ACU Online
Ed.D. in Organizational Leadership
Course Sequence, Names, and Descriptions

Block 1 (courses 1-3)
1. LEAD 714 Self-Assessment for Leadership
2. LEAD 711 Theories & Practices of Effective Leadership
3. LEAD 701 Introduction to Doctoral Studies

Block 2 (courses 4-6)
- LEAD 784 Qualitative & Action Research
- LEAD 724 Leading in Diverse Contexts
- LEAD 786 Quantitative Analysis

Block 3 (courses 7-11)
Includes use of the research approaches introduced in Block 2 to explore organizational and leadership issues.
- LEAD 721 Contemporary Issues in Leadership
- LEAD 731 Leading Organizational Change
- LEAD 741 Human Resource Development
- LEAD 744 Technology & Financial Resource Development
- LEAD 781 Organizational Assessment and Evaluation

Block 4: Specialization Track
12-15 hours in one of the specializations. Tracks: Higher Education, Conflict Resolution, Learning with Emerging Technologies

Final Courses
- LEAD 791 Prospectus Seminar (15 weeks, 3 credit hours)
- Dissertation (6 credit hours minimum; continuous enrollment until completion)

Ed.D. Course Names and Descriptions

Course Name	Description
LEAD 714 Self-Assessment in Leadership	Assists students in understanding personal leadership styles including personality type and communication style. Exposes students to relevant literature on emotional intelligence and interpersonal neurobiology as it relates to leadership. Students will reflect upon the role of Christian vocation and calling in their leadership development.
LEAD 711 Theories & Practices of Effective Leadership	Examines classical and contemporary theories and styles of leadership and their application to a variety of professional settings. Incorporates the student's experiences and observations regarding leadership from their personal and professional experiences and current work setting. Students will examine principal foundations of leadership, such as one's values, philosophy of life, and beliefs about the nature of humankind.
LEAD 701 Introduction to Doctoral Study	Introduces the student to doctoral study at ACU. Provides a foundation for doctoral study based in the traditions and literature of Christian vocation. Begins the process of writing a dissertation for the doctoral degree by addressing the University dissertation procedures and aiding students in the process of successfully completing a dissertation.
LEAD 724 Leadership in Diverse Contexts	Introduces students to relevant literature and practices of leading diverse groups. Includes examination of the leader's own social location and attitudes regarding diversity as well as the capacity to develop trust and shared motivations among diverse group members. Students will learn tools and concepts to resolve tensions, maximize strengths of diverse team members, support collaboration, and create welcoming and inclusive environments.

LEAD 786 Quantitative Analysis	Provides instruction in the basic distributions, such as binomial and normal, and introduces hypothesis methodology. Students will apply inferential techniques including chi-square, the analysis of variance and covariance, and multivariate analysis to a variety of organizational issues and scholarly pursuits. In addition to utilizing these tools and techniques in their own work, this course will assist learners in become informed consumers of research.
LEAD 784 Qualitative & Action Research Methods	Engages students in the study of qualitative and action research methods. Students will understand the philosophical and ethical foundations of qualitative research and be introduced to qualitative methodology. Students will study the three-fold process of action research focusing on improvement in the leader's practices, his/her understanding of those practices, and the situations in which those practices are carried out.
LEAD 731 Leading Organizational Change	This course focuses on planning and managing change and provides frameworks and tools to implement it. Participants will examine personal and organizational approaches to dealing with change through case studies, exercises, and extensive group discussions. Assignments will focus on opportunities for change within the participants own organizations.
LEAD 721 Contemporary Issues in Organizational Leadership	Examines current political and social trends impacting organizations on both a macro- and micro-level. Students will appreciate the complexity of moral dilemmas through critical analysis and application of ethical principles.
LEAD 741 Human Resource Development	Introduces the student to a framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Topics will include employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, and organization development.

LEAD 781 Organizational Assessment & Evaluation	Examines key concepts, methods, and approaches in the field of evaluation research. Students will be exposed to theoretical and methodological options in current evaluation practice across social service, education, and business contexts. The comprehensive range of activities involved in designing, implementing, and assessing organizational effectiveness will be explored.
LEAD 744 Technology & Financial Resource Development	Explores concepts and methods related to developing technological and financial resources. Exposes students to advanced concepts and methods of managing financial resources including risk and return, asset evaluation, capital budgeting, capital structure, financial planning, and working capital management. Examines a range of topics related to technology management including the international research and development environment and infrastructure; government, industry, and university roles in technology development; managing the research and development function; technology forecasting and assessment; and new product development.
LEAD 791 Dissertation Prospectus Seminar	Guides students in the completion of the dissertation prospectus.