

TENNESSEE TEMPLE UNIVERSITY



Doctor of Philosophy in Leadership Program

Program Overview and Guide Academic Year 2014-2015

If after reading this overview you have additional questions, please contact us at

PhD@tn temple.edu

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1815 UNION AVENUE / CHATTANOOGA, TENNESSEE 37404
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Student Perspective

Here is one 3rd year student's perspective on the Ph.D. program when asked questions about balancing family, work, and his commitment to the program:

The student writes:

“As far as time demands, it seems to have depended upon each semester's work load. On average, I would put somewhere between 8-10 hours a week into the work. That may also fluctuate based upon how quickly you read and/or retain information. Of course, some weeks had more reading than others, and some weeks had deadlines and due dates that made things more hectic.

As for my family, I have two very active teenage children and a busy wife, and am on staff at a church with a crowded calendar. However, I can honestly say that I have not felt a sense of sacrifice or of having time taken away from the family due to school work. There have been times that have been busy, but I simply chose to stay up late and do school work rather than miss a basketball game or another part of my kids' lives. It is as much about prioritizing as it is scheduling, and creating the time. There were some weeks where my personal schedule was busy, and I simply opted to work ahead in order to create open times.

My interest in the program stemmed from the timing of my graduation with a MABS and the start of the program two years ago. I was searching for my next educational step after Master's work, and I met TTU's president at a student summer camp we were both attending, and he encouraged me to look into the program. TTU is a little over an hour from my home, so the close proximity of the campus was nice, even in Online Learning. I've been able to come to the campus to meet with the professors, spend time at the library, and meet with my committee chair.

What motivates me is to keep my eye on the final prize. I am motivated by the increase in opportunities as well as influence, upon completion of my degree. Also, the remaining members of our Alpha cohort have been encouragers. We all have the same graduation date in mind, so we help each other keep that in focus.

The hardest part? Keeping the level of commitment up for two solid years, with very little time off of coursework. The program has been changed somewhat since I started, however. Initially, our cohort was scheduled to stay on a specific track, which meant two courses each Fall and Spring, plus two courses in the Summer and the residency. Now, however, some of the students are taking one class each semester rather than two. That may be a necessary option for some students, but it will make the process take longer to complete. I like that this program is doable in three years.

The best part? Probably learning so much about how to increase my influence in the place where God has me, and to realize that leadership is something that can be developed. Leaders have a direct impact upon their organization, so better leaders translates to better organizations; in my case, the church. Developing relationships with my cohort has also been a blessing.”

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Comments from Recent Graduates:

“It has been a great challenge to have professors and coursework that require me to think big and to think outside the box. Tennessee Temple University offered me a place to learn, grow, and excel. I offer one word of caution: the Ph.D. in Leadership program is only for people who are dedicated, practical, life-long learners that have a passion to lead this world toward a better place. My journey with Temple has helped shaped my leadership, strengthen my character, and helped me grow professionally, all from a foundation of biblical principles. TTU has a great team of instructors there!”

“I would particularly compliment the collegial and highly supportive atmosphere of the program. All too often, Ph.D. programs tend to be adversarial and unsupportive. The TTU program is unique in this aspect of higher learning. There is always a significant degree of help and encouragement from the professors.”

“As a member of the initial “Alpha” cohort, I have been a firsthand witness to the early success of the program. While no academic program is perfect, the Ph.D. in Leadership at TTU has exceeded my expectations at nearly every level. God has blessed this program with quality academics, faculty, students, and a director. I would challenge any student who is considering the pursuit of a Ph.D. in Leadership to prayerfully consider Tennessee Temple University as a wonderful option for spiritual and intellectual growth.”

“I have been blessed with the most supportive and caring faculty members. I was intrigued by both the breadth and depth of courses and topics highlighted in the university’s catalog. Each of my classes has provided me with valuable professional, personal and spiritual insight which will equip me to realize my full potential as a leader in the future.

As the head of a Fortune 500’s Human Resources department with 1200+ employees globally and revenues in excess of 600 million dollars, I find myself applying all of the learnings and course content to my daily life. From Conflict Resolution and Ethical Leadership to Theological and Human Development, each course has left me with an indelible blueprint of how a Christian leader needs to manage his or her complex modern organizations in a rapidly changing global landscape.

Being based in the New York City market and close to the investment community, I have had the opportunity to witness both great and failed leaders. Each semester, I find myself applying coursework to my organization’s “people practices”. Many of the programs launched in 2011 including Volunteerism, Philanthropy and Social Giving, and Leadership Development all have their genesis from TTU.

Thank you for the amazing opportunity, and I look forward to growing my relationship with the university long past the completion of my degree.”

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FAQ's about the Ph.D. in Leadership program at TTU:

What are the requirements for admission into the Ph.D. program?

- An accredited Master's degree, or the equivalent, and a cumulative GPA of at least 3.00
- Three letters of recommendation
- A research-oriented writing sample (a paper submitted as part of Master's program)
- Official transcripts from all previously attended institutions
- TOEFL required for all international students

Is there an entrance exam?

No, rather than make students jump through another standardized entrance exam hoop, we place high value on the student's graduate coursework. Therefore, the completed Master's degree is either sufficient or proof enough of ability to do graduate level work.

Describe the program delivery:

The Ph.D. program is a 60-hour online program with one five-day on-campus residency. The online courses follow either an 8-week or 13-week format. The normal load is two courses per semester in the Fall and Spring, and three courses in the Summer. Students may opt to enroll in only one class per semester. The program can be completed in as few as three years.

What type of classroom interface does the Leadership Program use for online courses?

We use Moodle, with a heavy emphasis on reading and writing.

Is there any flexibility with subject matter in the Ph.D. coursework?

Yes. Individual assignments within the 4 Contemporary Issues in Leadership I, II, III, and IV courses can be tailored to reflect either the Business, Divinity, or Education track.

What are the fees for the entire program (subject to change)?

- Tuition @ 2014-15 rate (\$315/credit hour) = \$18,900
- Fees = \$2,200 (\$35 registration fee and \$75 technology fee per course)
- Residency Fee = \$250
- Oral Defense Fee = \$150
- Books = ~\$3,000
- Total (subject to change) = \$24,500

What does the profile of our Ph.D. students look like?

Our Ph.D. students come from wide backgrounds, varied ethnicities, and diverse countries. They are pastors, educators, military personnel, a university chancellor, a college president, a vice-president of a Fortune 500 human resources department, businessmen/women, an international consultant, a healthcare professional, an elected official, and a medical doctor.

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Do you accept Federal Financial Aid?

Yes. Our Financial Aid Department will be happy to assist you with any questions you have. They can be contacted at financialaid@tntemple.edu or 423-493-4207.

Do you accept transfer credit?

Yes, a maximum of fifteen **doctoral-level** credit hours may be applied toward the Ph.D. degree. Coursework considered for transfer should not have been applied toward a degree obtained at a college or university other than Tennessee Temple University. A student must have received a grade of B or higher for any course to be considered for transfer. Transfer credit is evaluated by the Director on a course-by-course basis.

What can this degree be used for professionally, besides teaching?

This degree will help the student be an effective leader- plan strategically, resolve conflict, run an organization, etc. It also allows the student to customize his/her studies to particular interests.

What about the residency?

There is one 5-day residency during the first year of the program. Students may stay in either the dorms on campus or in area hotels. The dorms are definitely the cheaper option (\$100 for the week), but are VERY rustic. There is no possibility for housing families on campus.

Program Overview

The Tennessee Temple University Ph.D. in Leadership is a doctoral program designed to address some of the world's pressing leadership problems and to prepare Christian leaders to transform the world for the glory of God.

This handbook presents the current policies and procedures as a means of guiding doctoral students through the program. There will be changes as the University continues to improve the program components.

Purpose

The University's purpose is to prepare Christian men and women for life through the emphasis on knowledge acquisition, biblical application, skill development, evangelism, and godly living. Tennessee Temple University balances a traditional liberal arts program with an historical Baptist position regarding doctrine and conduct.

Tennessee Temple University is dedicated to providing a Christ-centered education to a diverse population of students from many geographical locations. All classes are taught by dedicated Christian professors who integrate the knowledge of their respective fields with biblical perspectives. The University curriculum is built on a foundation of Bible courses for all students, a basic program of general studies, and several major fields of concentration. Graduates are prepared for vocations as pastors, evangelists, church educators, missionaries, and church musicians, as well as for service in many secular fields.

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Tennessee Temple University is committed to providing the services and environment necessary to assist its students in achieving their educational goals and enhancing their spiritual, social, and physical development. These include academic, developmental, and support services that assist the students in achieving their goals; administrative services that support students, faculty, and staff; and an environment that is conducive to learning.

Mission Statement

Tennessee Temple University is a distinctively Christian liberal arts institute of higher education that prepares students for lives of leadership and service.

The mission of the Ph.D. in Leadership program is to:

1. Establish a forum, grounded in biblical foundations for reflection, thought, research and publication on Christian worldview issues, thereby influencing the leadership of organizations throughout the world.
2. Provide a quality doctoral program that does not require a disruption of family or current employment for program completion.
3. Provide a learning environment that fosters critical thought and scholarship such that the doctoral students who complete the doctoral program are competent research scholars.

Accreditation

Tennessee Temple University is a member of the Transnational Association of Christian Colleges and Schools (TRACS) [PO Box 328, Forest, VA 24551; Telephone: 434.525.9539; email: info@tracs.org] having been awarded Reaffirmed status as a Category IV institution by the TRACS Accreditation Commission on November 28-29, 2005; this status is effective for a period of ten years. TRACS is recognized by the United States Department of Education (USDE), the Council for Higher Education Accreditation (CHEA) and the International Network for Quality Assurance Agencies in Higher Education (INQAAHE).

Statement of Faith

1. We believe in the verbal inspiration and authority of the Scriptures. We believe that the Bible reveals God, the fall of man, the way of salvation, and God's plan and purpose in history.
2. We believe in God the Father, God the Son, and God the Holy Spirit.
3. We believe in the deity, virgin birth, and bodily resurrection of Jesus Christ.
4. We believe that salvation is by grace plus nothing and minus nothing. The conditions to salvation are repentance and faith.
5. We believe that men are justified by faith alone and are accounted righteous before God only through the merit of our Lord and Savior Jesus Christ. Justification establishes an eternal relationship that can never be broken.
6. We believe in the visible, personal, and premillennial return of Jesus Christ.

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7. We believe in the everlasting conscious blessedness of the saved and the everlasting conscious punishment of the lost.

Ph.D. in Leadership Structure

The Ph.D. in Leadership is multidisciplinary in scope and primarily online in delivery, with one five-day on-campus residency in the first year. It prepares students for organizational leadership positions. The program integrates research, theory and practice and provides a breadth of knowledge across the leadership field with in-depth research and study in pivotal areas. Critical thinking, scholarly research, writing, and learning occur within a biblical Christian worldview that supports the entire program. Three tracks are available for students to choose an area of specialty: Business (Organizational Management), Divinity, and Education. The capstone project is the submission and successful defense of a doctoral dissertation.

The Ph.D. in Leadership program has four components: (a) Core/Leadership -27 credit hours; (b) Research -12 credit hours; (c) Courses pertaining to the student's track -12 credit hours, (d) Dissertation – a minimum of 9 credit hours. A comprehensive examination occurs in the third year.

Course Sequence (all courses are 3 credit hours)

	Fall Semester	Spring Semester	Summer Semester
Year One	LEAD 7013 LEAD 7023	LEAD 7033 LEAD 7043	LEAD 7003 (On-Campus) LEAD 7053 LEAD 7063
Year Two	LEAD 8013 LEAD 8023	LEAD 8033 LEAD 8043	LEAD 8003 LEAD 8053 LEAD 8063
Year Three	LEAD 9013 LEAD 9023	LEAD 9033 LEAD 9043	LEAD 9003 LEAD 9053 <i>Defense</i>

Core/Leadership Courses

LEAD 7013 Aspects of Leadership - This course introduces the affective aspects of leadership.

LEAD 7033 The Leader's Role in a 21st Century World - A study of effective leadership behaviors and practices in the context of a modern global economy. Participants will explore global thinking, cultural diversity, technological advances, and the importance of building partnerships and sharing leadership.

LEAD 7043 Organizational Development - A study of mid-range leadership theory. The course is a critical study of effective and emerging leadership paradigms across a continuum of organizational structures.

LEAD 7053 Organizational Communication - This course studies a leader's ability to communicate effectively.

LEAD 7063 Conflict Resolution - This course studies a leader's role in conflict resolution.

LEAD 8013 Strategic Planning - This course studies the interrelatedness and necessity of vision, mission and planning for organizational leadership and strategic planning as it impacts the nature and scope of organizational leadership.

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LEAD 8023 Organizational Change - This course studies organizational decision making; organizational change, including resistance to change; and organizational culture as it relates to decision making and change.

LEAD 8033 Leadership Values & Ethics - This course focuses on how the values and ethics of an organization are established, managed and influenced by leaders.

LEAD 8043 Leadership Policy & Culture - This course focuses on how the policy & culture of an organization are established, managed and influenced by leaders.

Research Courses

LEAD 7003 Foundations of Leadership - This course introduces the student to the field of leadership studies and provides an overview of leadership theories and doctoral-level research principles.

LEAD 7023 Research Design I - This course is designed for those planning to write a dissertation. The course provides an overview into methodologies and practices associated with qualitative, quantitative and mixed-methods research. This course is an application of techniques and processes used in addressing a significant issue for a group with which the student is affiliated. The student will gain a basic introduction to research with emphasis on research design, the tools of research, and the development of a research proposal.

LEAD 8003 Research Design II - A study of various qualitative and quantitative research methods. In addition, this course develops critical skills necessary to conduct research from a variety of methodological perspectives.

LEAD 9003 Research Design III - This seminar emphasizes dissertation research design.

Courses Pertaining to Chosen Track

Ph.D. doctoral students have four three-credit courses that pertain to the track they have chosen (Business/Organizational Management, Divinity, and Education). Each course examines the major contemporary issues impacting leadership and is tailored to students' specialty area. Students will evaluate the issues, attempt solutions, and develop personal professional positions.

LEAD 8053 Contemporary Issues in Leadership I
 LEAD 8063 Contemporary Issues in Leadership II
 LEAD 9013 Contemporary Issues in Leadership III
 LEAD 9023 Contemporary Issues in Leadership IV

On Campus Residency

Students attend one on-campus residency course during their first year.

Comprehensive Examination

Students take a comprehensive exam during their third year.

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Dissertation

Students must complete a dissertation and these courses:

LEAD 9033 Dissertation I
LEAD 9043 Dissertation II
LEAD 9053 Dissertation III

Students are expected to demonstrate excellent research and writing skills in the dissertation.

Doctoral students must complete and submit the Dissertation Committee form found at the end of this document.

Dissertation research must address a leadership topic with strong literature support and demonstrate a solid understanding of theoretical foundations.

Doctoral students must successfully defend their dissertation to become candidates for graduation.

Program Policies

The Ph.D. Program participates fully with all Tennessee Temple University policies. This section is designed to augment the current Tennessee Temple University Catalog and to provide clarity. Students should read the current catalog and be familiar with all the university's policies.

Definition of Full-time Status

Any student registered for 6 hours of Ph.D. course work is a full-time student.

Transfer of Credit

Students may request that doctoral-level course work be applied toward their degree. Coursework considered for transfer should not have been applied toward a degree obtained at a college or university other than Tennessee Temple University. A maximum of 15 credit hours may be applied toward the Ph.D. degree. Transfer credit is evaluated by the Director on a course-by-course basis.

The University does not offer credit for portfolio-based experiential learning.

Registration for Courses

Students register through the University website.

Tuition and Fees

The University requires a \$100.00 application fee. This fee is non-refundable.

The 2014-2015 tuition is \$300 per credit hour for Ph.D. in Leadership courses. Doctoral students in the dissertation stage must be enrolled each semester. After the minimum of 60 credit hours, students may enroll and pay for 3-credits of dissertation per semester.

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Refund Policy

Please contact the Business Office at 423-493-4413.

Ordering Regalia

Please contact the Records Office.

Academic Calendar

Please refer to the TTU website for the current Academic Calendar.

Commencement

Tennessee Temple University celebrates commencement in May. Students who have completed all necessary graduation applications, completed all courses, successfully defended the dissertation may participate in commencement.

Textbooks

Students may purchase textbooks from The Ecampus Bookstore, but have the option of acquiring their textbooks from other sources. However, the student is responsible for acquisition of the required edition of the text.

Doctoral Learning and Student Responsibility

Doctoral level learning offers a unique approach to subject, professor, and self. The fundamental difference between doctoral learning and other learning experiences is the central focus upon the student's responsibility in the learning process. Adult doctoral students are usually problem-solvers driven to get what they need from a learning experience. It is expected that the student is quite knowledgeable and experienced, perhaps even more experienced than professors in a particular area, yet feels the need for guided learning structures and fresh input. The professor's role is less that of a lecturer/presenter and more that of a facilitator, practical theorist, and/or coach.

Style Manual

Students follow the *APA Publication Manual* (6th edition). Modifications to this may occur at the professor's discretion.

Grading Policy

To receive a grade for a course, the student must complete **ALL** of the coursework. The professor reserves the right to factor into the student's grade items such as participation and interaction with faculty.

Ph.D. students with a GPA of less than 3.0 will be on academic probation. The Director evaluates each student on probation and determines whether the student continues in the program.

Academic Extensions

Professors grant "Incompletes" only in extreme cases. Tennessee Temple University's Incomplete policy grants incompletes for personal illness requiring hospitalization or prolonged medical care, death in the immediate family or natural disasters, such as floods and tornado damage to the student's home.

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Grievance and Appeal Processes

The student should first contact the professor, discuss the grievance, and seek a mutually-acceptable solution. The student may submit the grievance in writing to the Director.

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