

Please describe the unique need of Warren County School District that would be met by this request:

June 10, 2008

There is a need for academically strong leaders. Warren County, like all school districts, will face many challenging changes reflective of the complexity associated to 21st century needs. The PhD in Organizational Learning and Leadership prepares leaders to address the challenges of the 21st century. A strong background in a multivariate of leadership characteristics will prepare me with the skills and knowledge relevant to become part of systemic change and school improvement.

A PhD in Organizational Learning and Leadership is an interdisciplinary model that integrates learning and leadership into a program of study to reflect a coalescence of several elements: the needs of the local community, changes in institutional leadership, expansion of service to existing organizations and the natural evolution of the learning organization (2008, Gannon University).

In addition, it may be necessary to have ½ day of weekly professional time, for transportation purposes, to participate in the program at Gannon University in Erie, Pennsylvania.

Thank you
Patricia Hawley-Horner

**Warren County School District
Office Of Human Resources
*****Course Approval Form*******

This form must be completed and sent to the Human Resource Office prior to taking a class. All course approval will abide by the negotiated agreement between the Warren County School District and the Warren County Education Association. Reimbursement of tuition costs shall be paid for approved courses taken for obtaining the 24 credits required for permanent certification for teaching, and for an additional 12 credits if the courses are required to complete a masters degree program. (A letter from the university verifying acceptance into a masters program must be sent to the Human Resource Office.) Reimbursement will also be made for courses required to maintain a permanent certificate if continued certification cannot be met by District provided in-service courses and for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board.

Once you have completed a class, an official grade report and an itemized tuition bill must be submitted along with this form and a copy of your course approval letter to the Human Resource Office before your reimbursement can be processed.

Course Name	Credits	Tuition Costs	Institution	Start Date	Length of Term
UNKNOWN UNTIL SUMMER 2009 COURSE SCHEDULE IS COMPLETE	3	\$ 2,175.00	GANNON UNIVERSITY	SUMMER 2009	ONE SEMESTER
GOLL 801: ADVANCED ORGANIZATIONAL THEORY	3	\$ 2,175.00	GANNON UNIVERSITY	FALL 2009	
GOLL 821: RESEARCH METHODS	2	\$ 1,450	GANNON UNIVERSITY	FALL 2009	

Reimbursement is contingent on the employee providing 2 years of actual teaching service to the District after completion of any course. If an employee is reimbursed and fails to remain teaching in the District for 2 full years, he/she shall be obligated to repay the District the full amount of the reimbursement. The District may withhold such amount from any payment due the employee. *Please reference your negotiated contract book, Page 25, Section 6.06, Item K.*

By your signature below, you are acknowledging that you are aware of the above provisions and agree to their implementation:


6/10/08 PATRICIA A. HAWLEY-HORNER
 Signature Date Print Name

Please return to: 103 REDWOOD STREET, WARREN, PA 16365
 Human Resource Office Address City, State, Zip
 Warren County School District WAHS
 185 Hospital Drive Assigned Building
 Warren, PA 16365 ASSISTANT PRINCIPAL - SECONDARY
 Fax: (814) 723-8403 Grade/Subject Area

Central Office Approval 6/10/08
 Date of Request

Date

Warren County School District
Office Of Human Resources
*******Course Approval Form*******

This form must be completed and sent to the Human Resource Office prior to taking a class. All course approval will abide by the negotiated agreement between the Warren County School District and the Warren County Education Association. Reimbursement of tuition costs shall be paid for approved courses taken for obtaining the 24 credits required for permanent certification for teaching, and for an additional 12 credits if the courses are required to complete a masters degree program. (A letter from the university verifying acceptance into a masters program must be sent to the Human Resource Office.) Reimbursement will also be made for courses required to maintain a permanent certificate if continued certification cannot be met by District provided in-service courses and for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board.

Once you have completed a class, an official grade report and an itemized tuition bill must be submitted along with this form and a copy of your course approval letter to the Human Resource Office before your reimbursement can be processed.

Course Name	Credits	Tuition Costs	Institution	Start Date	Length of Term
GOLL 803: CASE ANALYSIS OF A LEARNING GROUP	3	\$2,175	GANNON UNIVERSITY	SPRING 2010	ONE SEMESTER
STATISTICS COURSE	3	\$2,175	GANNON UNIVERSITY	SUMMER 2010	
DOCTORAL STATISTICS II, GOLL 808	3	\$2,175	GANNON UNIVERSITY	SUMMER 2010	↓

Reimbursement is contingent on the employee providing 2 years of actual teaching service to the District after completion of any course. If an employee is reimbursed and fails to remain teaching in the District for 2 full years, he/she shall be obligated to repay the District the full amount of the reimbursement. The District may withhold such amount from any payment due the employee. Please reference your negotiated contract book, Page 25, Section 6.06, Item K.

By your signature below, you are acknowledging that you are aware of the above provisions and agree to their implementation:

Patricia A. Hawley 6/10/08 Patricia A. Hawley-Horner
 Signature Date Print Name

Please return to: 103 REDWOOD ST., WARREN, PA, 16365
 Human Resource Office Address City, State, Zip
 Warren County School District
 185 Hospital Drive
 Warren, PA 16365
 Fax: (814) 723-8403

WATS
 Assigned Building

ASSISTANT PRINCIPAL - SECONDARY
 Grade/Subject Area

6/10/08
 Date of Request

 Central Office Approval

 Date

Warren County School District
Office Of Human Resources
*******Course Approval Form*******

This form must be completed and sent to the Human Resource Office prior to taking a class. All course approval will abide by the negotiated agreement between the Warren County School District and the Warren County Education Association. Reimbursement of tuition costs shall be paid for approved courses taken for obtaining the 24 credits required for permanent certification for teaching, and for an additional 12 credits if the courses are required to complete a masters degree program. (A letter from the university verifying acceptance into a masters program must be sent to the Human Resource Office.) Reimbursement will also be made for courses required to maintain a permanent certificate if continued certification cannot be met by District provided in-service courses and for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board.

Once you have completed a class, an official grade report and an itemized tuition bill must be submitted along with this form and a copy of your course approval letter to the Human Resource Office before your reimbursement can be processed.

Course Name	Credits	Tuition Costs	Institution	Start Date	Length of Term
GOLL 896: DISSERTATION SEMINAR I	1	\$725.00	GANNON UNIVERSITY	FALL 2009	ONE SEMESTER
GOLL 804: UNDERSTANDING ORGANIZATIONS AS LEARNING SYSTEMS	3	\$2,175.00	GANNON UNIVERSITY	SPRING 2010	
GOLL 802: ADVANCED LEADERSHIP THEORY AND SKILLS APPLICATION	3	\$2,175.00	GANNON UNIVERSITY	SPRING 2010	↓

Reimbursement is contingent on the employee providing 2 years of actual teaching service to the District after completion of any course. If an employee is reimbursed and fails to remain teaching in the District for 2 full years, he/she shall be obligated to repay the District the full amount of the reimbursement. The District may withhold such amount from any payment due the employee. Please reference your negotiated contract book, Page 25, Section 6.06, Item K.

By your signature below, you are acknowledging that you are aware of the above provisions and agree to their implementation:

Patricia Hawley-Hoerner
 Signature

6/10/08
 Date

PATRICIA HAWLEY-HOERNER
 Print Name

Please return to:

Human Resource Office
 Warren County School District
 185 Hospital Drive
 Warren, PA 16365
 Fax: (814) 723-8403

103 REDWOOD STREET, WARREN, PA 16365
 Address City, State, Zip

WAHS
 Assigned Building

ASSISTANT PRINCIPAL - SECONDARY
 Grade/Subject Area

6/10/08
 Date of Request

Central Office Approval

Date

Warren County School District Office Of Human Resources

*****Course Approval Form*****

This form must be completed and sent to the Human Resource Office prior to taking a class. All course approval will abide by the negotiated agreement between the Warren County School District and the Warren County Education Association. Reimbursement of tuition costs shall be paid for approved courses taken for obtaining the 24 credits required for permanent certification for teaching, and for an additional 12 credits if the courses are required to complete a masters degree program. (A letter from the university verifying acceptance into a masters program must be sent to the Human Resource Office.) Reimbursement will also be made for courses required to maintain a permanent certificate if continued certification cannot be met by District provided in-service courses and for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board.

Once you have completed a class, an official grade report and an itemized tuition bill must be submitted along with this form and a copy of your course approval letter to the Human Resource Office before your reimbursement can be processed.

Course Name	Credits	Tuition Costs	Institution	Start Date	Length of Term
GOLL 822: RESEARCH METHODS II	2	\$1,450.00	GANNON UNIVERSITY	FALL 2010	ONE SEMESTER
GOLL 897: DISSERTATION SEMINAR II	1	\$725.00	GANNON UNIVERSITY	FALL 2010	↓
GOLL 805: QUALITY MANAGEMENT IN MULTIDISCIPLINARY ENVIRONMENTS	3	\$2,175.00	GANNON UNIVERSITY	SPRING 2011	↓

Reimbursement is contingent on the employee providing 2 years of actual teaching service to the District after completion of any course. If an employee is reimbursed and fails to remain teaching in the District for 2 full years, he/she shall be obligated to repay the District the full amount of the reimbursement. The District may withhold such amount from any payment due the employee. Please reference your negotiated contract book, Page 25, Section 6.06, Item K.

By your signature below, you are acknowledging that you are aware of the above provisions and agree to their implementation:

Patricia A. Hawley-Hornor
Signature

6/10/08
Date

PATRICIA A. HAWLEY-HORNOR
Print Name

Please return to:

Human Resource Office
Warren County School District
185 Hospital Drive
Warren, PA 16365
Fax: (814) 723-8403

103 REDWOOD STREET, WARREN, PA 16365
Address
City, State, Zip

WATTS
Assigned Building

ASSISTANT PRINCIPAL - SECONDARY
Grade/Subject Area

6/10/08
Date of Request

Central Office Approval

Date

Warren County School District
Office Of Human Resources
*******Course Approval Form*******

This form must be completed and sent to the Human Resource Office prior to taking a class. All course approval will abide by the negotiated agreement between the Warren County School District and the Warren County Education Association. Reimbursement of tuition costs shall be paid for approved courses taken for obtaining the 24 credits required for permanent certification for teaching, and for an additional 12 credits if the courses are required to complete a masters degree program. (A letter from the university verifying acceptance into a masters program must be sent to the Human Resource Office.) Reimbursement will also be made for courses required to maintain a permanent certificate if continued certification cannot be met by District provided in-service courses and for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board.

Once you have completed a class, an official grade report and an itemized tuition bill must be submitted along with this form and a copy of your course approval letter to the Human Resource Office before your reimbursement can be processed.

Course Name	Credits	Tuition Costs	Institution	Start Date	Length of Term
GOLL 804: DOCTORAL STATISTICS II	3	\$ 2175	GANNON UNIVERSITY	SPRING 2011	ONE SEMESTER
GOLL 823: RESEARCH METHODS III	2	\$ 1450	GANNON UNIVERSITY	SUMMER 2011	
GOLL 898: DISSERTATION SEMINAR III	1	\$ 725	GANNON UNIVERSITY	SUMMER 2011	↓

Reimbursement is contingent on the employee providing 2 years of actual teaching service to the District after completion of any course. If an employee is reimbursed and fails to remain teaching in the District for 2 full years, he/she shall be obligated to repay the District the full amount of the reimbursement. The District may withhold such amount from any payment due the employee. Please reference your negotiated contract book, Page 25, Section 6.06, Item K.

By your signature below, you are acknowledging that you are aware of the above provisions and agree to their implementation:

PATRICK A. HAWLEY-HORNER 6/10/08 _____
 Signature Date Print Name

Please return to:
 Human Resource Office
 Warren County School District
 185 Hospital Drive
 Warren, PA 16365
 Fax: (814) 723-8403

103 REDWOOD ST., WARREN, PA 16365
 Address City, State, Zip

WATTS
 Assigned Building

ASSISTANT PRINCIPAL- SECONDARY
 Grade/Subject Area

6/10/08
 Date of Request

UNIQUE NEED TUITION REIMBURSEMENT FORM

Please complete this form for requests for tuition beyond the WCEA entitlement as specified in the negotiated contract between the Warren County Education Association and Warren County School District: "Reimbursement will be made for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board." -WCEA and WCSD Negotiations Agreement

Name: PATRICIA Hawley-HORNER Date: JUNE 11, 2008

Assignment/Grade Level: ASSISTANT PRINCIPAL - SECONDARY

School: WAHS Years Service in Warren County School District as Teacher: 4

Please describe the unique need of the Warren County School District that would be met by this request: _____

SEE ATTACHED

Certification/Degree that will be earned: DOCTORATE IN ORGANIZATIONAL LEARNING AND LEADERSHIP
(Ph.D.) DEGREE

College/University: GANNON UNIVERSITY

Advisor/Dean's Signature: David Barber Telephone Number: 814 871-7700

List all courses for which tuition reimbursement is being requested:

Course	Course Number	No. of Credits	Date of Course	Cost of Tuition
DYNAMICS/PROCESS CHANGE	GEDU 618	3	FALL 2008	\$725/CREDIT \$2,175.00
EDUC. TEST/MEASURES	GEDU 604	3	FALL 2008	\$725/CREDIT \$2,175.00
ORGANIZATIONAL BEHAVIOR/THEORY	GMBA 631	3	SPRING 2009	\$725/CREDIT \$2,175.00
UNKNOWN UNTIL SPRING '09 SCHEDULE COMPLETE		3	SUMMER 2009	\$725/CREDIT \$2,175.00
ADVANCED ORGANIZATIONAL THEORY	GOLL 801	3	FALL 2009	\$725/CREDIT \$2,175.00
RESEARCH METHODS	GOLL 821	2	FALL 2009	\$725/CREDIT \$1,450.00
DISSERTATION SEMINAR I	GOLL 896	1	FALL 2009	\$725/CREDIT \$725.00

Date that Certification/Degree will be awarded: SUMMER 2012 OR FALL 2012

I have read the above information and agree that it is correct:

University Advisor's Signature: David Barber Date: 6/9/08

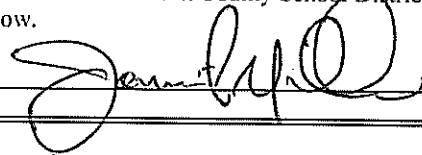
Advisor's Telephone Number: ~~814 871-7700~~ 814 871-7700

I agree to all the conditions of tuition reimbursement as stated in the WCEA /Board Agreement or Act 93 /Board Agreement and understand that I have no entitlement to a position transfer by completion of these courses.

Requestor's Signature: Patricia Hawley-Horner Date: 6/10/08

I have reviewed the above information for unique need tuition reimbursement. As the requestor's supervisor, I recognize this request as meeting a unique need of the Warren County School District and approve the requestor's participation in this program by my signature below.

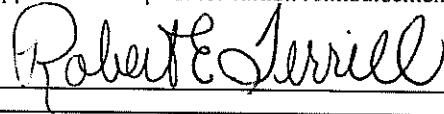
Supervisor's Signature: _____



Date: 6/11/08

As superintendent of the Warren County School District, I recognize this request as meeting a unique need of the Warren County School District and approve the request for tuition reimbursement and the requestor's participation in this program by my signature below.

Superintendent's Signature: _____



Date: 6-12-08

Mrs Horner displays an exceptional professionalism, motivation toward educational leadership, and a willingness to achieve excellence in the Secondary arena.

I believe she would be a credit to the Warren County School District and return our investment many fold by helping our children perform beyond their capabilities.



UNIQUE NEED TUITION REIMBURSEMENT FORM

Please complete this form for requests for tuition beyond the WCEA entitlement as specified in the negotiated contract between the Warren County Education Association and Warren County School District: "Reimbursement will be made for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board." -WCEA and WCSD Negotiations Agreement

Name: PATRICIA Hawley-HORNER Date: JUNE 11, 2008

Assignment/Grade Level: ASSISTANT PRINCIPAL - SECONDARY

School: WAHS Years Service in Warren County School District as Teacher: 4

Please describe the unique need of the Warren County School District that would be met by this request: _____

SEE ATTACHED

Certification/Degree that will be earned: DOCTORATE IN ORGANIZATIONAL LEARNING AND LEADERSHIP
(Ph.D.) DEGREE

College/University: GANNON UNIVERSITY

Advisor/Dean's Signature: David Barker Telephone Number: 814 871-7700

List all courses for which tuition reimbursement is being requested:

Course	Course Number	No. of Credits	Date of Course	Cost of Tuition
UNDERSTANDING ORGANIZATIONS AS LEARNING SYSTEMS	GOLL 804	3	SPRING 2010	\$725/CREDIT \$2,175.00
ADVANCED LEADERSHIP THEORY AND SKILLS APPLICATION	GOLL 802	3	SPRING 2010	\$725/CREDIT \$2,175.00
CASE ANALYSIS OF A LEARNING GROUP	GOLL 803	3	SUMMER 2010	\$725/CREDIT \$2,175.00
STATISTICS	TBD	3	SUMMER 2010	\$725/CREDIT \$2,175.00
DOCTORAL STATISTICS I	GOLL 808	3	FALL 2010	\$725/CREDIT \$2,175.00
RESEARCH METHODS II	GOLL 822	2	FALL 2010	\$725/CREDIT \$1,450.00
DISSERTATION SEMINAR II	GOLL 897	1	FALL 2010	\$725/CREDIT \$725.00

Date that Certification/Degree will be awarded: _____

I have read the above information and agree that it is correct:

University Advisor's Signature: David Barker Date: 6/9/08

Advisor's Telephone Number: ~~814 871-7700~~ 814 871-7700

I agree to all the conditions of tuition reimbursement as stated in the WCEA /Board Agreement or Act 93 /Board Agreement and understand that I have no entitlement to a position transfer by completion of these courses.

Requestor's Signature: Pate A. Abu Date: 6/10/08

UNIQUE NEED TUITION REIMBURSEMENT FORM

Please complete this form for requests for tuition beyond the WCEA entitlement as specified in the negotiated contract between the Warren County Education Association and Warren County School District: "Reimbursement will be made for courses taken to meet a new or unique need of the District as determined by the Personnel Committee of the Board." -WCEA and WCSD Negotiations Agreement

Name: PATRICIA Hawley-HORNER Date: JUNE 11, 2008

Assignment/Grade Level: ASSISTANT PRINCIPAL - SECONDARY

School: WAHS Years Service in Warren County School District as Teacher: 4

Please describe the unique need of the Warren County School District that would be met by this request: _____

SEE ATTACHED

Certification/Degree that will be earned: DOCTORATE IN ORGANIZATIONAL LEARNING AND LEADERSHIP
(Ph.D.) DEGREE

College/University: GANNON UNIVERSITY

Advisor/Dean's Signature: David Barber Telephone Number: 814 871-7700

List all courses for which tuition reimbursement is being requested:

Course	Course Number	No. of Credits	Date of Course	Cost of Tuition
QUALITY MANAGEMENT IN MULTIDISCIPLINARY ENVIRONMENTS	GOLL 805	3	Spring 2011	\$725/CREDIT \$2,175.00
DOCTORAL STATISTICS II	GOLL 809	3	Spring 2011	\$725/CREDIT \$2,175.00
RESEARCH METHODS III	GOLL 823	2	SUMMER 2011	\$725/CREDIT \$1,450.00
DISSERTATION SEMINAR III	GOLL 898	1	SUMMER 2011	\$725/CREDIT \$725.00

Date that Certification/Degree will be awarded: _____

I have read the above information and agree that it is correct:

University Advisor's Signature: David Barber Date: 6/9/08

Advisor's Telephone Number: ~~814 871-7700~~ 814 871-7700

I agree to all the conditions of tuition reimbursement as stated in the WCEA /Board Agreement or Act 93 /Board Agreement and understand that I have no entitlement to a position transfer by completion of these courses.

Requestor's Signature: Patricia A. Horner Date: 6/10/08

Office of Graduate Admissions

109 University Square • Erie, PA 16541-0001
(814) 871-7474 • Toll Free 1-800-GANNON-U • Fax (814) 871-5827
graduate@gannon.edu • www.gannon.edu

Doctor of Philosophy In Organizational Learning and Leadership

Application and Information Packet



Gannon University

Office of Graduate Admissions

109 University Square
Erie, Pennsylvania 16541-0001
(814) 871-7474
or Toll Free 1-800-GANNON-U
Fax (814) 871-5827

PhD in Organizational Learning and Leadership

Introduction

Gannon University is pleased to introduce the newest addition to our graduate programs, a Doctor of Philosophy in Organizational Learning and Leadership. This doctoral degree is founded on an interdisciplinary model of teaching and learning and is designed to integrate two major theoretical and practice areas of study: learning and leadership. Participants in the program will acquire the knowledge and skills necessary to lead effectively in complex learning organizations. The program is designed to prepare practitioners to better analyze data, conduct research, solve problems and enhance the effectiveness of their organizations.

The Ph.D. is an academically rigorous program designed for the working professional. Courses will be scheduled with flexibility to accommodate individuals' full-time work related responsibilities. This program's approach will include classroom-based learning supplemented by on-line interaction among a cohort of students drawn from diverse professional backgrounds. The program strives to balance a common didactic learning experience with the research component of a traditional doctoral degree program while acknowledging and accommodating the prior academic work of the participants.

As a result of the variety of backgrounds in the applicant pool, the program provides the flexibility for students to fulfill the cognate and major area of study coursework in accordance with their individual educational, professional and research needs. This model balances the benefits of an interdisciplinary cohort model with the flexibility necessary for individual student matriculation and administrative efficiency in program delivery. Individuals who complete the program will gain enhanced opportunities and qualifications for additional positions either through more flexibility in positions or improved upward mobility in their current organization.

Philosophy

The goal of Gannon's graduate programs is to prepare students for leadership, scholarship and service. This focus is reflected in the goals and objectives of the values-based interdisciplinary Doctor of Philosophy Degree in Organizational Learning and Leadership. The development of this doctoral degree represents the coalescence of several elements: the needs of the local community, changes in institutional leadership, expansion of service to existing students and the natural evolution of the learning organization.

This doctoral degree was designed to respond to the call for academically strong leaders in our region who work in a variety of organizations. Additionally, it will prepare leaders to address the challenges of the 21st century. These leaders will be able to readily respond to roles that are rapidly changing and becoming more demanding, as well as successfully guide complex organizations through the change process. Finally, the program will prepare individuals to assume leadership roles in their organizations in order to meet the challenges of an ever more complex world.

Program Goals and Objectives

This program is designed to:

- Provide the working professional with the knowledge, skills and understanding to lead his or her organization in adapting, evolving and learning in an ever-changing environment
- Provide the participant with a breadth of knowledge to facilitate examination of issues or opportunities from diverse systemic and individual perspectives
- Provide the participant with the opportunity to develop an ability to identify creative and innovative responses to the issues and opportunities within their profession and their organization
- Facilitate the development of advanced analytical and problem solving techniques that are grounded in sound research approaches

Unique Features of the Program

The characteristics of a learning organization, i.e., collegiality, teamwork and the development and sharing of knowledge both within and outside of an organization, set the foundation for this interdisciplinary program. This program features a unique interdisciplinary approach that operates at three levels:

Curricular: The curriculum is designed to be interdisciplinary with its integration of coursework reflective of numerous disciplines.

Instructional: The faculty who will provide instruction in the program will be drawn from Social Sciences, Business, Education, Health Sciences and others.

Participant: The students who will be admitted to the program will come with their own diverse content/professional expertise.

Technology

Students will be taught in traditional classroom settings with the use of ANGEL Course Management System which provides the opportunity for web-enhanced or blended learning.

Admission Requirements

Applicants must hold a masters or other post-baccalaureate professional graduate level degree from a regionally-accredited institution of higher education. Applicants should have a minimum graduate GPA of 3.5 on a 4.0 scale, have two years of post-baccalaureate work experience, and have experience in, or potential for, leadership positions. Admission is based on a review of a total profile with careful attention to the fit between the needs of the student and what the program has to offer.

Each applicant must submit the following information:

- A completed application providing demographic, employment, and academic information
- Copies of the Graduate Record Exam (GRE) taken within the past three years reflecting quantitative, verbal, and written scores
- Three letters of recommendation
- Official transcripts of all previous college work. (In order to be considered official, transcripts must be sent directly from the school(s) attended to Gannon University.)
- A resume delineating the scope, responsibilities, and functions of all positions held within the past five years
- A Statement of Purpose (limited to 500 words) that summarizes the value of the doctoral study for personal and professional growth and development and that reflects educational and professional experiences that serve as the foundation for doctoral study
- Applicants for whom English is not their first language will also be required to submit scores on Test of English as a Foreign Language and Test of Written English along with a financial declaration and supporting documentation.

****All applicants who meet admission requirements will be required to attend an on-campus personal interview.**

Capstone and Integrative Element

The Ph.D. will culminate with a required dissertation. The dissertation and the corresponding seminars are the capstone elements of the Ph.D. The dissertation is designed to assist students to explore and identify solutions to problems as they arise in their respective fields. The seminars will facilitate integration of knowledge and research and the application to identified problems.

Statute of Limitations

Gannon University's policy for doctoral level study is that all students must complete their coursework and dissertation within seven (7) years. Students enrolled in the Doctor of Philosophy in Organizational Learning and Leadership will be expected to meet this requirement following enrollment in the Multidisciplinary Core, Research and Dissertation level of the program.

Accreditation

Although the program itself does not require the approval of a disciplinary accrediting body, it does accommodate and give credit to those who have completed a 2006 PDE-approved program of Principal Certification and Superintendents Letter of Eligibility. Courses taken in fulfillment of either of these programs will be incorporated into the requirements of the Foundations level of the program as appropriate.

The Curriculum

Foundation* (30 credits) - Learning, Leadership and Cognate(s)

Appropriate courses may have been completed prior to enrollment in the doctoral program. Courses will be selected in consultation with the academic advisor and approved by the program director.

Learning (12 credits) - This set of coursework focuses on the Learning Triangle of Curriculum, Instruction, and Assessment. Courses can include such topics as Learning and Cognition, Curriculum Development, Instructional Design, Organizational Learning, Adult Learning Issues and Life-long Learning.

Leadership (12 credits) - This set of coursework focuses on the role of the individual as a leader and follower and provides the participant an understanding of the context and culture in which they operate. Courses can include such topics as Politics, Law, Styles of Leadership, Legitimacy and Effectiveness, Ethics, Diversity, Beliefs, Organizational Culture, Conflict Resolution, Organizational Change, Project Management and Performance Evaluation.

Cognate (6 credits) - This includes post-master's coursework relevant to the student's career plans or dissertation coursework.

Multidisciplinary Core, Research, and Dissertation: ** (36 credits)

Multidisciplinary Core - 15 credits

GOLL 801 Advanced Organizational Theory (3 credits)
GOLL 802 Advanced Leadership Theory and Skills Application (3 credits)
GOLL 803 Case Analysis of a Learning Group (3 credits)
GOLL 804 Understanding Organizations as Learning Systems (3 credits)
GOLL 805 Quality Management in Multidisciplinary Environments (3 credits)

Research - 12 credits

GOLL 808 Doctoral Statistics I (3 credits)
GOLL 809 Doctoral Statistics II (3 credits)
GOLL 821 Research Methods I (2 credits)
GOLL 822 Research Methods II (2 credits)
GOLL 823 Research Methods III (2 credits)

Dissertation - 9 credits

GOLL 896 Dissertation Seminar I (1 credit)
GOLL 897 Dissertation Seminar II (1 credit)
GOLL 898 Dissertation Seminar III (1 credit)
GOLL 899 Dissertation (1-3 credits)

* Transfer credits in Foundation Level cannot exceed 15

** Multidisciplinary Core, Research, and Dissertation must be completed in its entirety through Gannon University