

SPECIAL COMMITTEE ON MILITARY AFFAIRS

Special Committee on Military Affairs

April 10, 2014

5. Information and discussion: Marketing Online Programs to Service Members.....Staff: Beall

Situation: Staff will update the committee on active and proposed marketing efforts and degree programs targeted to service members.

Background: This is part of an ongoing series of presentations related to military-affiliated students and how the UNC system can publicize its efforts to support service members.

Assessment: This presentation will provide background on General Administration and campus efforts to assist military-affiliated students, including non-traditional content delivery methods.

Action: This is for information and discussion only.

Attachment: Active Duty and DoD Civilian Cohorts for the PhD in Leadership Studies at NC A&T State University

Active Duty and DoD Civilian Cohorts for the PhD in Leadership Studies

North Carolina A&T State University

Background of the Leadership Studies PhD Program:

North Carolina Agriculture and Technical State University is a land-grant institution, which is committed to serving the entire state of North Carolina. The Leadership Studies program was conceived to make important contributions to today and tomorrow's complex challenges.

Unlike other programs that focus on specific fields, our program was intentionally designed to serve professionals with a wide-range of backgrounds, academic interests and pursuits. Thus, the Leadership Studies Ph.D. program is for anyone who wants to develop practical and academic knowledge, skills and abilities in topics related to organizational leadership.

Program Design

The Leadership Studies Ph. D. program is interdisciplinary in nature and affords part-time and full-time students the opportunity to advance in their respective careers by taking advantage of the vast array of graduate course offerings across the University's academic units. The core of the program emphasizes critical issues in the field of organizational leadership. Beyond the leadership core requirements, students may select courses (electives) that best meet their professional goals. The minimum number of credit hours for the Ph.D. in Leadership Studies is 51 credit hours. In addition, there is the option to transfer in up six hours of previous post-masters work.

Concentrations and Professional Goals: Customized Individual Program

There are numerous options for developing unique concentrations that meet the professional goals of students. North Carolina A&T State University has programs and resources that offer graduate courses in each of our academic units: College of Arts and Sciences, College of Engineering, School of Agriculture and Environmental Sciences, School of Business and Economics, School of Education, School of Nursing and the School of Technology. We also have a military science program and a very active ROTC program. Each of these academic units provides students with a wide array of electives that make the Leadership Studies PhD both flexible and meet the needs of people pursuing careers in their chosen fields. Thus, the Leadership Studies program is appropriate for active duty Marines and Department of Defense civilian employees.

For example, if a student has a particular interest in computer science, they may pursue coursework in the Computer Science doctoral program. If a student aspires to teach in a higher education setting, it would be necessary for that student to identify 18 hours of electives in their respective field. If on the other hand the student has an array of interests, electives may be chosen to craft a unique program that fulfills their academic and professional interests.

Additional PhD programs: Computational Science and Engineering, Computer Science, Electrical Engineering, Energy and Environmental Systems, Industrial and Systems Engineering, Mechanical Engineering, Nanoengineering, Rehabilitation Counseling & Rehabilitation Counselor Education.
(Prerequisites may be required)

Leadership Core & Research Course Requirements (see full courses descriptions below)

Core Courses: Required	
LEST 800 Leadership Theories	(3 credit hours)
LEST 801 Proseminar in Leadership Studies	(1 credit hour)
LEST 802 Decision Making Theories and Strategies	(3 credit hours)
LEST 810 Ethics and Social Responsibility in Leadership	(3 credit hours)
LEST 812 Contemporary Issues in Cultural Diversity	(3 credit hours)
LEST 840 Organizational Structures and Dynamics	(3 credit hours)
LEST 850 Leadership in the Global Economy and Society	(3 credit hours)
LEST 991 Qualifying Exam	(0 credit hours)
Required Research Courses 12 credits required (four classes minimum)	
LEST 815 Research Design and Methodology	(3 credit hours)
LEST 860 Qualitative Research	(3 credit hours)
LEST 862 Quantitative Research	(3 credit hours)
Optional Research Courses (select one)	
LEST 861 Computer Aided Research	(3 credit hours)
LEST 863 Statistical Application and Interpretations	(3 credit hours)
LEST 864 Ethnographic Methods	(3 credit hours)
LEST 865 Mixed Methods Research	(3 credit hours)
Dissertation Credit Hours (12 Credit hours required)	
LEST 900 Dissertation Research	(3 credit hours)
LEST 930 Dissertation Writing	(3 credit hours)
LEST 999 Continuation of Doctoral Dissertation	(6 credit hours)
Electives (9 credit hours minimum)	

Admissions Requirements:

- 1) A master's degree from a college or university recognized by a regional or general accrediting agency.
- 2) Interest in conducting research in leadership studies. Experience in a leadership or administrative capacity.
- 3) A completed Graduate Record Exam (GRE) general test, or the Graduate Management Admissions Test (GMAT), or the Miller Analogies Test (MAT) as applicable to the discipline area of the student.

4) An applicant with their highest degree from a non-English-speaking country is required to complete the Test of English as a Foreign Language (TOEFL) examination and obtain a score of 600 or higher on the written examination or 250 or higher on the computer examination.

5) Three (3) letters of recommendation from people who can speak to your likelihood of success in the doctoral program; at least one must be from a former professor.

6) Writing sample (two page and double spaced) “Statement of Purpose” explaining the reason for pursuing the Doctor of Philosophy degree in Leadership Studies and the professional work experience or research interest in leadership studies.

Assets and Resources of the Leadership Studies Ph.D. program

- Virtual Instruction Capabilities. (VTC)
- Complementary PhD programs across campus from which students may take coursework (e.g., computer science, environmental science, industrial engineering, rehabilitation and counseling).
- Committed to fulfilling emerging markets.
- Creative, dedicated, and motivated faculty.

Fit with Military and DoD Civilians

- Flexibility of programs (part-time or full-time)
- High contact with students in instruction and advising
- Leadership Studies Liaison with the Military and civilian cohort(s)
- Ability to provide some on-site instruction at satellite locations
- Evening and weekend courses via VTC
- Cohort model
- Military officers have requisite leadership experience expected by our applicants.
- Flexibility regarding leave of absence due to deployments.

Proposed Launch of the Camp Lejeune Cohort 1:

Phase I: Recruitment, Application and Admissions (ASAP)

Phase II: Orientation Fall of 2014

Face-to-face cohort and individualized academic advising and orientation with the North Carolina A&T State University Liaison traveling to Camp Lejeune and/or Cherry Point.

Phase III: Coursework Spring 2015

LEST 800 Leadership Theories (3 hrs)

LEST 801 Proseminar (2 hrs)

Leadership Studies Course Descriptions

LEST 800. Leadership Theories Credit 3 (3-0)

This course explores the theoretical nature of leadership. The emphasis is on the application of theories of leadership in political, economic, social, and global contexts. A critical examination of the leadership literature and research are used to develop an appreciation for the contingency and interdisciplinary nature of leadership.

LEST 801. Proseminar Leadership Studies Credit 2 (2-0)

This proseminar provides students with (a) an overview of policies related the LEST doctoral program and NC A&T Graduate School and (b) an introduction to inquiry and research design in social and behavioral sciences research.

LEST 802. Decision-Making Theories and Strategies Credit 3 (3-0)

This course focuses on the development and enhancement of strategic decision-making capabilities. It explores the theories and principles of executive decision-making processes such as qualitative decision-making models and techniques. A related emphasis is on effective communication with diverse groups, and implementation and evaluation of strategic decisions. Other topics include power and politics, managerial cognition, strategy formulation, organizational learning, organizational information processing, ethical decision-making, and the influence of technology on strategic decisions.

LEST 810. Ethics and Social Responsibility in Leadership Credit 3 (3-0)

This course focuses on the ethical and legal dimensions of leadership, including multiple philosophies and theories. This course will provide an examination and interpretation of complex issues from the perspective of ethical leadership and diversity.

LEST 811. Human Behaviors and Relations Credit 3 (3-0)

This course focuses on human relations theory and practice in various contexts. Emphasis is placed on the role of leaders as ethical change agents at the behavioral, interpersonal, organizational, and societal levels. Additionally, in-depth studies of human behavior theories will focus on human motivation, self-awareness, interpersonal skills and group dynamics, worldview, human relations, human interaction with technology, and personal and organizational diversity.

LEST 812. Contemporary Issues in Cultural Diversity Credit 3 (3-0)

This course focuses on current issues in diverse cultures and the development of cultural understanding and knowledge of the literature, history, language, art, music, and social/political systems of a diverse culture.

LEST 815. Research Design and Methodology

This course provides an overview of quantitative, qualitative, and mixed-methods research paradigms and introduces students to tools necessary for the design of a methodologically sound study.

LEST 820. Information Technology as a Leadership Tool Credit 3 (3-0)

This course focuses on the interaction of information technology and society and how the functioning of

organizations are both enhanced and constrained by information technology. Topics of study include the ethical use of technology, technology and decision-making, technology as a management tool, technology as a teaming tool, technology as a leadership assessment and performance tool, and networks and the Internet.

LEST 840. Organizational Structure and Dynamics Credit 3 (3-0)

This course examines the major theories in the study of effective organizational designs. The emphasis is on the creation and use of vertical and horizontal networks of interdependent and interrelated relationships among functional and operating units to provide the organization with adaptive capacity to respond effectively to a rapidly changing environment.

LEST 850 Leadership in the Global Economy and Society Credit 3 (3-0)

This course will focus on effective and ethical global leadership in the areas of decision-making, problem solving, competencies for addressing relationships, communication, teambuilding, leading visions into actions. Additionally, the course will emphasize stress and conflict management, interdependent thinking, valuing the ability to advance the work of the institution's place in global society, communities and cultural awareness technology and global perspectives.

LEST 860 Qualitative Research Credit (3-0)

This course focuses on methods and tools of inquiry of qualitative research, including but not limited to developing case studies, surveys, interviews and narrative observations. Strategies for determining the intertextuality of trends and relationships as revealed in the research will be developed.

LEST 861. Computer Aided Research (prerequisite Basic Research) Credit 3 (3-0)

This course focuses on three areas of application of the computer in research: development and literature reviews, data collection and statistical analysis, and the presentation of findings, conclusions, and recommendations. Students will develop a synthesis of knowledge and skill in applying the computer as a tool for research.

LEST 862. Quantitative Research Credit 3 (3-0)

This course provides a fundamental introduction to the field of quantitative research through the development of a knowledge base and an application of research skills and methodologies required to select, read, and interpret relevant professional literature.

LEST 863. Statistical Applications and Interpretations Credit 3 (3-0)

This course discusses the various statistical procedures and applications of descriptive and inferential statistics in educational and behavioral sciences research. Students will conduct data summaries, analysis, and hypothesis testing using the software SPSS.

LEST 865. Mixed Methods Research

This course provides a foundation for planning, conducting, and evaluating mixed methods research studies.

LEST 900. Dissertation Research Credit 3 (3-0)

This course focuses on the development of the dissertation proposal. The dissertation research is embedded in the internship experience that ensures a comprehensive application and utilization of research.

LEST 930. Dissertation Writing Credit 3 (3-0)

Dissertation writing is the culminating course in the student's doctoral program. The student will demonstrate high levels of scholarly and intellectual activity. Dissertation writing is an original contribution to knowledge in the field of study through disciplined inquiry. This course prepares a student for conducting, writing, and defending the dissertation in accordance with the highest professional standards.

LEST 991. Doctoral Qualifying Examination Credit 3 (3-0)

This course will guide the student to take the qualifying examination. The qualifying examination will consist of a written examination over the Leadership Studies program core courses. Grading is pass/fail evaluation only.