

DBA - Organization Development Concentration

Curriculum

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.

Doctor of Business Administration- Organization Development Concentration

Doctor of Business Administration

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

RSCH9008	Dissertation Research and Writing	9
RSCH9010	Dissertation Completion	3

Total Credits **54.0**

All program requirements must be completed within five years. Students who do not complete the dissertation in the prescribed time are automatically scheduled for RSCH9011 DBA Dissertation Advisement. This continuation requires a Dissertation Advisement Fee (charged every eight weeks during each fall, spring and summer semester) until successful defense of the dissertation or end of time allotted.

Admissions Requirements

Johnson & Wales University holistically reviews all elements of a student's application to identify those students most likely to succeed at the university.

Prior to being considered for admission into an online JWU doctorate program, the following must be submitted:

1. A completed application for admission
2. Official or certified transcripts from all institutions attended, including bachelor's and master's degree conferral. When a doctoral program application is submitted prior to completing requirements for the master's degree, Admissions will consider the application and, if admissible, will offer an acceptance pending submission of final transcript verifying master's degree conferral. Without such verification, students will not be allowed to register for the current semester or continue enrollment, and will be in jeopardy of losing their academic status with the university.
3. Statement of Purpose:
 - Write a personal statement, demonstrating clear, succinct, and well-reasoned writing that discusses (a) how your educational and personal experiences influenced the decision to pursue a DBA; (b) career goals and how this degree will help to achieve those goals (150-300 words).
 - Explain your managerial experience throughout your career with a specific focus on your people management experience. Any experience with training and development, organizational behavior, and organizational development should be highlighted (100-150 words).
 - Discuss a problem, issue, or concern, related to your profession/industry or workplace, that you are interested in addressing or improving during your doctoral study (100-150 words).
4. Two letters of recommendation from individuals qualified to attest to the applicant's potential for success at the doctoral level of study. At least one recommendation should be from a current or former supervisor. The other should be from a mentor, academic professor or professional colleague. A Personal Reference Form may be substituted for the letters of recommendation.
5. A current résumé tailored to DBA application specification. This should include employment dates, job responsibilities, relevant experience, achievements, and education history.
6. Participate in a video-conference interview. If selected, DBA applicants are interviewed by the program director and one faculty member via video conferencing as the final step in the application process.

The letters of recommendation and Statement of Purpose may be emailed (cpsadmissions@jwu.edu).

To be considered for admission into the DBA degree program, applicants must have:

- Five years of people management in industry, or equivalent experience as a business educator.
- A master's degree with a concentration in business or business-related field from a regionally accredited institution.
- If an applicant's master's level program is not in a business-related field, an additional three years of people management experience in industry is required.