplish a core set of goals and objectives and additionally pursue individually tailored outcomes. Students will be able to apply learning related to the following:

- Leadership and influence strategies applied to public administration, education, corporate and community service sectors.
- The process of human interaction in persuasion, free speech, organizations and social change.
- Listening, public speaking, group discussion and interviewing skills.
- The effects of communication environments and organizational designs on small groups and organizational communication.
- Contemporary economic theory and methodology as applied to national and international problems and issues.
- The roles and responsibilities of administrators and supervisors in solving organization, educational and training problems.

- The contributions of training, organizational development, career development and continuing education to the solution of organizational problems.
- The applications of quantitative and qualitative research methods in a variety of research designs to organizational issues.
- Contemporary human relations problems facing leaders in diverse organizations, racism, sexism, poverty, human rights, etc.
- Management of diversity in the workplace.
- Multiculturalism and its impact on all types of organizations.
- The use of print and online sources to include the Internet to locate resources.
- Organizational structure, processes and behaviors in a wide variety of organizational and administrative contexts.
- Tools and techniques for managing information in a variety of organizations through the use of automated data processing systems.
- The role of values and ethics in contemporary organizations.

Organizational Leadership Program of Study Overview

A minimum of 90 semester hours of credit are required for any doctoral degree offered by the University of Oklahoma. Students who enter the program must have earned a master's degree from a U.S. regionally accredited university. The degree must consist of at least 30 graduate semester hours with a graduate grade point average of at least 3.4 on a 4.0 grading system. All students will complete an additional 60 hours of credit with the University of Oklahoma in order to fulfill the requirements for this interdisciplinary Ph.D. program. Students whose master's degrees include more than 30 hours must still complete the required 60 hour curriculum. Transfer credit beyond the 30 credit hours from the master's degree cannot be used to satisfy degree requirements. The curriculum uses a model that has the following components and characteristics:

- Students develop competencies to understand, design, conduct and evaluate research by taking a series of five three-credit hour courses in research tools, methods and prospectus development.
- An interdisciplinary core is presented as the major component of the three credit hour courses from the following academic disciplines: communication, economics, educational leadership and policy studies, educational psychology, human relations, political science, organizational management, organizational dynamics, research methodologies and statistical analysis.
- Through electives and research, students focus their studies on a specific area of interest in the degree program.
- Students begin formulating ideas for their dissertations early in the program and continue to refine them throughout the degree process.
- Students will progress throughout the degree requirements as a cohort group (all students proceeding through the classes together as one group) with the exception that completion of the dissertation is performed individually.

Dissertation

The doctoral dissertation is the final and most important component of the series of academic experiences, which culminate with the awarding of the doctoral degree. Three major functions are fulfilled by the dissertation experiences: (1) it is a work of original

research which makes a contribution to existing knowledge, (2) it demonstrates the candidate's mastery of research methods and tools of the special field, and (3) it demonstrates the student's ability to address significant intellectual problems and arrive at a successful conclusion.

The initial enrollment in 6980 (Research for Doctor's Dissertation) must be for at least two semester hours. Following the initial enrollment in 6980, each graduate student must maintain continuous enrollment through the University of Oklahoma in at least two semester hours of 6980 during each semester while working on and completing their research.

Students have up to five years to complete their doctoral dissertation after successfully completing the general examination and presenting their defense. In addition to the two semester hours of enrollment per term, students must also return to campus annually to meet the annual in-residence requirement as dictated by the Graduate College of the University of Oklahoma.

Oral Defense

The oral defense of the dissertation is open to the public. At the time it is scheduled, a reading copy of the dissertation with a letter of approval from the dissertation director and receipts showing all fees have been paid must be presented to the Graduate College. If all is in order, authority to hold the dissertation defense will be granted by the Graduate College. The defense must be conducted in the semester it is authorized to be given. Additional general guidelines are available in the Graduate College Bulletin published by the Graduate College.

Representative Course Offerings

The courses listed and described on the following pages are representatives of the type and range of interdisciplinary topics to be delivered in the doctoral degree program. As with all graduate degree programs at the University of Oklahoma, academic oversight for this program will be placed under the authority of the graduate dean and the graduate council.

COMM 5333 – Organizational Communication

Focuses on the communication environment of organizations, both internal and external, emphasizing implications of organizational designs for communication, communication principles to motivate employees and the role of communication for productivity and the quality of life.

COMM 5353 - Conflict Management

This is an advanced survey course to examine the kinds of conflict that occur between individuals, groups, organizations and nations. It will address the roles of communication in conflict and the roles of conflict in communication. Ultimately it will discuss communication strategies for reducing or managing conflict in social situations.

COMM 6233 - Small Group Processes

Considers the status of small group theory and research, emphasizing leadership. Includes both the development of a tentative theory of leadership and the application of small group theory to the process of decision making.

ECON 5853 - World Economic Development

The economics of the developing nations; a review and analysis of common problems and issues.

H R 5113 - Cultural Diversity

In-depth studies of outstanding problems facing social practitioners, including racism, sexism, poverty and human rights. Strategies for change and ethics of intervention also will be discussed.

P SC 6173 - Leading Public Organizations

Directed research in selected areas of public administration. Commentary and discussion by instructor over general area or areas selected for research. Paper prepared by students and based upon individual research presented to the seminar for analysis and discussion.

P SC 6223 - Public Policy Value Choices

An exploration of the role of ethics in American Government, especially public administration. Topics to be studied include codes of professional ethics and the ethical implications of differing approaches to administrative work and democracy.

PSY 5003 - Psychological Statistics I

Applied statistics with emphasis upon statistical problems in behavioral sciences research. Includes probability, descriptive statistics, estimations and test of hypotheses. Techniques covered in depth include t-test, one and two factor ANOVA methods, multiple comparison methods (e.g., Scheff, Tukey, Ryan, etc.) and the robustness of these techniques to violation of their assumptions.

PSY 5013 - Psychological Statistics II

The general linear model is covered as it applies to the analysis of variance including fixed, mixed and random models, individual comparisons, analysis of covariance and multiple regressions. Also, some nonparametric techniques are discussed including chi-square and distribution free procedures.

SOC 5953 - Advanced Methods in Social Research

Advanced research methodology; heavy focus of attention will be on concept and index formation and data analysis. Each student will conduct his or her own research study.

MGMT 5113 - Organizational Behavior and Administration

Explores the factors that affect human behavior in organizational settings by examining the impact of alternative administrative practices on organizational effectiveness and member satisfaction. Topics include: perception, motivation, communication, decision making, groups, leadership and organizational development.

EDUC 6990 - Leadership Perspectives

The seminar will examine the most current thinking about leadership in institutions. Topics to be covered include transformational, inspirational and charismatic leadership, why leaders fail to lead, leadership in chaotic and difficult times, principles for effective leadership, leadership as stewardship, leadership as service and research on effective leadership. For additional course descriptions please see the University of Oklahoma General Catalog. Please note that degree program requirements are subject to change.