

EDD & PHD PROGRAMS IN **LEADERSHIP IN INNOVATION & CONTINUOUS IMPROVEMENT**



CONCORDIA  **UNIVERSITY**
W I S C O N S I N

2025-2026

EARN AN EDD OR PHD

Transform into a visionary and impactful leader. Our multi-disciplinary focus is for growth-minded individuals seeking to advance their knowledge and capacity to lead in education, business, and healthcare. Incorporate Christian principles of stewardship and service into your career to create a meaningful and lasting impact.

EDD & PHD PROGRAMS

Engage in a transformative doctoral journey designed for you. Select the degree that best aligns with your personal aspirations and professional career goals. With a doctoral degree, you will have power to inspire and lead teams, drive change, and make a real impact in your vocation.

EDD

Advance your critical-thinking and problem-solving skills to apply towards real-world applications. Develop the abilities to engage in life-long learning and continuously implement and improve practices, theories, and strategies. **50 required credits.**

PHD

Become a scholarly leader in this research-intensive degree. This rigorous program will have you engaging in colloquium courses along with your dissertation work. Advance your research abilities and confidence to emerge as an trusted and influential expert in your industry. **60 required credits.**

ENTRANCE REQUIREMENTS

All students applying for admission to the program must have:

- A master's degree from a regionally accredited institution
- A minimum graduate GPA of 3.0 for full acceptance

HEAR FROM REAL STUDENTS

Check out the recordings of past webinars to hear what our student panels have to say about their LICl program experiences:



EDD



PHD

PROGRAM DETAILS

- These programs are unique in composition, learning objectives, flexibility, diversity, customization, and market demand.
- Our cohort format for the doctoral programs welcomes students with diverse professional backgrounds in business, health professions, pharmacy, nursing, and education; the curriculum is collaboratively designed across these interprofessional areas and incorporates best practices from all these fields of study.
- Two start dates per year, January and June
- Assigned dissertation chair from the beginning of the program
- Students are guided through research seminars leading to the successful completion of the dissertation and dissertation defense. Online check-in sessions with your advisor occur on a regular basis. Students work on their dissertation for course credit.
- PhD Only: Submit a manuscript to a peer-reviewed journal
- PhD Only: Submit a scholarly material to a conference or complete a face-to-face presentation in a professional setting
- PhD Only: Attend a conference and/or participate in dissertation defenses for other PhD students

RESIDENCY

Doctoral students are required to attend two in-person residencies during this program. Each residency will take place on our Mequon, Wisconsin campus. Here you will have the opportunity for learning, networking, and discussion with your cohort peers.

The first residency will occur in year one to start the program. The final residency takes place during the second year and it is always scheduled in the summer.

FOR MORE INFORMATION, VISIT: [CUW.EDU/EDD-LICI](https://cuw.edu/edd-lICI) OR [CUW.EDU/PHD-LICI](https://cuw.edu/phd-lICI)

PROGRAM CURRICULUM

EDD & PHD REQUIRED COURSES

Course #	Course Name	Credits
Leadership Core		
EDG 9000	Advanced Leadership Theory & Practice	3
EDG 9010	Exemplary Leadership Case Studies	3
EDG 9020	Innovative and Entrepreneurial Leadership	3
EDG 9030*	Servant and Ethical Leadership	3
Research Core		
EDG 9040	Intro to Doctoral Program & Research Methods	3
EDG 9050	Quantitative Research Seminar	3
EDG 9060	Qualitative Research Seminar	3
EDG 9070	Advanced Research and Statistics	3
EDG 9080	Research Seminar 1	1
EDG 9345	Dissertation Research Seminars	10
EDG 9350	Dissertation (<i>PhD students only</i>)	1
Innovation & Improvement Science Core 9 total credits required for EdD; all 12 credits required for PhD		
EDG 9180	Organizational Learning, Performance, and Change	3
EDG 9190	Innovation and Design Thinking	3
EDG 9200+	Six Sigma Applications	3
EDG 9210+	Lean Systems Analysis	3
Total EdD Credits		44
Total PhD Credits		48

+EdD students take either EDG 9200 or EDG 9210 for Innovation & Improvement Science credit

COLLOQUIUM COURSES (PHD REQUIREMENT ONLY)

Course Name	Credits
The Christian Leader Journey	3
360 Thinking & Analysis: Thinking Critically about Research	3
Education & Learning	3
Psychology & Human Behavior	3
Total Credits	12

TOTAL EDD CREDIT LOAD: 50

ELECTIVE COURSES (EDD ONLY)

As a LICl student, you build on the program core by selecting 2 business electives, 2 education electives, or a combination. To see a full list of the electives available for the business and education emphases visit:

CUW.EDU/EDD-LICI

Courses (Select a total of 2 elective courses)

Emphasis 1: Business Electives

Other Duties as Assigned: Innovative & Essential Business Practices in School Leadership

Leading Non-Profit Organizations

Special Topics in Healthcare: The Business of Healthcare Business Informatics

The Business and Sustainability of Social Entrepreneurship

Emphasis 2: Education Electives

Other Duties as Assigned: Innovative & Essential Business Practices in School Leadership

Branding Strategy in Education

Diversity, Belonging, & Culturally Responsive Leadership

Futures Thinking in the World of Education

Professional Practice to Higher Education

Educating the Adult Learner

The Superintendency*

Professional Ethics in Leadership*

Organizational and Policy Development*

School Improvement and Data Analysis*

Public Relations*

Facility Planning*

Total Credits 6

*These courses also fulfill District Administrator program requirements.

TOTAL PHD CREDIT LOAD: 60

Engage in credit-sharing between the District Administrator program and LICl to further advance your skills and career in education. Please discuss with Concordia if you are interested in obtaining your doctorate and District Administrator license, and we will provide detailed information.

FINANCIAL OPTIONS

Concordia's different payment options:

- **Payment plan** allows you to break tuition into automatic monthly payments. To learn more, visit cuw.edu/billing.
- All students are eligible to be reviewed for **financial aid**. Students will need to complete the FAFSA at studentaid.gov. Concordia's school code is: **003842**.
 - Students must take a minimum of three graduate credits per semester to qualify for aid.
 - Students may be eligible for up to \$20,500 per academic year to cover education-related expenses

Questions? Contact Concordia's Financial Aid Office:
finaid@cuw.edu • 262-243-4569.

- **Scholarships** are available for this program. Learn more at cuw.edu/uncommon-scholarships.
- Interested in learning more about **military benefits**? Please visit cuw.edu/military-benefits.
- For more information on tuition costs, please visit cuw.edu/tuition-grad.

ACCREDITATION

Concordia University is accredited by the Higher Learning Commission (hlcommission.org), a regional accreditation agency recognized by the U.S. Department of Education.

ADMISSION REQUIREMENTS

All students applying for admission to the program must submit:

- Letter of Intent/Personal Essay (no more than two pages) providing evidence for consideration to be admitted to the LICI program. The Letter of Intent should focus on leadership, innovation, and continuous improvement as well as reasons for choosing Concordia and one's commitment to degree-completion.
- Resume of your education and employment experience
- All official transcripts leading to a master's degree and higher
- Thesis or Scholarly Writing Sample

HOW TO APPLY

Go to cuw.edu/apply. Select the Graduate option. Fill out the form and submit your online graduate application.



APPLY NOW:
cuw.edu/apply



PROGRAM DIRECTOR

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**CONNECT WITH AN
ADMISSION COUNSELOR**
admission@cuw.edu
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**EDD PROGRAM
INFORMATION:**
cuw.edu/edd-lic



**PHD PROGRAM
INFORMATION:**
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