

## **DOCTOR OF EXECUTIVE LEADERSHIP (DEL)**

*Dr. Kristen Dugan, Program Director*

### **Doctor of Executive Leadership Program Mission Statement**

The mission of the DEL is to develop leaders capable of integrating theory with practice at the executive level for sustainability and service in organizations, communities or institutions in an increasingly complex world.

### **Program Description**

DEL graduates generate, conserve, and transform leadership knowledge and practice while developing other aspiring leaders to become scholar-practitioners. The DEL creates an intellectual community which promotes critical thinking and deep reflection, facilitates both creativity and rigor, and develops the research skills necessary for executive leadership, scholarly integration and lifelong learning and community service.

The DEL is premised on the groundbreaking research done by the Carnegie Foundation's Center for the Advancement of Teaching on the current state of doctoral education in the United States. The purpose of the DEL is to produce the next generation of senior-level leaders who are both scholars and practitioners and can integrate theory and practice in the field of leadership. Such future leaders are necessary to ethically guide institutions, organizations, and communities in an increasingly complex, dynamic, and diverse world. These scholar-practitioners will be capable of generating, conserving, and transforming leadership practice and knowledge and developing other aspiring leaders to become leadership scholar-practitioners. The DEL program has earned specialized business accreditation from the Accreditation Council for Business Schools & Programs (ACBSP).

### **Doctorate of Executive Leadership Program Learning Outcomes**

In order to achieve the desired program outcome of producing scholar practitioners capable of leading at the executive level the following DEL individual student learning outcomes are established:

1. Sense and shape opportunities for, and threats to, future growth and development through embedding scanning, creative, and learning processes into organizations, communities, or institutions.
2. Make timely judgments to seize opportunities and to bring about those decisions by a) developing and rewarding creative action and b) diminishing assets and processes that no longer add value.
3. Assemble, align, and reconfigure tangible and intangible assets to sustain organizations', communities', or institutions' viability for the future.
4. Model, design, and implement scholar-practitioner practices and processes to develop ethical leadership in organizational, community, or institutional contexts.
5. Assess existing research and practices and design, conduct, and interpret research to contribute to the theory and practice of leadership within one's discipline and in interdisciplinary, multidisciplinary, or transdisciplinary contexts.

6. Generate and critically evaluate new knowledge, conserve the most important ideas and findings that are a legacy of past and current work and engage in the transformational work of communicating knowledge responsibly to others.

### **What You Will Study**

The Doctor of Executive Leadership is a 58-credit-hour course of study that focuses on leadership in context across disciplines and boundaries in a global environment. The program sequence includes 27 leadership core credits, 12 research credits, 10 credits for pro-seminars and portfolio and 9 credits for the dissertation. Students are required to attend three residency sessions as scheduled for the course of study. Continuous enrollment is required to maintain doctoral candidacy, although a request for a leave of absence may be requested. The Dissertation Continuation course is 3 credits for the first semester enrollment and 1 credit each semester thereafter until degree completion. The program is delivered 100% online with an annual on campus Residency.

International students with an F1 visa must complete a contract for each course which specifies meeting dates for the course. Transfer credits may be applied toward the degree requirements depending on evaluation of transfer equivalence. Transfer students may transfer up to 15 credit hours into the DEL program.

For a detailed list of courses, please see the Course Listing section of this catalog under “Doctor of Executive Leadership Courses.”

### **Leadership Core Courses:**

DEL 710 Leadership Theories and Perspectives.....	3 Credits
DEL 720 Leadership in Context .....	3 Credits
DEL 730 Ethics: Values and Decision Making.....	3 Credits
DEL 740 Organizational Dynamics .....	3 Credits
DEL 750 Collaborative Leadership.....	3 Credits
DEL 760 Leadership Development.....	3 Credits
DEL 802 Conceptual Frameworks for Leadership.....	3 Credits
DEL 810 Complexity and Sustainability.....	3 Credits
DEL 830 Executive Decision-Making .....	3 Credits

### **Research Courses:**

DEL 700 Culture of Inquiry.....	2 Credits
DEL 727 Leadership Research and Design Logic.....	3 Credits
DEL 800 Responsible Conduct of Research.....	1 Credit
DEL 805 Quantitative Research.....	3 Credits
DEL 815 Qualitative Research.....	3 Credits

### **Dissertation and Pro-seminar Courses:**

DEL 900	Creating Portfolios .....	1 Credit
DEL 901	Dissertation I.....	3 Credits
DEL 902	Dissertation II.....	3 Credits
DEL 903	Dissertation III .....	3 Credits
DEL 904	Dissertation Continuation.....	1-3 Credits
DEL 910	Pro-seminar I: Generating, Conserving & Transforming	3 Credits
DEL 920	Pro-seminar II: Generating, Conserving & Transforming.....	3 Credits
DEL 930	Pro-seminar III: Generating, Conserving & Transforming .....	3 Credits

### **Academic Progress:**

The Doctor of Executive Leadership program requires students to complete all coursework, earning no more than two ‘C’ grades. Students must also maintain a cumulative GPA of 3.0 or higher. Students who do not meet these requirements will be placed on academic probation and complete a contract and plan for improvement. The Program Director and Dean will work with the student to create an appropriate plan for returning to good academic standing. A student may be required to repeat courses according to university policy until the student achieves compliance with the above requirements. Students who continue to fail to meet the GPA and grade requirements may be dismissed from the program. Students must have a minimum cumulative GPA of 3.0 to graduate from the DEL program.

### **Doctoral Candidacy:**

A student achieves candidacy when the following requirements are met:

1. Completion of all 700- and 800-level coursework with a GPA of 3.0 or higher and no more than two C grades.
2. Successful defense of the Professional Portfolio, including a dissertation prospectus.
3. Successful defense of Dissertation Proposal.

Upon achieving Candidacy, the student is permitted continued enrollment in dissertation coursework.

A DEL student should normally complete all Leadership Core courses, successfully defend the Professional Portfolio, and successfully defend the dissertation within three (3) years of entry into the doctoral program. With endorsement by the Chair, a student may request an extension for one additional academic year. That extension must be approved by the Program Director. A student requesting an extension of one academic year must have demonstrated progress in dissertation work and submit a plan for completion within the extension period.

If the student fails to complete the degree requirements for the program by the end of the first extension period, the student may request a second extension of one additional academic year. Any student requesting a second extension must provide evidence of

extenuating circumstances which prevented the completion of the dissertation during the first extension period. A second extension period requires the endorsement of the Chair and Program Director and the approval of the Associate Dean. A student requesting a second extension must have demonstrated significant progress in dissertation work and submit a plan for completion within the extension period.

Under extraordinary circumstances, a student who fails to complete the degree requirements for the program by the end of the second extension period may appeal to the Dean for one additional academic year extension. The Dean will review the request, which must include evidence of extenuating circumstances, endorsement from the Program Director and Dean, and a plan for completion during the final extension period.

Students who receive an extension will be enrolled in dissertation continuous courses until the dissertation assessment is passed. The first dissertation continuation course enrollment is equivalent to three (3) credit hours in the first semester of the extension. Subsequent dissertation continuation courses are equivalent to one (1) credit hour per semester.

A student who fails to complete the program within three (3) years of entry, or during approved leave of absence and extension periods not to exceed six (6) academic years from the time of entry (exclusive of approved leave of absence), will be dismissed from the program. Failure to maintain continuous enrollment in at least one credit hour from the achievement of candidacy until the dissertation is accepted will result in loss of candidacy and possible dismissal from the program.

#### **Leave of Absence:**

Events may occur that make it necessary for a student to interrupt his or her progress toward a degree. A leave of absence may be granted to students for personal illness or injury or to provide care for a family member experiencing illness or injury, military service obligations, or other extenuating personal reasons by recommendation of the Program Director and approval of the Dean. A leave of absence enables a student to not register for dissertation continuation hours and remain in compliance with the continuous enrollment requirement. The leave of absence is designed to allow students the time necessary to focus on the reasons for leave. Students on an approved leave of absence may not engage in regular contact with dissertation committee members or conduct research associated with the dissertation. Dissertation committee members will be made aware of any approved leave of absence and should direct the student to the Program Director for any questions or concerns. A leave of absence may be approved once for no more than twelve consecutive months. Failure to re-enroll at the end of the approved leave period will result in loss of candidacy and possible dismissal from the program.

No tuition and fees are charged for the period during which a student is on a leave of absence. A leave of absence may have implications for a student's federal financial aid and loans. Students should consult with the Financial Aid Office to understand how a leave status might affect their aid and eligibility to defer loan repayment.

An approved leave of absence is not counted toward the maximum completion time of six (6) years from the time of entry.

### **Admission Requirements**

To apply for admission to the program, candidates must complete an application packet that includes the application for admission, official transcripts from all colleges and universities attended for graduate coursework, a written paper, a resume detailing a minimum of five years of professional experience in a leadership role, and two letters of academic and professional recommendation. Applicants are required to have a master's or first professional degree from a regionally accredited institution with at least a 3.00 GPA. Applicants with less than a 3.0 may be considered upon request to the Program Director and Dean. Once the application is complete, the DEL program admissions committee interviews prospective students for acceptance into the program. There is a \$50 application fee which is waived for military applicants.