### Educational Leadership Ph.D., Workforce Education and Development Leadership Program of Study (90 Hours)

**Overview:** Students must complete a minimum of 42 graduate credits at WMU (30 credit hours plus 12 dissertation hours) once admitted to a doctoral program in Educational Leadership at WMU. In total, a minimum of 90 hours of graduate credit (including credits accepted from a master’s degree program) must be completed as follows:

| I. Leadership Core | 9 hours |
| II. Professional Inquiry, Research & Dissertation Core | 36 hours |
| III. WFED leadership concentration | 24 hours |
| IV. Specialty Cognate | 12 hours |
| V. Electives | 9 hours |
| **Total** | 90 hours |

### Specific Program

**I. Leadership Core (9 required hours):**
- EDLD 6020: Ed. Leadership, Systems & Change
- EDLD 6060: Advanced Systems Thinking
- EDLD 6090: Theories of Leadership

**II. Professional Inquiry, Research, and Dissertation Core (36 total credits):**

(A) **“Professional Inquiry” Component**
- EDLD 6861: Doctoral Studies Seminar I
- EDLD 6862: Doctoral Studies Seminar II
- EDLD 7120: Prof. Field Experience (3 credits)

(B) **“Research Methods” Component (Note: 3-credit “Introduction to Research” (EMR 5400 or equivalent is a prerequisite):**
- EMR 6450: Data Analytics I
- EMR 6480: Qualitative Methods
- EMR 6650: Data Analytics II

(C) **“Dissertation” Component**
- EDLD 6950: Dissertation Seminar
- EDLD 7300: Doctoral Dissertation (12 hrs)

**III. WFED Concentration (24 hours):**
- WFED 6140: Admin & Supervision in WFED
- WFED 6160: Occupational & Training in WFED
- WFED 6430: Measurement & Evaluation in WFED
- WFED 6450: Org. of Employ &Training Systems
- WFED 6460: Leadership Development Program (LDP) in WFED (6hrs)
- WFED 6480: Adult Education in WFED
- WFED 6500: Bus/Ind/Educ Work-based Learning

**IV. Specialty Cognates (minimum of 12 hours):**
Students may choose one of the following four cognate areas based upon career goals in WFED.

**Area #1: Curriculum**
- ED 6020: School Curriculum
- ED 6280: Curriculum Theory
- EMR 6420: Program Evaluation
- EDLD 6640: Curriculum Development

**Area #2: Educational Leadership**
- EMR 6420: Program Evaluation
- EDLD 6630: Personnel Administration
- EDLD 6650: The Principalship
- EDLD 6720: School Finance

**Area #3: Instruction**
Focused on further technical knowledge in a particular WFED discipline, (e.g., Business or Marketing Education, Family & Consumer Sciences, Industrial Technology, Information Technology). May include graduate courses within or outside College of Education and Human Development intended to enhance technical content needed as a WFED instructor, in an adult, secondary, or post secondary institution.

**Area #4: Total Quality Management in Education**
This cognate is offered by Ferris State University (FSU) and leads to a certificate in TQM awarded by FSU.
- ECTE 650: Implementing TQM In Education
- ECTE 655: Quality Improvement Practices
- ECTE 660: Quality Management in Education
- ECTE 665: Quality Metrics and Data Mgt

**V. Electives (minimum of 9 hours):**
- WFED 5100: Special Populations in WFED
- WFED 5120: Principles in WFED
- WFED 5130: Technical Education Methods
- WFED 5140: Workshop in WFED (1-3 hrs)
- WFED 5150: Grant Writing in WFED
- WFED 5420: Advanced Curriculum Development
- WFED 5430: Work-site Based Education Programs
- WFED 6120: Studies in Technology (1-4 hrs)
- WFED 6150: Trends and Development in WFED (2 hrs)
- WFED 6170: Seminar in Education (1-6 hrs)

Other elective courses can be substituted with advisor approval addressing educational leadership, evaluation, measurement, or research design.