

DOCTOR OF EDUCATION IN THE FIELD OF HUMAN AND ORGANIZATIONAL LEARNING

Human and organizational learning is an interdisciplinary field that offers mid- to senior-level professionals rigorous and diverse methods of scholarly practice and inquiry. The focus of the field ranges from individual development to systems change through the core pillars of learning, leadership, and change. The doctor of education degree aims to develop cognitive flexibility through impactful and action-oriented practices and studies in relevant theories, concepts, and scholar/practitioner identity development.

The program focuses on the interrelationships among people and organizations, as well as on culture while utilizing systemic change processes. Theory, research, and practice are balanced throughout the curriculum. Students are encouraged to form learning communities in order to provide collective support, promote action learning, and model a learning culture.

Visit the program website (<https://gsehd.gwu.edu/programs/doctorate-human-and-organizational-learning-executive-leadership-programs/>) for additional information.

ADMISSIONS

Admission deadlines: Fall– Rolling admissions

Standardized Submission of GRE general test (institutional code test scores: 5246), the Miller Analogies Test (institutional code 1047), or the GMAT (institutional code QK4-0D-98) is optional.

Recommendations: (2) recommendations (preferably one from a faculty member and the other from a professional supervisor)

Prior academic records: Transcripts are required from all colleges and universities attended, whether or not credit was earned, the program was completed, or the credit appears as transfer credit on another transcript. Unofficial transcripts from all colleges and universities attended should be uploaded to your online application. Official transcripts are required only of applicants who are offered admission.

Statement of purpose: In an essay of 750 to 1,200 words, state your purpose in undertaking graduate study at George Washington University, describing your academic objectives, research interests, and career plans. Discuss your related qualifications, including collegiate, professional, and community activities and any other substantial accomplishments not already mentioned in the application. You should also clearly indicate your primary and supporting fields of study and describe your research areas.

Additional requirements: A resumé is required.

International applicants only: Due to the hybrid nature of this program, international students are not eligible for student visas to attend this program.

Supporting documents not submitted online should be mailed to:
Graduate School of Education and Human Development
The George Washington University
2136 G Street, NW
Washington, DC 20052

Contact for questions:
gsehdadm@gwu.edu ~ 202.994.9283 ~ 202.994.7207 (fax)
9:30 am – 6:00 pm, Monday through Friday

REQUIREMENTS

The following requirements must be fulfilled:

The requirements for the Doctor of Education program (<http://bulletin.gwu.edu/education-human-development/#doctoraltext>).

60 credits in coursework, a dissertation, and successful completion of a comprehensive examination.

Code	Title	Credits
Required		
HOL 8700	Foundations of Human and Organizational Learning	
HOL 8701	Theory, Research, and Practice in Adult Learning and Development	
HOL 8703	Human Systems Change	
HOL 8704	Leadership Theory, Research, and Practice	
HOL 8705	Organizational Culture	
HOL 8720	Seminar: Applied Research in Human and Organizational Learning	
HOL 8721	Practicum in Human and Organizational Learning (taken for 6 credits)	
HOL 8722	Seminar: Advanced Issues in Human and Organizational Learning (taken for 3 credits)	
HOL 8724	Creating and Planning Doctoral Research	
Research methods		
EDUC 8120	Group Comparison Designs and Analyses	
EDUC 8122	Qualitative Research Methods	
3 credits of Level B research methods coursework selected in consultation with advisor.		

Dissertation

HOL 8998	Predissertation Seminar (taken for 3 credits)
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HOL 8999	Dissertation Research (taken for a minimum of 12 credits)
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An approved dissertation proposal is required.

Electives

6 credits in elective courses selected in consultation with advisor.

Comprehensive examination

Successful completion of comprehensive examination is required.

EDUC 8170	Educational Measurement
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EDUC 8171	Predictive Designs and Analyses
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EDUC 8172	Multivariate Analysis
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EDUC 8173	Structural Equation Modeling
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EDUC 8174	Hierarchical Linear Modeling
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EDUC 8175	Item Response Theory
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EDUC 8177	Assessment Engineering
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DOCTORAL PROGRAM LEVEL B COURSES

Doctoral Program Level B Courses

GSEHD's Level B research methods courses are advanced courses in a specific research methodology. All GSEHD doctoral students are required to take at least one Level B course in the methodology of their dissertation. The courses listed below are approved to meet this requirement. EDUC 8120 Group Comparison Designs and Analyses, and EDUC 8122 Qualitative Research Methods, must be completed before enrolling in a Level B course.

Some programs require more than one Level B course. Some Level B courses are taken in a predetermined sequence; for this reason, students should check each course description for prerequisites, as courses in the sequence build on others. More information regarding the Level B course sequence is available in the GSEHD Doctoral Student Handbook; (<https://gsehd.gwu.edu/student-services/>) students also may consult their faculty advisor or research methods faculty (<https://gsehd.gwu.edu/directory/>) for additional guidance.

Code	Title	Credits
EDUC 8100	Experimental Courses (Mixed Methods Research)	
EDUC 8130	Survey Research Methods	
EDUC 8131	Case Study Research Methods	
EDUC 8140	Ethnographic Research Methods	
EDUC 8142	Phenomenological Research Methods	
EDUC 8144	Discourse Analysis	
EDUC 8147	Critical Methodologies in Educational Research	
EDUC 8148	Qualitative Data Collection	
EDUC 8149	Qualitative Data Analysis	