



# Doctor of Philosophy: Organizational Leadership

Individualized and low-residency doctoral program (60 credit hours beyond the master's)

## PROGRAM DESCRIPTION

Advanced study in Organizational Leadership at Shenandoah University is offered through a low-residency/blended, student-centered, inquiry-driven, problem-oriented program that explores the challenges of leadership and allows you to build the skills to move organizations forward.

The PhD is grounded in an interdisciplinary leadership and research core, designed to appeal to professionals in institutions of public trust such as service-oriented or community-based nonprofits, public and private sector organizations, and higher education. The flexibility in design across all coursework allows for optimal learning in one's specific area of interest.

This program integrates theory with real-world problems and learner's lived experience. The six core courses, guided by competency-based outcomes, allow learners to develop individualized programs of study. The individualized focus carries through in the program a concentration and a capstone product.

## ADMISSIONS REQUIREMENTS

- Graduate Application for Admission and \$30 application fee
- Master's Degree (minimum 3.5 GPA)
- Unofficial transcripts for initial admission from all institutions of higher education previously attended.
- Resume (no more than 2 pages)
- Essay (no more than 5 pages) summarizing your intended academic and professional focus, and the impact of that focus on your work in the future. Consider the following prompts:
  - What do you plan to study in this program (a topic or area of academic interest)?
  - How will studying in this program benefit you and society?
  - A general outline of topics/interests that will guide you in this study (academic and topical interests that you hope to explore in the course of your study).
  - After you have completed this program, how will this study allow you to better contribute to society (realistically, what or how will an impact be felt by others)?
- Interview – applicants must contact the head of the PhD program to schedule an interview prior to the admission deadline.
- Three letters of recommendation: two from persons who can address the applicant's critical thinking abilities and one from a professional who knows the candidate's ability in their field
- Language Proficiency Requirement must be met. Submission of TOEFL, IELTS, PTE, or Duolingo English Test may be required. See our policy for full details: <https://www.su.edu/admissions/international-students>

## ADMISSION & APPLICATION

### Start Terms

Fall and Spring

### Admission Deadlines

Fall: Priority Deadline April 15

Spring: November 15

### Format/Location

Hybrid, Low-Residency

2 weekends on-campus per semester

1 summer residency during program enrollment (one week)

### Required Tests

No required entrance exams

### How to Apply

Apply online now by visiting:

<https://www.su.edu/admissions/graduate-students/education-application-information/>

### Contact Us

Program Director  
Dr. John R. Goss, III  
[jgoss@su.edu](mailto:jgoss@su.edu)

Office of Graduate Admissions  
[SUGradAdmissions@su.edu](mailto:SUGradAdmissions@su.edu)  
call: 540-665-4581 | text: 540-401-5709

Office of Financial Aid  
<https://www.su.edu/financial-aid/incoming-graduate-aid/finaid@su.edu> | call: 540-665-4538



**Dr. John R. Goss III**  
PhD Program Director

**CAMPUS LOCATION(S)**



**Winchester Main Campus**  
1460 University Drive  
Winchester, VA 22601



**James L. Bowman Building**  
20 South Cameron Street  
Winchester, Virginia 22601



**Loudoun Location**  
44160 Scholar Plaza Suite 100  
Leesburg, Virginia 20176

**TRANSFER CREDITS**

- Transfer graduate credits are accepted from Shenandoah University and another institutionally-accredited colleges or universities.
- Transfer credits are approved in consultation with the program director and/or advisor, and the Dean of the College of Arts & Sciences. Only grades of “A” or “B” are transferable.
- Applicants who have earned clinical doctorates (e.g., in the health professions) or first professional degrees (e.g., JD), or who have earned additional graduate academic coursework or credentials beyond the Master’s may be able to apply those degrees to meet the concentration requirements (18 credits). Credits earned at SU as a non-degree graduate student may be applicable to this program to satisfy the concentration and are not considered transfer credits.
- Applicability of previously-earned graduate professional certificate programs should be discussed with the program head prior to applying.

**CURRICULUM**

The degree requires 60 credits of coursework beyond the master’s degree with a grade point average of 3.0 or better.

**Modules**

- LST 652: Introduction to Collaborative and Self-Directed Learning (2 credits)**
- LST 835: Foundations of Study in Organizational Leadership (4 credits)**
- LST 845: Organizational Change, Transformation & Leadership (4 credits)**
- LST 820: Doctoral Summer Residency (2 credits) (1 residency required)**
- LST 855: Synthesis and Integration of Content (4 credits)**
- LST 899: Capstone Research (variable credit, minimum 15 credits)**
- RST 830: Research Methods in Organizational Leadership (4 credits)**
- RST 840: Applying Quantitative and Qualitative Research Methods to Understanding the Field (4 credits)**
- RST 890: Proposing of Capstone Research (3 credits)**

**Concentration (18 credits [individualized])**

**FREQUENTLY ASKED QUESTIONS**

- **What are the on-campus requirements for this low-residency program?**  
Students study on campus two weekends each semester and for one week for the required summer residency. The summer residency courses are offered in a seminar format. Program participants, learners, and faculty take leadership roles in directing and leading inquiry in a seminar. Outside of these visits, courses are highly individualized and allow for one-on-one mentorship with program faculty.
- **Are visa-seeking students eligible to apply to this program?**  
For International Students who require an F-1 or I-20 visa, due to lack of available full-time credit hours, F-1 visas are not issued for this program.