

***EDD & PHD PROGRAMS IN***  
**LEADERSHIP IN INNOVATION &**  
**CONTINUOUS IMPROVEMENT**



**CONCORDIA**  **UNIVERSITY**  
W I S C O N S I N

**2024-2025**

# EARN AN EDD OR PHD

Transform into a visionary and impactful leader. Our multi-disciplinary focus is for growth-minded individuals seeking to advance their knowledge and capacity to lead in education, business, and healthcare. Incorporate Christian principles of stewardship and service into your career to create a meaningful and lasting impact.

## EDD & PHD PROGRAMS

Engage in a transformative doctoral journey designed for you. Select the degree that best aligns with your personal aspirations and professional career goals. With a doctoral degree, you will have power to inspire and lead teams, drive change, and make a real impact in your vocation.

### EDD

Advance your critical-thinking and problem-solving skills to apply towards real-world applications in education, and other industries. Develop the abilities to engage in life-long learning and continuously implement and improve practices, theories, and strategies.

### PHD

Become a scholarly leader in this research-intensive degree. This rigorous program will have you engaging in colloquium courses along with your dissertation work. Advance your research abilities and confidence to emerge as an trusted and influential expert in your industry.

## ENTRANCE REQUIREMENTS

**All students applying for admission to the program must have:**

- A master's degree from a regionally accredited institution
- A minimum graduate GPA of 3.0 for full acceptance

## PROGRAM DETAILS

- These programs are unique in composition, learning objectives, flexibility, diversity, customization, and market demand.
- Our cohort format for the doctoral programs welcomes students with diverse professional backgrounds in business, health professions, pharmacy, nursing, and education; the curriculum is collaboratively designed across these interprofessional areas and incorporates best practices from all these fields of study.
- 60-credit, three-year cohort offered online with two brief residency requirements
- Two start dates per year, January and June
- Assigned dissertation chair from the beginning of the program
- Students are guided through research seminars leading to the successful completion of the dissertation and dissertation defense. Online check-in sessions with your advisor occur on a regular basis.
- PhD Only: Submit a manuscript to a peer-reviewed journal
- PhD Only: Submit a scholarly material to a conference or complete a face-to-face presentation in a professional setting
- PhD Only: Attend a conference and/or participate in dissertation defenses for other PhD students

## RESIDENCY

Doctoral students are required to attend two in-person residencies during this program. Each residency will take place on our Mequon, Wisconsin campus. Here you will have the opportunity for learning, networking, and discussion with your cohort peers.

The first residency will occur in year one to start the program. The final residency takes place during the second year and it is always scheduled in the summer.

**FOR MORE INFORMATION, VISIT: [CUW.EDU/EDD-LICI](http://CUW.EDU/EDD-LICI) OR [CUW.EDU/PHD-LICI](http://CUW.EDU/PHD-LICI)**

# PROGRAM CURRICULUM

## EDD & PHD REQUIRED COURSES

Course #	Course Name	Credits
<b>Leadership Core</b>		
EDG 9000	Advanced Leadership Theory & Practice	3
EDG 9010	Exemplary Leadership Case Studies	3
EDG 9020	Innovative and Entrepreneurial Leadership	3
EDG 9030	Servant and Ethical Leadership	3
<b>Research Core</b>		
EDG 9040	Intro to Doctoral Program & Research Methods	3
EDG 9050	Quantitative Research Seminar	3
EDG 9060	Qualitative Research Seminar	3
EDG 9070	Advanced Research and Statistics	3
EDG 9080	Research Seminar 1	1
EDG 9345	Dissertation Research Seminars	10
EDG 9350	Dissertation	1
<b>Innovation &amp; Improvement Science Core</b>		
EDG 9180	Organizational Learning, Performance, and Change	3
EDG 9190	Innovation and Design Thinking	3
EDG 9200	Six Sigma Applications	3
EDG 9210	Lean Systems Analysis	3
<b>Total Credits</b>		<b>48</b>

## COLLOQUIUM COURSES (PHD REQUIREMENT ONLY)

Course Name	Credits
The Christian Leader Journey	3
360 Thinking & Analysis: Thinking Critically about Research	3
Education & Learning	3
Psychology & Human Behavior	3
<b>Total Credits</b>	<b>12</b>

## ELECTIVE COURSES (EDD ONLY)

As a LICI student, you build on the program core by selecting a business emphasis, an education emphasis, or a combination of the two. To see a full list of the electives available for the business and education emphases visit:

[CUW.EDU/EDD-LICI](http://CUW.EDU/EDD-LICI)

### Courses (Select a total of 4 elective courses)

#### Emphasis 1: Business

Other Duties as Assigned: Innovative & Essential Business Practices in School Leadership

Leading Non-Profit Organizations

Special Topics in Healthcare: The Business of Healthcare  
Business Informatics

The Business and Sustainability of Social Entrepreneurship

#### Emphasis 2: Education

Other Duties as Assigned: Innovative & Essential Business Practices in School Leadership

Branding Strategy in Education

Diversity, Belonging, & Culturally Responsive Leadership

Futures Thinking in the World of Education

Professional Practice to Higher Education

The Superintendency\*

Professional Ethics in Leadership\*

Organizational and Policy Development\*

School Improvement and Data Analysis\*

Public Relations\*

Facility Planning\*

**Total Credits 12**

**TOTAL CREDIT LOAD: 60**

Engage in credit-sharing between the District Administrator program and LICI to further advance your skills and career in education. Please discuss with Concordia if you are interested in obtaining your doctorate and District Administrator license, and we will provide detailed information.

## FINANCIAL AID

All students are eligible to be reviewed for financial aid. Students will need to complete the FAFSA at [studentaid.gov](http://studentaid.gov). Concordia's school code is: 003842.

- Students must take a minimum of three graduate credits per semester to qualify for aid
- Students may be eligible for up to \$20,500 per academic year to cover educational related expenses

Questions? Contact Concordia's Financial Aid Office: [finaid@cuw.edu](mailto:finaid@cuw.edu) • 262-243-4569.

Scholarships are available for this program. Learn more at [cuw.edu/uncommon-scholarships](http://cuw.edu/uncommon-scholarships).

For more information on tuition costs, please visit [cuw.edu/tuition-grad](http://cuw.edu/tuition-grad).

Concordia's new payment plan allows you to break tuition into automatic monthly payments. To learn more, visit [cuw.edu/billing](http://cuw.edu/billing).

## ACCREDITATION

Concordia University is accredited by the Higher Learning Commission ([hlcommission.org](http://hlcommission.org)), a regional accreditation agency recognized by the U.S. Department of Education.

## ADMISSION REQUIREMENTS

**All students applying for admission to the program must submit:**

- Letter of Intent/Personal Essay (no more than two pages) providing evidence for consideration to be admitted to the LICI program. The Letter of Intent should focus on leadership, innovation, and continuous improvement as well as reasons for choosing Concordia and one's commitment to degree-completion.
- Resume of your education and employment experience
- Two letters of recommendation which address your potential for success in the program. Use our online Graduate Recommendation Form at [cuw.edu/recommendation-grad](http://cuw.edu/recommendation-grad).
- All official transcripts leading to a master's degree and higher
- Thesis or Scholarly Writing Sample

## HOW TO APPLY

Go to [cuw.edu/apply](http://cuw.edu/apply). Select the Graduate option. Fill out the form and submit your online graduate application.



### PROGRAM DIRECTOR

**Dr. Kathleen Kannass**

[kathleen.kannass@cuw.edu](mailto:kathleen.kannass@cuw.edu)

### GRADUATE ADMISSIONS

[admission@cuw.edu](mailto:admission@cuw.edu)

262.243.4300