

# DBA - Organization Development Concentration

Johnson & Wales University's Doctor of Business Administration program provides senior business practitioners and high-potential individuals with both the practical and research skills needed to become executive-level organizational leaders and industry innovators. Students ethically address complex and practical business challenges and learn how to transform business practices to create organizational optimization, growth and sustainability.

Individuals working in any industry, in for-profit or nonprofit settings, advance their communication, analytical and critical-thinking skills through the study of business theory, core business functions, applied research, and contemporary strategic and operational business challenges. Graduates are prepared to add value to their organization through strategy, processes, people and metrics.

Upon completion of the program, graduates are expected to:

- Design, conduct and present applied research that addresses practical business problems.
- Employ advanced communication skills to share complex information, organizational vision and actionable guidelines within business environments.
- Apply contemporary business leadership theories, knowledge of core business functions and evidenced-based practice to address issues faced by senior leadership.

Upon completion of the Organization Development concentration, graduates are expected to:

- Apply organization development theory to improve organizational capacity for strategic change through systematic interventions.

For those seeking faculty positions in higher education, the Doctor of Business Administration is a terminal degree.

There is an orientation prior to the start of the program, which provides an overview of JWU and sets expectations for doctoral students enrolled in the DBA program. Students become acquainted with university resources, technologies and policies, the dissertation research process and scholarly writing, and have the opportunity to meet fellow cohort members.

Students who do not complete the dissertation in the prescribed time are automatically scheduled for a Doctoral Dissertation Advisement course. This continuation requires a Dissertation Advisement Fee per semester (fall, spring and summer), which is assessed each semester until the successful completion of program requirements or an approved leave of absence is granted.

## Doctor of Business Administration- Organization Development Concentration

Doctor of Business Administration (DBA)

### Core Courses

FISV7005	Contemporary Issues in Finance and Accounting	3
MGMT7000	Organizational Strategy and Design	3
MGMT7010	Organizational Behavior	3
MGMT7030	Innovation and Change	3
MGMT7050	Contemporary Leadership Issues	3
MGMT7070	Business Analytics and Intelligence	3
MGMT7090	Executive Decision-Making	3
MRKT7100	Problems and Methods in Marketing Management	3
RSCH7110	Research Design	3
RSCH7130	Quantitative Research Methods	3
RSCH7150	Qualitative Research Methods	3

### Concentration Courses

MGMT7120	Advanced Strategies in Organization Development	3
MGMT8120	Organizational Interventions — Disruption and Change	3
MGMT9120	Leading and Managing Large-Scale Transformation	3

### Dissertation Courses

RSCH8100	Dissertation Research: Proposal	3
RSCH9000	Dissertation Research: Problem Statement and Literature Review	3
RSCH9005	Dissertation Research: Methodology and Analysis	3
RSCH9010	Dissertation Research: Discussion and Contribution	3

Total Credits 54.0