



Ed.S. Organizational Leadership Program

MEMORANDUM

Date: December 15, 2020
To: ACU CGPS Academic Council
From: Brian Cole, Ed.D./Ed.S. Program Director & Associate Professor
Re: Ed.S. Program Change

Since the decision has been made to offer a stand-alone Ed.S. degree at ACU Dallas, the Ed.D. faculty proposes a change in the course requirements to earn the Ed.S. degree. The requirements described in the current 2020-21 Academic Catalog reflect a program model that was created to serve as a mechanism for Ed.D. students to exit the doctoral program with a degree in hand. Because of this, the program requirements simply consist of all Ed.D. coursework except for the handful of courses/credits at the very end of the program that directly relate to writing the dissertation. Since we are now offering and recruiting students for an Ed.S. program that is detached from the Ed.D. program, we believe the current program model is not an optimal fit and should be modified to better reflect potential students' interests and needs.

Specifically, this change would remove additional research courses that directly relate to the writing of a dissertation, which Ed.S. students will not do. Instead, we will be creating a new research methods course that both Ed.S. and Ed.D. students will take to provide more of an overview of various research methods, which should help Ed.S. students understand the research they consume as part of their program and professional practice. Incidentally, this will also be a new and additional research course for Ed.D. students, replacing the LEAD 721 content course in both programs.

The Ed.S. currently requires 45 credit hours of coursework to graduate. The proposed Ed.S. program changes would drop the credit hour requirements to 36 credits, which should prove beneficial to the recruitment of students, as the vast majority of Ed.S. programs require 30-36 credits of coursework.



Proposed Ed.S. Course Requirements (2021/22 Academic Catalog Year)

LEAD 714: Self-Assessment in Leadership
LEAD 711: Theories & Practices of Effective Leadership
LEAD 782: Research Methods (New Course)
LEAD 724: Leadership in Diverse Contexts
LEAD 731: Organizational Change
LEAD 741: Human Resource Development
LEAD 781: Organizational Assessment and Evaluation
Five Concentration Courses

Ed.S. Changes for 2021/22 Academic Catalog

	2020/21 Academic Catalog	2021/22 Academic Catalog
Required Ed.D. Courses Not Required for Ed.S. Degree	LEAD 765, 793, 794, 799 (x6)	LEAD 701, 721, 784, 786 , 765, 793, 794, 799 (x6)
New Course Requirement		LEAD 782: Research Methods
Total Credit Hours Required	45 Credits	36 Credits (21 core, 15 concentration)

Notes

- In the 2020/21 Academic Catalog, the Ed.S. course/credit requirements are identical to the Ed.D. requirements except for LEAD 765: Applied Research Problems; 793/794: Dissertation Seminar; and LEAD 999: Dissertation Credits.
- Under the new plan, Ed.S. students would not take LEAD 701: Introduction to Doctoral Studies; LEAD 784: Qualitative and Action Research; and Lead 786: Quantitative Analysis.
- LEAD 721: Contemporary Issues in Organizational Leadership would also be removed from the Ed.S. program, as well as from the Ed.D. program (pending future proposal approval), to create space for the new research course, LEAD 782: Research Methods.
- After all the anticipated changes, the Ed.S. credit hours would be reduced from the current 45 credits to 36 credits. A national scan of Ed.S. degree programs reveals the vast majority require 30-36 credit hours.

Abilene Christian University 2020-2021 Catalog Organizational Leadership, Conflict Management, EdS (ORLE-CMGT)

EDS: Education Specialist in Organizational Leadership (ORLE)

Prerequisite Degree Requirements

This program requires baccalaureate and master's degrees from a regionally accredited institution. Students with a master's degree in an existing specialization track (see below) may be given advanced standing of up to 15 hours to serve as their specialization track with the approval of the Program Director.

Major Requirements

Foundational Courses

[LEAD 711 - Theories and Practices of Effective Leadership](#) Credit Hours: 3

[LEAD 714 - Self-Assessment in Leadership](#) Credit Hours: 3

~~[LEAD 721 - Contemporary Issues in Organizational Leadership](#) Credit Hours: 3~~

[LEAD 724 - Leadership in Diverse Contexts](#) Credit Hours: 3

[LEAD 731 - Leading Organizational Change](#) Credit Hours: 3

[LEAD 741 - Human Resource Development](#) Credit Hours: 3

Total: ~~1521~~ Credit Hours

Research Courses

[LEAD 781 - Organizational Assessment and Evaluation](#) Credit Hours: 3

~~[LEAD 782 - Research Methods](#)~~ ~~[784 - Qualitative and Action Research](#)~~ Credit Hours: 3

~~[LEAD 786 - Quantitative Analysis](#) Credit Hours: 3~~

Total: ~~69~~ Credit Hours

Conflict Management (CMGT)

[CONR 602 - Dynamics of Interpersonal Conflict](#) Credit Hours: 3

[CONR 603 - Negotiation: Principles and Practice](#) Credit Hours: 3

[CONR 604 - Mediation: Principles and Practice](#) Credit Hours: 3

[CONR 606 - Theory I](#) Credit Hours: 3

[CONR 725 - Beyond Power: The Theory and Practice of Appropriate Decision Making](#) Credit Hours: 3

Total: 15 Credit Hours

Total Major Hours: ~~3645~~

NOTE: While this example is for the Conflict Management concentration, *the changes would apply to all the existing program concentration tracks.*

ACU Dallas Approval Chart for Curriculum Changes

A = Approve I = Information Item R = Advise & Respond

Course Number: _____ **or Degree Plan(s): EdS in Organizational Leadership**

The proposed change for the EdS program eliminates four courses from the current program plan: LEAD 701, 721, 784, and 786; as well as adds a new research course, LEAD 782: Research Methods (to be developed), reducing the overall program plan from 45 to 36 credit hours. Changes are effective starting in the 2021-2022 catalog year.

Circle the number that corresponds to the requested change.

	Change to a Course	1	2	A	O	S
1.	Title (description unchanged)	A	A	I	I	I
2.	Description (not affecting content)	A	A	I	I	I
3.	Course term(s)	A	A	I	I	I
4.	Content (substantive change)	A	A	A	A	I
5.	Number of credit hours	A	A	A	A	I
6.	Course number within the hundred	A	A	I	I	I
7.	Course number beyond the hundred	A	A	A	A	I
8.	Prerequisites	A	A	A	A	I
9.	Course fee(s)	A	A	--	A	I
10.	From U to G or G to U	A	A	A	A	I
11.	Cross list with another program or department	A	A	A	A	I
12.	Program/department of record	A	A	A	A	I
13.	Open or close a course	A	A	A	A	I
14.	New course (application required)	A	A	A	A	I

	Change to a Degree Plan	1	2	A	O	S	f
1.	Major/Program — Revision	A	A	A	A	A	--
2.	Major/Program — Adopt or change admission requirements	A	A	A	A	A	--
3.	Major/Program — Add	A	A	A	A	A	--
4.	Major/Program — Offer existing university program on campus	--	A	A	A	A	--

5.	Major/Program — Discontinue (proposed by Program or College)	A	A	A	A	A	I
6.	Major/Program — Discontinue (proposed by Provost)	R	R	A	A	A	I
7.	GPA — Revise major/program or cumulative requirement	A	A	A	A	A	--
8.	Minor — Revise course selection	A	A	I	I	I	--
9.	Minor — Add	A	A	A	A	A	--
10.	Minor — Discontinue (proposed by Program or College)	A	A	A	A	A	--
11.	Minor — Discontinue (proposed by Provost)	R	R	A	A	A	--
12.	Degree — Add	A	A	A	A	A	I
13.	Degree — Discontinue (proposed by Program or College)	A	A	A	A	A	I
14.	Degree — Discontinue (proposed by Provost)	R	R	A	A	A	I

	Change to Undergraduate University Requirements	U	C	B	A	R	S	D	O	C	S
15.	University Requirements — Change in approved course content	A	A	A	A	A	A	A	--	A	
16.	University Requirements — Add or drop a required course from the University Requirements chart	A	A	A	A	A	A	A	A	A	
17.	University Requirements — Add or drop a course from a menu within the University Requirements chart	A	--	--	A	A	A	A	--	A	
18.	University Requirements — Change hours within a menu on the University Requirements chart	A	A	A	A	A	A	A	A	A	
	Change to Catalog Information										
1.	General requirements for graduation including course requirements that are common to all majors for all degrees	--	--	A	--	A	A	A	A	A	
2.	Admission requirements	--	--	A	--	A	A	A	A	A	

Program Director/Department Chair



Dec 10, 2020

Brian Cole

Date

Dean(s)



Dec 10, 2020

Joe L. Cope

Date

College Academic Council

Joseph Halbert

Date

University General Education Council

N/A

Chair's signature

Date

Undergraduate Academic Council

N/A

Chair's signature

Date

Provost

Robert Rhodes

Date

Faculty

N/A

Faculty Senate Chair's signature

Date

President

Phil Schubert

Date