Human Development PhD
Organizational Development & Change PhD

Fielding’s School of Leadership Studies

June 2, 2016

Shannon Stark
HOD Admissions Advisor

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Professor & Program Director, School of Leadership Studies
Today’s agenda – The PhD Journey

- Welcome
- Fielding Graduates
- Flexible Curriculum
- Optional Concentrations
- Self-Directed Program
- Supportive Community
- Rigorous Scholar-Practitioners
- Global Network of Students, Alumni & Faculty
Welcome! Getting to know each other

In Chat, please share:

• Your first name
• Where you live
• What you do
• Why a PhD?
• Questions you have

Thank you!
Fielding Graduate University
Not for Profit
Fully Accredited since 1982

- Western Association of Schools and College (WASC)
- WASC Senior College and University Commission
- See: www.wascsenior.org
- For Fielding – see: https://www.wascsenior.org/institutions/fielding-graduate-university

- Reports to Department of Education
  - For Accountability, Consumer Protection
  - Academic Performance
  - Fiscal Responsibility
  - Integrity and Transparency
- Regular 8 Year Review – 2017-2018
School of Leadership Studies

Self-Directed  Supportive  Rigorous  Global

- PhD in Human Development
- PhD in Organizational Development & Change
- MA Organization Development and Leadership
- Evidence Based Coaching Certificate
- EdD in Leadership for Change
- PhD in Infant and Early Childhood Development
- MAED
Fielding Graduates

Fielding’s graduates are intelligent, competent, ethical, and socially concerned professional men and women...

(Fielding’s Board of Trustees 1981)
Our Graduates

Promote positive change in their communities... and the world

- Cheryl – OD Consultant & Researcher
- Andre – University Professor
- Mary – Canadian Health Care Administrator, VP
- George – Program Director, World Food Program, Rome
- Yvette – Senior IBM Global Management Executive
- Stephen – Founder of non-profit for veteran’s families
- Jane – Entrepreneur & Executive Coach in Shanghai
- Heidi – Researcher & Consultant – Wearable Technologies

STEM professionals, Researchers, Social Justice Advocates, HR VPs, economic equality advocates, authors, law enforcement....
Our Faculty

*support your path as you pursue your passionate interests*

You select:

- optional concentrations and electives from other Fielding PhD and EdD degrees
- your faculty mentor and faculty course assessors,
- your own dissertation topic, and members of your dissertation committee.
- in-person and/or online learning sessions and workshops
Competency Based Learning & Assessment of Coursework

- Diversity
- Critical thinking
- Scholarly writing
- Knowledge of relevant scholarly literature
- Creative thinking
- Appropriate use of personal voice
- Integration of theory & practice

- Understanding of ethical issues, social, and ecological justice
- Understanding of research methodological issues
- Effective use of faculty feedback
- Technical skills for written work
Common Degree Framework

- Customize your degree
- Study with Fielding faculty across doctorate degrees
- Interchangeable electives
- Select from 11 university-wide concentrations
- Meet, study, learn with international, cross-disciplinary students, faculty, alumni
PhD in Human Development
(2016)

Empowers scholar practitioners with foundational and current research across the lifespan from multidisciplinary perspectives.

Program Benefits:

• Gain knowledge, practice and research skills studying humans as individuals and as members of systems
• Be a change agent for social and ecological justice.
• Based on adult learning practices
• Fosters creativity, learner choice, individualized degree plans and experiential approaches.
PhD in Human Development (HD) Curriculum

Total Credits: 84 - Supports completion in 3.5 years
Or can be extended to meet your needs

- **Year 1: Multi-disciplinary Foundation** (26 credits)
  - Doctoral Competencies Seminar, Inquiry, Praxis/Leadership, Human Development, Systems, Social & Ecological Justice

- **Year 2 - 3: Advanced Specialization** (40 credits)
  - Research, Advanced HD Electives
  - General Electives, Optional Concentration

- **Year 3 – 3 ½ Dissertation** (18 credits)
  - Advanced doctoral seminar, pilot study, dissertation research

- Graduation

- Join Fielding’s Global Alumni Network
PhD in Organizational Development & Change (2016)

A multidisciplinary program exploring planned and unplanned change in human systems and the role of leadership in fostering dynamic and sustainable organizations and communities.

Program Benefits

• Accommodates the needs and learning styles of active professionals.
• Prepares you to advance your leadership / practice in the fields of consulting, coaching, management, education and others.
• Connects multidisciplinary studies to leadership for change in a complex and multi-cultural world.
• Join a supportive community of scholars and practitioners creating/using knowledge to make a difference in the world.
PhD in Organization Development & Change (OD&C) Curriculum

Total Credits: 84 - Supports completion in 3.5 years
Or can be extended to meet your needs

• **Year 1: Multi-disciplinary Foundation** (26 credits)
  • Doctoral Competencies Seminar, Inquiry, Praxis/Leadership, Human Development, Systems, Social & Ecological Justice

• **Year 2 - 3: Advanced Specialization** (40 credits)
  • Research, Advanced HD Electives
  • General Electives, Optional Concentration

• **Year 3 – 3 ½ Dissertation** (18 credits)
  • Advanced doctoral seminar, pilot study, dissertation research

• **Graduation**

• **Join Fielding’s Global Alumni Network**
Fielding Doctoral Concentrations

Inclusive Leadership for Social Justice (ILSJ)

Develop inclusive scholar-leaders who are knowledgeable about and sensitive to the complex ways that power and injustice manifest in organizations and communities in order to co-create a more just society. Required courses:

• Intervening in Systems
• Structural Inequality & Diversity
• Inclusive Leadership: Transforming Self & Systems
Fielding Doctoral Concentrations

Leadership for Social & Ecological Sustainability (LSES)

Provides the knowledge and practical skills required of organizational leaders committed to fostering sustainable outcomes for people, society and planet. Required courses:

- Global Systems
- Leadership for Social & Ecological Sustainability
- Social & Ecological Sustainability – Theory and Practice
Fielding Doctoral Concentrations

Media, Technology, Innovation (MTI)
Focused on ways in which media, technology, and knowledge networks transform our societies, organizations, and ourselves, by becoming the dominant driving force for innovation and organizational change. Required courses:

- Advanced Systems
- Creativity and Innovation in Organization Design
- Media, Technology, and Disruptive Innovation
Fielding Doctoral Concentrations

Organization Development (OD)

Gives students exceptional opportunities to deepen their understanding and ability to create positive change in organizations. Required courses:

- Creativity and Innovation in Organization Design
- Group Dynamics and Team Learning
- Intervention Theories & Methods
Fielding Doctoral Concentrations

Creative Longevity & Wisdom (CLW)
Enhance knowledge and practice in areas concerning mid-life and older adults at a time when our lifespan is extending and our population of older adult is proportionately greater. Students and faculty learn together to explore relationships between creativity, wisdom development, and aging. Required courses:

- Creative Longevity and Wisdom
- Writing Phenomenology
- Ethnography & Crossing Borders
Fielding Doctoral Concentrations

Evidence Based Coaching (EBC)

The Ph.D. concentration in Evidence-Based Coaching program offers an interdisciplinary approach to integrating research-based coaching theory with professional practice in organizational and individual coaching. Required courses:

- Theoretical Foundations of Evidence Based Coaching
- Organizational and Leadership Coaching
- Evidence Based Coaching Praxis
Fielding Doctoral Concentrations

Somatics, Phenomenology, and Communications Leadership (SPCL)
(Coming in Spring 2017)

This Concentration combines and integrates scholarly theory and mastery of embodied mindful awareness with grounding in transformative phenomenology along with the interpretive and practical dynamics of social constructionism, Symbolic Interactionism, and related communication and social construction disciplines. Required courses:

• Somatics in Human and Organization Development
• Transformative Phenomenology
• Writing Phenomenology
More Fielding Shared Doctoral Concentrations

- Community College Leadership for Change
- Dual Language
- Reflective Practice/Supervision
- Leadership of Higher Education Systems
Supportive Learning Community

- Cohort & small group options
- Faculty mentor
- Graduate Program Advisors
- Librarians
- Program Directors,
- Program Managers
- Accessible Faculty, Staff, Administrators
- Student & Alumni Colleagues
In-Person, Online, & Blended Learning Opportunities

Learn & Build Community - Together

- Required New Student Orientation Residency
- Optional In-Person Residencies
  - National Sessions with Graduation
  - Regional Clusters, Research & Practice Sessions
  - Meet with faculty, student, alumni colleagues
- Virtual Research Sessions
- Blended: Interactive in-person, video-conferencing, online
- Self-organized learning & support groups
- Options for individually designed specialized courses
Rigorous Doctoral Learning

Professors & Alumni are accomplished Scholar-Practitioners

S. Murphy-Shigematsu  F. Barrett  T. Thatchenkery

V. Bentz  G. Persons  J-P Isbouts  A. Nelson
Fielding Monograph V.1
by Fielding Alumni

Social Change in the Modern Workplace:
New Research and Scholarly Reflections,
Jean-Pierre Isbouts, DLitt, Editor

Tiffanie Dillard, PhD: The Dance of Followership: Experiences of Power when Women Report to Women

Anne Litwin, PhD: Women Working together: An Ethnographic Study of Relationship Patterns Among Women in the Workplace

Loni Davis, PhD: Do Mobile Practices Shift the Boundaries of the Workplace?

Carol Brown, PhD: Women on Corporate Boards: An Exploration of Shared Leadership

Catherine Brooker, PhD: Futures Expertise and Sustainability in Strategy and Organization Consulting

Deborah Burke, PhD: Big Companies and Big Gurus: Can they Still make an Impact?
Fielding Monograph V.2 & V. 3
Leadership Studies in Health Care
Fielding Monograph V.4 by Fielding Alumni

Jean Pierre-Isbouts, DLitt, Series Editor
Marie Farrell, PhD, MPH, RN Monograph Editor

Paula Rowland, PhD: Discourse Analysis as Multi-Dimensional Thinking in Organizations: Examples from an Analysis of Patient Safety Discourses in a Canadian Hospital
Cheryl Dean Nance, PhD: Transforming a Hospital System’s Organizational Culture through Action Learning
W. Ellen Raboin, PhD: The Social Construction of Collaborative Practice in a Hospital Unit
Maureen E. Gormley, PhD: Workplace Stigma and Employees with Intellectual Disabilities
Cheryl L. Mitchell, PhD: A Vicious Cycle: The Dynamics of Blame in the Healthcare Workplace
Stephen Redmon, PhD: The Entrepreneurship Boot Camp for Veterans’ Families Program: Transformative Learning for Discontinuous Life Transition.
Sustainable Leadership: Integrating Values, Meaning, & Action by Fielding Alumni

Edited by David Blake Willis (HOD Faculty)
Frederick Steier (HOD Faculty), Paul Stillman (HOD alumnus)

Paul Stillman: Sustainability as Organizational Culture: Uncovering Values, Practices, and Processes
Kevin J. LeGrand: Beyond Conservation: Exploring Values and Norms of Environmental Activists
Karen Smith Bogart: Understanding the Influence of the Board of Directors on Corporate Social Responsibility in U.S. Public Companies.
Kerul Kassel: Corporate Leaders & Sustainability: CEO Value Orientation & Organizational Sustainability Practice
Steve Schein: Cultivating an Eco-Psychological Foundation for Deep Sustainability Leadership
Jo-Anne Clarke: The Integrative Entrepreneur: A Lifeworld Study of Women Sustainability Entrepreneurs
John Fisher: Making Sense of Sustainability: How Sustainability Managers Make Meaning and Take Action
Alice MacGillivray: Leadership, Boundaries, and Sustainability

Afterword by Katrina Rogers (Fielding President)
Some Recent Dissertations

• **Hope & Burnout during Planned Organization Change** (B. O’Brien, 2016)
• **First Encounters of a Trusting Kind: Exploring Millennials initial Trust Decisions in New Leaders** (K. Clark, 2016)
• **How Western Executive Expatriates Make Sense of their China Experiences** (J. Feng, 2016)
• **BE-ing@Work: A Study Exploring the Correlation Between Wellness Wearables Use and Sense of Presence in the Contemporary Workplace** (H. Forbes Oste, 2016)
• **Metropolitan Fire Chiefs and Inter-Organizational Collaboration** (N. Pettus, Jr., 2016)
Global Learning & Action Network

- **Ubiquitous Engaged Learning** in communities, educational institutions, health care organizations, multi-national corporations.

- **Field Study Trips at sessions** (Chicago: City of Big Shoulders, Art Institute, Restaurants and change)

- **Research and practice projects**: Eco Village (Canada), Santa Barbara Homeless, Taos New Mexico,

- **Global Intensives**: Sweden, Canada, Rome, India, England, Mexico City, Shanghai, Spain, Japan, Poland

Learn & Connect in-person, blended, online, & in webinars in a global community
Canada
Asia
Malmö, Sweden

Research Intensive at Media Evolution

Co-Sponsored by the EU Cluster
Continue the Conversation

Questions?
Comments?

Opportunity to continue the conversation with Shannon, Dorothy, Faculty, Students, Alumni
Admissions

Fielding requires either a bachelor’s or master’s degree from a regionally accredited U.S. college or university or an equivalent international degree.

Admissions Advisor, Shannon Stark, sstark@fielding.edu.

Fall Admission: September 2016 (July 1 Application due date)

Application Checklist

• On Line Application
• Application Fee - $75 – Waiver with your survey
• Résumé
• Official transcripts
• Statement of Purpose
• Reflective essay
• Writing Sample
To Learn More

Explore our Website: http://www.fielding.edu

Contact:

• HOD Admissions Office: HODAdmissions@fielding.edu
• Fielding Financial Aid: finaid@fielding.edu
• HOD Admissions Advisor, Shannon Stark, sstark@fielding.edu
• HOD Program Director, Dr. Dorothy Agger-Gupta, dotagger@fielding.edu Call/Text: 805-637-2739

Please email/text Dorothy for e-introductions to faculty members, students, or alumni
Thank you for joining with us today!

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