

Hello Future Doctoral Students,

Welcome to the LICI doctoral program at Concordia University Wisconsin. Our LICI name says it all - **Leadership in Innovation and Continuous Improvement**. It's an uncommon program with the option to earn a PhD or an EdD. Regardless of the path you choose, LICI will equip you with the skills needed to thrive in your leadership role and advance your professional growth.

What degree should I earn?

The PhD has a more intensive research focus and an elite level of scholarship. The PhD is for people who want to be experts and trend-*setters*. The EdD has more of an elite level of focus on the implementation of research and best practices. The EdD is for people who want to be experts and trend-*implementers*.

What is unique about the LICI program?

As a doctoral student at Concordia, you will be fully supported by a caring team of faculty and staff who are with you every step of the way. We join you in a strong commitment to the successful completion of your doctoral degree and to a journey that is enriching and meaningful both professionally and personally. We offer small class sizes with one-on-one attention from professors in your coursework and the dissertation process. With cohort learning you will be on this journey with a group of peers who support and encourage one another.

Another unique feature of our LICI doctoral programs is that you will start working on your dissertation early in the program, which contributes to the successful completion of the degree. You will be matched with a dissertation chair early in the process who personally works with you through every step of the dissertation process.

When should I start my doctoral?

The PhD and EdD programs offer supportive flexibility for our students to accommodate life changes and study preferences. We strive to meet the individual needs of our students. Except for the residency and a few required Zoom sessions in the PhD colloquium classes, our core courses follow an asynchronous format which allows you to do your work when it fits your schedule. Life will always be full—there isn't a completely "perfect time." We built the doctoral program to adapt to our students' lives. You can do it, take that initial step, and start your doctoral journey.

At Concordia, we will support you in developing your God-given leadership potential to make an impact in your profession, community, and the world.

Leadership, Innovation, Continuous Improvement—if that is what you are looking for, you will find it here. Come join us!

Blessings,

Kathleen N. Kannass, PhD
LICI Program Director for EdD and PhD