

# Doctor of Philosophy Education with a Concentration in Workforce and Organizational Development (PhD)

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The PhD in Education, Workforce and Organizational Development concentration has three area of focus:

- career and technical education
- human resources training
- technology education.

The PhD is delivered on campus and through the University's distance learning system. All students must be on the Norfolk campus for two, two-week summer Institute sessions. The focus of the degree is to prepare post-secondary workforce development faculty, directors/supervisors of career and technical education, and directors of training departments in business, industry, and government.

The curriculum associated with Old Dominion University's PhD in Education, occupational and technical studies concentration is intended to accomplish the following learning outcomes:

- Individuals will apply knowledge, skills, behaviors, and dispositions in today's complex educational and business environments.
- Every individual who completes this doctoral program will develop competencies for understanding and using research methods and statistics to make data-based driven decisions.
- The Workforce and Organizational Development concentration offers courses that enable graduates to know and apply their knowledge in today's complex educational, business, or industry environments and emerge as leaders in their chosen careers.

Note for students concerning the Doctor of Philosophy in Education - Workforce and Organizational Development concentration: This program is not intended to lead to teacher certification or school leadership licensure. This program is available on-campus and online.

## Admission

### Entrance

All applicants to the Doctor of Philosophy degree, Workforce and Organizational Development concentration, must meet University, college and department requirements. In addition, all applicants must:

1. hold a master's degree related to this field or have worked in occupations related to the degree's outcomes;
2. complete the graduate application with necessary fee;
3. submit an essay statement of academic and professional goals with an emphasis on how the PhD in Education concentration in occupational and technical studies will contribute to the achievement of career goals;
4. submit three letters of reference from sources capable of commenting on readiness for advanced graduate study;
5. submit a resume that shows your educational and professional background;
6. submit academic transcripts from all undergraduate and graduate institutions previously attended or currently being attended;

7. if the applicant's primary language is not English, submit a current score for the Test of English as a Foreign Language (TOEFL) that meets the University's current standard.

Applications for admission are on a rolling basis. Graduate assistantships are awarded in February annually.

Students may enroll in this program full- or part-time. The program faculty reviews all applicants as their application packages are completed. The following criteria are used for admittance:

1. graduate grade point average;
2. undergraduate grade point average;
3. essay, 1500 word, describing how the PhD in OTS aligns with your professional goals; and
4. goodness of fit with program goals, faculty expertise, and supporting references.

Graduate assistantships and fellowships may be available. Contact the graduate program director for information.

## Curriculum Requirements

### Prerequisites

A master's degree in an appropriate field related to this concentration is required for admission to the PhD program. Students who do not have equivalent coursework or appropriate educational experiences must complete the following prerequisite courses:

FOUN 722	Introduction to Applied Statistics and Data Analysis	3
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**Total Credit Hours** **3**

### Curriculum (60 credits minimum)

Students in the Workforce and Organizational Development concentration complete courses in research, the Workforce and Organizational Development concentration, and electives. Students select their elective credits in consultation with their advisor.

#### Research Core

SEPS 835	Research Design for Occupational and Technical Studies	3
FOUN 812	Research Design and Analysis	3
FOUN 822	Applied Linear Models in Educational Research	3
or FOUN 823	Analysis of Variance Applied to Educational Research	
TLCI 814	Qualitative Research Design in Education	3

#### Concentration Core

Must be taken with one emphasis area-Technology Education, Career and Technical Education, or Human Resources-Training

SEPS 840	Readings in Occupational and Technical Studies	3
SEPS 860	Trends and Issues in Occupational Education	3
SEPS 862	Administration and Management of Education and Training Programs	3
SEPS 865	Trends and Issues of Economic and Workforce Development	3
SEPS 885	Curriculum Development in Occupational Education and Training	3
SEPS 888	Instructional Strategies for Innovation in Training and Occupational Education	3
SEPS 889	Instructional Technology in Education and Training	3

Select one of the following Emphasis Areas: 12

#### *Technology Education Emphasis*

STEM 820	STEM Educational Foundations
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STEM 830	Introduction to Technology	
<i>Career and Technical Education Emphasis</i>		
SEPS 868	Internship	
SEPS 887	Career and Technical Education Curriculum	
<i>Human Resources - Training Emphasis</i>		
SEPS 861	Foundations of Adult Education and Training	
<b>Electives</b>		
Electives are selected in consultation with the advisor. They should be planned and included in the student's program of study.		9-12
<b>Capstone Courses</b>		
Select 12-15 credits of the following:		12-15
FOUN 881	Dissertation Seminar (if needed)	
SEPS 899	Dissertation in Occupational Education	
<b>Total Credit Hours</b>		<b>66-72</b>

## Additional Requirements

### Continuance

Students must:

1. have their PhD program approved;
2. successfully complete annual progress reviews;
3. meet faculty and University program expectations;
4. meet professional development and career preparation expectations.

### Exit

Students must:

1. complete a minimum of 60 credit hours beyond the master's degree;
2. complete all competencies listed on course syllabi;
3. achieve an overall grade point average of 3.00 with no course having a grade less than a B-;
4. pass the written and oral comprehensive examination;
5. select a dissertation committee;
6. prepare and defend a dissertation prospectus;
7. successfully complete a dissertation with an oral defense; and
8. complete the graduate student University assessment.