This course work plan must be completed, with advisor’s signature, and submitted to the MCE Office of Admissions and Enrollment by the end of the first quarter of enrollment, or at the completion of 24 credits. Transfer credits will NOT be approved after the first quarter of enrollment.

<table>
<thead>
<tr>
<th>COURSE NUMBER</th>
<th>QUARTER OF COMPLETION</th>
<th>CREDIT HOURS</th>
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<tbody>
<tr>
<td></td>
<td>I. Research Required Courses (39 hrs.)</td>
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<td>A. Foundations Courses</td>
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<tr>
<td></td>
<td>Introductory Statistics</td>
<td>RMS 4910</td>
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<td>Introduction to Qualitative Research</td>
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<td>Empirical Research Methods</td>
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<td>C. Advanced Methods Courses</td>
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<td></td>
<td>D. Program Requirement (to be taken twice)</td>
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<td></td>
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<td>E. Dissertation Research Credits</td>
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<td>Students must register for 1 credit hour each quarter following completion of coursework.</td>
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<td>II. HED Required Courses (21 hrs.)</td>
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<td></td>
<td>Social and Political Context in Higher Ed (2nd qtr)</td>
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<tr>
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<td>Current Issues in Higher Education (1st qtr)</td>
<td>HED 4211</td>
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<td>Public Policy in Higher Education</td>
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<td></td>
<td>Organization and Governance in Higher Ed</td>
<td>HED 4220</td>
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<td>History of American Higher Education</td>
<td>HED 4214</td>
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<tr>
<td></td>
<td>Doctoral Professional Development Seminar (1st qtr)</td>
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**III. DHL Concentration Courses (15 hrs.)**

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<td>Curriculum Development in Higher Education</td>
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<td>Critical Race Theory &amp; Education</td>
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<tr>
<td>Inclusive Excellence Programming &amp; Development</td>
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*Plus 2 of the following courses:*

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<td>Inclusive Excellence in Organizations</td>
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<td>College Student Development Theory</td>
<td>HED 4261</td>
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<td>The Community College</td>
<td>HED 4226</td>
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<tr>
<td>Issues of Access &amp; Opportunity</td>
<td>HED 4246</td>
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<td>Gender &amp; Sexual Orientation in Education</td>
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**IV. Cognate and Elective Courses (15 hrs. min.)**

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**HED PhD Leadership and Organizational Change Concentration Summary**

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<th>CREDIT HOURS</th>
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<tbody>
<tr>
<td>I. MCE Research Required Courses</td>
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<tr>
<td>II. HED Required Courses</td>
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<tr>
<td>III. DHL Concentration Courses</td>
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<tr>
<td>IV. Higher Education Electives</td>
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<tr>
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Student's Signature: __________________________ Date: ____________

Advisor's Signature: __________________________ Date: ____________