

TRANSFORM YOUR FUTURE WITH A PH.D. IN **ORGANIZATIONAL CHANGE LEADERSHIP**



**HOUSED IN A COLLEGE
CONSISTENTLY
RANKED FOR BEST
ONLINE GRADUATE
COLLEGES OF
EDUCATION.**

■ Ranked by U.S. News and World Report

At Western Michigan University, we see change not just as a challenge, but as an incredible opportunity—an opportunity for you to inspire progress, spark innovation, and make a lasting impact. Our Ph.D. program in Education and Human Development with a concentration in Organizational Change Leadership (OCL) is designed to empower students like you to advance the field of organizational development and change while driving meaningful, sustainable transformations that benefit both organizations and society.

Be the Leader Who Tackles Grand Challenges

The OCL Ph.D. program is your gateway to addressing some of the most critical challenges of our time. Imagine rethinking strategies to combat climate change, designing policies that champion diversity and equity, or leading initiatives to strengthen workforce resilience. As a graduate, you'll be prepared to step into these challenges with purpose and vision, becoming a catalyst for positive change in organizations and communities.

Your Journey, Your Impact

At WMU, this program is about more than advancing your education—it's about transforming your potential. By aligning cutting-edge research with real-world applications, we'll help you turn your ideas into innovations that make a difference. Together, we'll build a brighter, more equitable, and more sustainable future—starting with you.

ADMISSIONS REQUIREMENTS

A master's degree from an accredited institution (minimum 3.0 GPA); Professional narrative outlining goals and research interests in Organizational Change Leadership; Three professional references; Resume or CV; and Official transcripts.

APPLICATION DEADLINES

Program offers rolling admissions, giving you the opportunity to apply anytime and start your journey in the Fall, Spring or Summer semesters. Applications are due: July 30 for Fall semester, November 30 for Spring semester and April 30 for Summer semester.

QUESTIONS?

For more information **scan the QR code**, visit our website at wmich.edu/leadership/ocl or contact the Program Coordinator, Dr. David Szabla and david.szabla@wmich.edu.



PROGRAM HIGHLIGHTS

Doctoral seminars that provide an in-depth exploration of the field of organizational development and change, including a critical examination of the research methods utilized by established scholars and strategies for academic writing and publishing within the discipline.

Specialized courses in Organizational Change that focus on key areas such as Organizational Culture and Globalization, Group Dynamics and Team Development, Large-Scale Change and Organizational Design, and Power, Politics, and Change in Organizations, providing students with comprehensive expertise in these critical topics.

Dissertation coursework designed to support students in developing and executing a rigorous research study under close guidance from an academic advisor, with the goal of creating original and impactful knowledge in the field of organizational development and change.

Comprehensive Exams Reimagined: *An Innovative Approach*

Say goodbye to traditional qualifying exams—no oral or written tests here! At Western Michigan University, we take a dynamic approach by empowering students to create **Comprehensive Exam Portfolios** that showcase their growth, expertise, and readiness to lead in the field.

These portfolios are a curated blend of real-world scholarship and practical experiences, including:

- Scholarly writing and publishing opportunities.
- Hands-on teaching experiences.
- Grant proposal development.
- Consulting engagements.
- Program evaluation projects.

This innovative format allows students to demonstrate their mastery through impactful work that bridges theory and practice, setting the stage for meaningful contributions to the field of organizational development and change.

WHY CHOOSE WMU?

Be a Scholar-Practitioner

At WMU, you're not just a student—you're a changemaker. Join a community that blends theory and practice, empowering you to conduct meaningful research, lead evidence-based initiatives, and use your expertise to make a difference in the organizations and communities you serve.

Empower Change That Matters

Imagine being the leader who doesn't just respond to change but drives it. Our program equips you with cutting-edge skills in organizational theory, applied research methods, and leadership strategies to tackle complex challenges, transform organizational cultures, and create innovative solutions that make a lasting impact.

Learn by Doing

This isn't just about theory—it's about action. Dive into a curriculum designed to bridge academic learning with real-world application. You'll research topics in the field of organizational change leadership, while developing practical solutions to today's most pressing challenges.

Collaborate and Innovate Across Disciplines

You won't do this alone. Engage with a vibrant network of professionals, peers, and faculty experts from diverse fields like psychology, sociology, and management. This collaborative, interdisciplinary approach inspires innovative thinking and gives you the tools to address complex systems and create sustainable impact.



IN THIS PROGRAM, YOU ARE ABLE TO BUILD DYNAMIC, MEANINGFUL RELATIONSHIPS WITH PEOPLE IN YOUR NETWORK.

■ Charlie Kautz, alumni



JOIN A LEGACY OF CHANGE-MAKERS.

At WMU, our students don't just react to change—they create it. Graduates of the OCL Ph.D. program emerge as scholar-practitioners, leaders, and consultants driving meaningful transformations in organizations and society.

wmich.edu/leadership/academics/ocl

