

Doctor of Education in Organizational Leadership

COLLEGE OF LEADERSHIP AND PROFESSIONAL STUDIES

100% ONLINE

54
CREDIT
HOURS



Admission Requirements:

- Application and processing fee
- Official transcripts in English of all previous colleges attended. The transcripts must indicate an earned Bachelor's degree and Master's degree from a regionally accredited college or university
- Minimum graduate cumulative GPA of 3.0, probationary status may be granted for lower GPA's
- Completion of a writing exercise in response to a prompt provided by ACU
- Professional CV or resume

Cost:

- Per Credit: \$767
- Per Course: \$2,301
- Total Tuition: \$41,418
- Resource Fee: \$3,780
- Dissertation Fee: \$3,600
- Total Tuition + Fees: \$48,798**

Timeline: 3 Years

Job Outlook in Texas:

9,227 Jobs

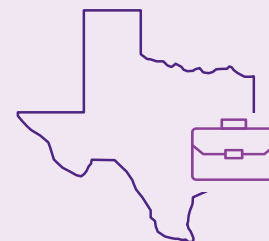
in 2025*

+6%

Employment Growth (2025-2026)

\$86,000 *per year*

Median Earnings



*Filtered by the proportion of the national workforce in these occupations with a Masters degree. Source Lightcast 2026.

Total tuition may vary depending on a number of factors, including advanced standing hours and the number of dissertation hours required to complete the dissertation. Any dissertation work needed beyond the required six credit hours would necessitate enrollment in dissertation continuation courses. Continuation course enrollment is \$767 per course.



Core Curriculum:

LEAD 711: Theories & Practices of Effective Leadership

Examines classical and contemporary theories and styles of leadership and their application to a variety of professional settings. Incorporates the student's experiences and observations regarding leadership from their personal and professional experiences and current work setting. Students will examine principal foundations of leadership, such as one's values, philosophy of life, and beliefs about the nature of humankind.

LEAD 712: Leadership Ethics in Theory and Practice

This course integrates philosophical foundations of ethics with practical leadership applications. Students examine major ethical theories, evaluate complex leadership dilemmas, and develop frameworks for ethical decision-making grounded in moral reasoning and leadership responsibility.

LEAD 714: Self-Assessment in Leadership

Assists students in understanding personal leadership styles including personality type and communication style. Exposes students to relevant literature on emotional intelligence and interpersonal neurobiology as it relates to leadership. Students will reflect upon the role of Christian vocation and calling in their leadership development.

LEAD 724: Leadership in Diverse Contexts

Introduces students to relevant literature and practices of leading diverse groups. Includes examination of the leader's own social location and attitudes regarding diversity as well as the capacity to develop trust and shared motivations among diverse group members. Students will learn tools and concepts to resolve tensions, maximize strengths of diverse team members, support collaboration, and create welcoming and inclusive environments.

LEAD 731: Leading Organizational Change

This course focuses on planning and managing change and provides frameworks and tools to implement it. Participants will examine personal and organizational approaches to dealing with change through case studies, exercises, and extensive group discussions. Assignments will focus on opportunities for change within the participants' organizations.

LEAD 741: Human Resource Development

Introduces the student to a framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Topics will include employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, and organization development.

RSCH 705: Foundations for Research in Leadership

This course introduces doctoral students to foundational skills for success in leadership research and practice. Students explore academic writing, research literacy, leadership principles, Christian perspectives on leadership, and preliminary topic development with a scholar-practitioner framework.

RSCH 781: Quantitative Research Method and Designs

Examines key concepts and approaches in the quantitative research method. Students will learn about specific types of designs and the strengths and weaknesses of the various types. Students will understand the steps and alignment of strategies in conducting a quantitative study, including: developing research questions/hypotheses, identifying sampling procedures, and choosing appropriate data collection tools and approaches.

RSCH 784: Qualitative Method Research and Designs

This course introduces students to characteristics of the qualitative method and research designs along with frameworks such as descriptive, case studies, narrative, phenomenology, among others. Students will apply knowledge using various techniques to design and align qualitative research and learn to choose between qualitative designs to support a qualitative dissertation.

Choose 3 hours from the following:

RSCH 782: Qualitative Analysis

Students will explore qualitative research designs to analyze and interpret collected qualitative data. Themes and patterns will be identified to produce research findings. Analysis types include content, thematic, narrative, and document, using appropriate tools. Students will use concepts learned in this course to complete dissertations and to drive informed decision-making.

RSCH 786: Quantitative Analysis

Provides instruction in the basic distributions, such as binomial and normal, and introduces hypothesis methodology. Students will apply inferential techniques including chi-square, the analysis of variance and covariance, and multivariate analysis to a variety of organizational issues and scholarly pursuits. In addition to utilizing these tools and techniques in their own work, this course will assist learners in becoming informed consumers of research.

Conflict Resolution Concentration Courses:

CONR 606: Theory 1

This course introduces students to various communication and social/political theories as means to explain, predict, and ultimately resolve conflict between individuals and groups. The course makes extensive use of television and film to illustrate theoretical analyses of interpersonal and group communication and conflict.

CONR 602: The Dynamics of Interpersonal Conflict*

The Dynamics of Interpersonal Conflict is a graduate-level course that addresses the fundamental aspects of understanding, analyzing, and managing interpersonal conflict. Students will examine contributing factors to conflict such as communication, emotions, and identity. Course material is theoretical as well as practical. The course provides foundational material that students will apply throughout the program.

*A \$55 resource fee applies to this course.



CONR 603: Negotiation - Principles & Practice

Negotiation is a comprehensive study of the conceptual and interpersonal skills required to engage in effective negotiation. Topics include analyzing the negotiation context, preparing a negotiation plan, conducting negotiation sessions, resolving impasses, and documenting agreements. The course entails an emphasis on development, analytical, and interpersonal negotiation skills.

CONR 604: Mediation - Principles & Practice

A graduate-level course focusing on the art and science of facilitating conversations and negotiations between parties in conflict. Designed for individuals in leadership roles in a wide variety of organizational and personal environments, as well as individuals seeking professional work in conflict resolution, the course presents opportunities for personal assessment and development of party and group facilitation, problem-solving skills, and approaches for conflict management through the role of mediator.

Healthcare Administration Concentration Courses:

Required Courses:

HCAD 621: Healthcare Policies and Ethics

An overview of policy, regulations, and ethical issues impacting healthcare. Topics include privacy, regulatory compliance, ethical choices in patient care, and healthcare reform. Students will explore healthcare policy and the challenges that arise as the market responds to policy and change.

HCAD 627: Innovation and Trends in Healthcare

Introduces current trends and opportunities throughout the healthcare industry. Topics include the role of information technology, innovative approaches to delivery, and other components that influence patient care.

Choose 2 courses from the following:

HCAD 632: Conflict Management in Healthcare Organizations

Examines the underlying sources of conflict in healthcare settings and presents specific theories and techniques of negotiating among and between medical professionals and administration. While collaboration is emphasized, the course also presents tactics for securing essential terms in bargaining and group facilitation skills for building consensus.

HCAD 644: The Healthcare Revenue Cycle and Payment Methodologies

An introduction to healthcare payment methodologies and revenue cycle operations. Students will explore how optimizing the revenue cycle enhances the patient experience and improves financial outcomes. Topics include how policy shapes healthcare payment, introduction to third party payers, history of reimbursement, revenue cycle components and its role in healthcare financing.

HCAD 656: Healthcare Informatics

An introduction to the field of healthcare analytics with emphasis on the application of statistical concepts, procedures, and tools to add value to healthcare leaders in making clinical and management decisions.

HCAD 691: Healthcare Strategic Management

Addresses strategy formation, content, implementation, and performance in a variety of healthcare contexts including providers, plans, systems, suppliers, pharmaceuticals, and biotechs.

HCAD 681: Issues in Marketing Health Services

Discusses and applies the concepts of healthcare planning and marketing to healthcare delivery, assessment of community needs, and resource planning in both ambulatory and clinical settings. Includes health services planning and trends, demand for and use of health services, research methods, and sources of marketing and planning data.

HCAD 605: Community & Population Health: Transforming the Healthcare System

Healthcare leaders face an ever-increasing need to address the population health needs of the communities they serve. This course examines reasons and responses driving the whole healthcare industry transformation towards population health management and community well-being. Topics include understanding populations, engaging in new partnerships, system responses, and program measurement.

HCAD 687: Advanced Topics in Healthcare Personnel and Interdisciplinary Team Leadership

Focuses on the essential role of human resources management within healthcare organizations. Serves as a comprehensive foundation for all aspects of human resources planning, development, and administration.

HCAD 664: Health Information Systems

This course provides an overview of health information systems with an emphasis on case studies of systems utilized in areas of patient care, clinical decision support, disease, artificial intelligence, demographic surveillance, imaging, simulation, and safety and environmental assessment. Legal and ethical issues are also addressed.

Higher Education Concentration Courses:

HIED 611: Foundations of Higher Education

A comprehensive introduction to American higher education, including its historical development, structure, roles, and diverse characteristics. A special focus will be placed on the interplay of Christian faith with the historical development of American higher education.

HIED 635: Higher Education Resource Management

A comprehensive introduction to managing resources in a higher education setting. A special emphasis is placed on budgeting and financial planning.



HIED 643: Legal and Ethical Issues in Higher Education

Provides an examination of the major legal and ethical issues confronting contemporary higher education professionals. Emphasis is placed on federal regulations and mandates, constitutional issues, tort liability, contractual relationships, distinctions between public and private sector institutions of higher education and ethical standards for professionals in higher education.

HIED 652: Foundations of Enrollment Management

This course provides students with a historical overview of enrollment management, significant concepts related to the field, and professional foundations on which to build.

Nonprofit Leadership Concentration Courses:

Required Courses (9 credit hours):

NPLO 631: Nonprofit Leadership

This course includes an overview of the nonprofit sector and nonprofit organizations. Students will gain a comprehensive understanding of effective nonprofit leadership, board governance and accountability, and the development of collaborative stakeholder relationships.

NPLO 635: Nonprofit Administration

This course provides an examination of the dynamic environment of nonprofit management and administration. Topics include grant writing, fundraising, program evaluation, financial reporting, and human resource management.

NPLO 638: Social Entrepreneurship

This course explores the impact of social entrepreneurship on new and existing social issues. Topics include the launching of ventures, the creation of new initiatives within existing organizations, corporate philanthropy, social change and engagement, and fundraising.

Select one course from the following (3 credit hours) See catalog for full course descriptions:

MGMT 532: Human Resource Management

BUSA 550: Foundations of Analytics (Statistics Boot Camp required unless an approved exception)

BUSA 554: Accounting and Finance (Accounting Boot Camp required unless an approved exception)

BUSA 636: Organizational Behavior

BUSA 645: International Business

BUSA 652: Operations and IT

BUSA 656: Strategic Marketing

BUSA 661: Global Supply Chain Management

BUSA 670: Strategic Decision Making

BUSA 674: Innovation

BUSA 678: Business Law

IS 680: Data Mining

IS 682: Data Management

IS 684: Visualization

FIN 643: International Finance

MGMT 651 : Operations Strategy

MGMT 659: Project Management

MKTG 620: Digital Marketing

MKTG 628: Relationship Marketing

MKTG 624: Applied Marketing Research

Positive Leadership Concentration Courses:

LEAD 736: Foundations of Positive Leadership

Students are exposed to the foundations of the field of positive leadership, and positive organizational scholarship, including theories and frameworks in positive leadership. Topics include: humility, authentic leadership, and meaning and purpose in relation to calling.

LEAD 751: Positive Organizational Culture

Students learn why culture matters in organizational success and how to create a positive culture. Topics include: macroculture and microculture, workplace design, culture at different stages of the growth/change cycle, purpose-driven cultures, cultures of teamwork, learning and innovation, and toxic cultures vs. cultures that promote health and well-being.

LEAD 756: Leading Flourishing Organizations

Students learn the foundation and skills needed to lead flourishing organizations. Topics include: health and well-being in the workplace, organizational trust, peace and social responsibility, building effective teams, diversity, and revisiting self-leadership strategies.

LEAD 757: Positive Organizational Culture and Resilience

Students learn the foundation and skills needed to promote positive organizational culture and resilience in organizations. Topics include: creating positive organizational culture, competing values framework, environmental design, incorporating creativity, innovations, and play to promote resilience, leading through crisis, and revisiting self-leadership strategies.

Sports Leadership Concentration Courses:

Required Courses (9 Hours)

SPLD 543: Ethics and Legal Issues in Sport

The course examines the key areas of law that impact the operation of amateur and professional sports teams and leagues, and the rights of athletes. Students will also explore the related ethical issues that influence behavior as well as decision-making.

SPLD 601: Sports Foundations

Students will learn and discuss the dynamic culture of sports organizations, with special attention paid to both the nature and role of crisis in these organizations.



PSYO 688: Teams & Team Leadership

Analysis of the factors contributing to success of teams in complex organizations, focusing on team selection, development, training, and evaluation. Students will develop skills through team-building and leading in simulations and team projects.

Choose 1 Course (3 Hours)

KINO 502: Athletic Finance

This course covers principles and factors involved in the fiscal management of athletic/sports programs. This course also addresses purchasing, budgeting, risk management, operational procedures, and auditing guidelines.

KINO 591: Principles of Coaching

An advanced course in methods which are common to coaching all sports. Included are program design, psycho-social factors, communication skills, ethics, and contemporary issues.

PSYO 543: Applied Sports Psychology

Development of knowledge and skill in the application of psychology to the enhancement of sport and exercise performance and to the personal development of the athlete.

Dissertation Credits (minimum of 12 hours)

DISS 701: Applied Dissertation Pathway I

This course initiates the applied dissertation pathway. Students explore the research landscape in their general area of interest, draft early problem and purpose statements, propose initial research questions, and identify an appropriate methodological direction. Emphasis is on foundational reading, topic exploration, alignment, and preparedness for continued dissertation work.

DISS 702: Applied Dissertation Pathway II

This course advances the student's early dissertation development through problem exploration and alignment work. Students develop multiple problem briefs, refine their emerging topic direction, and strengthen alignment between the problem, purpose, research questions, and methodological pathway.

DISS 703: Applied Dissertation Pathway III

This course strengthens a student's research alignment by refining the problem, purpose, and research questions and confirming an appropriate methodological approach. Students prepare a polished Research Alignment Brief and complete the milestones of Declaration of Research and Declaration of Methodology.

DISS 704: Applied Dissertation Pathway IV

This course prepares students to finalize the core components of their dissertation focus. Students develop and refine their Problem of Practice, Purpose Statement, and Research Questions based on faculty feedback and prior alignment work, ensuring readiness for the prospectus stage.

DISS 705: Applied Dissertation Pathway V

This course guides students through the completion of the dissertation prospectus. Students refine their research alignment, finalize methodological plans, and prepare the Chair Portfolio. Successful completion requires approval of the prospectus before advancing to the proposal-writing phase.

DISS 706: Applied Dissertation Pathway VI

This course supports continued progress on the dissertation following prospectus approval. Students draft sections of Chapters 1, 2, or 3 as directed by their dissertation chair, focusing on refining the study background, literature review, and methodology.

DISS 707: Applied Dissertation Pathway VII

This course supports continued progress on the dissertation following prospectus approval. Students draft sections of Chapters 1, 2, or 3 as directed by their dissertation chair, focusing on refining the study background, literature review, and methodology.

DISS 708: Applied Dissertation Pathway VIII

This course provides structured support as students continue developing dissertation content. Under the guidance of the dissertation chair, students refine and expand their writing, strengthen methodological and theoretical alignment, and deepen preparation for the proposal stage.

DISS 709: Applied Dissertation Pathway IX

This course guides students through the development, defense, and revision of the dissertation proposal. Students draft the full proposal, schedule and complete the proposal defense, and incorporate post-defense revisions to prepare for IRB submission and data collection.

DISS 710: Applied Dissertation Pathway X

This course guides students through the IRB and data collection process. Students complete required compliance training, prepare and submit their IRB application, secure IRB approval, collect data in alignment with their approved protocol, and document all milestones required for progression to data analysis and dissertation completion.

DISS 711: Applied Dissertation Pathway XI

This course supports continued development of dissertation content following data collection. Students work with their chair to interpret findings, articulate conclusions, and refine their writing in preparation for the final dissertation and defense.

DISS 712: Applied Dissertation Pathway XII

This capstone dissertation course guides students through the completion, defense, and final revision of their dissertation. Students prepare the defense copy, complete the oral defense, complete required revisions, undergo editorial review, and finalize the published dissertation.

Dissertation Research credit hours are taken under the supervision of the student's dissertation chair in preparation of the dissertation and defense. The twelve credit hours are typically earned by taking one credit hour for each part of term of continuous enrollment. A credit/no credit grade will be earned each part of term based on progress toward goals set by the student and chair. Any dissertation work needed beyond the required twelve credit hours would necessitate enrollment in dissertation continuation courses.