

**PROPOSAL: Create the Doctor of Philosophy in Organizational Change Leadership**

**Background**

The Graduate Studies Council of the Faculty Senate has approved the creation of the Doctor of Philosophy in Organizational Change Leadership offered by Department of Educational Leadership, Research, and Technology in the College of Education and Human Development.

The decision to transition the Organizational Change Leadership (OCL) focus area within the Ph.D. in Education and Human Development to a standalone Ph.D. program is informed by multiple interrelated factors that align with academic best practices, student aspirations, market demand, and WMU's institutional mission.

1. Clear Professional Identity for Graduates
2. Enhanced Market Visibility and Demand
3. Evidence-Based Curricular Innovation
4. Alignment with Professional and Disciplinary Trends
5. Institutional Mission and Strategic Positioning
6. Practical & Logistical Considerations.

**Recommended Action**

Create the Doctor of Philosophy in Organizational Change Leadership.