

## Overview

Develop the skills to improve organizational effectiveness, enhance your decision-making, and develop analysis and research expertise. Designed for working executives, researchers, and academics, the program offers the unique structure of bi-weekly Saturday meetings held face-to-face in downtown Denver.

Strongly grounded in organizational, strategic, and change management theory, the Ph.D. in Education and Human Resource Studies – Organizational Learning, Performance, and Change Specialization – focuses on a combination of sociological, systems, psychological, and economic approaches to performance improvement strategies.

CSU's renowned faculty, known for their research and industry practice, teach to their specialties in several areas, including:

- Scenario planning
- Systems leadership
- Political, social, and relational aspects of the workplace
- Socialization and onboarding
- Workplace learning
- Constructivist inquiry

## Curriculum

This program features a rare combination of applied expertise and research skills. The first four semesters provide students with cutting edge tools and processes for organization development, including Systems Leadership, Evaluation and Assessment, Scenario Planning and Social, Cultural and Political Foundations of the Workplace. These courses feature our leading faculty and provide students with skills they can immediately apply. The following semesters focus on research skills. In these courses students will gain expertise to carry out applied research and contribute to the generation of new knowledge in their chosen area.

Faculty assist students in developing and refining their dissertation research at the start of the second year of the program and students can explore a few potential topics with faculty advice and input. Students then complete a dissertation enabling them to advance their expertise in research design, analysis, and execution in a relevant area that will add significantly to academic and professional literature.

**The next student cohort will begin coursework in Fall 2022.**

### Location

CSU Extended Campus - Denver  
Lowry Campus  
1050 Alton Way  
Denver, CO 80230

### Credits

60 credits

### Tuition

\$932 per credit

- Includes [Student Services](#)
- [Fees](#) assessed separately
- [Financial aid](#) is available; eligibility determined on an individual basis

### Time Frame

Can be completed in 3 <sup>3</sup>/<sub>4</sub> years

### Completion Requirements

48 credit hours plus a dissertation and faculty advising credits for a total of 60 credits

### More Info

[online.colostate.edu/degrees/olpc-phd](https://online.colostate.edu/degrees/olpc-phd)

### Contact

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Student Success Coach  
[joy.nyenhuis@colostate.edu](mailto:joy.nyenhuis@colostate.edu)  
(970) 491-2665

## Application Deadlines

The next cohort will begin courses in Fall 2022. Applications will be accepted beginning late August 2021.

### 1 Review Admission Requirements

- An undergraduate and a master's degree from a regionally accredited postsecondary institution or a CSU recognized international institution is required.
- Minimum 3.00 GPA
- Ten to twelve years of advanced experience in a related discipline
- GRE or GMAT scores within the past five years

### 2 Prepare Application Materials

#### Statement of purpose

The Statement of Purpose should be written in 12-point font, double-spaced, with clear headings indicating each section of your document, and include the following:

- Personal Statement (2-3 pages)
  - » Your purpose for pursuing graduate education and how it will contribute to your long-term goals and career plans;
  - » Why you have selected Colorado State University as the place to pursue your graduate studies; and
  - » A description of teaching, research/creative, or other academic work you have engaged in relevant to the qualifications.
- Dissertation Topic Statement (3 pages)
  - » Dissertation topics are areas of interest that may develop into the focus of your dissertation research.
  - » Please provide a one-page statement for each of your three areas of interest with each topic/area of interest clearly indicated.

#### Three letters of recommendation

Three professional recommendations are required. You will provide information about your recommenders in the online application. CSU will contact them with instructions and a link to a secure form they will submit on your behalf. Appropriate references are:

- Previous or current college/university instructors
- Previous or current professional supervisors
- Colleagues who can verify the specific impact of your professional or intellectual expertise
- Letters from friends, co-workers, relatives, or character witnesses will be considered supplemental to the three required references

#### Resume or vita

- Record of all collegiate work, including institution names, attendance dates, and degrees earned
- Record of all professional employment, including dates of service
- List of special skills or competencies, including certifications and licensures
- List of publications, exhibitions, prizes, awards, or other recognition
- List of service activities, including community or charity

## 3 Complete Online Application

Complete the [online graduate application](#) and pay the nonrefundable application processing fee (payable online). As soon as you have completed the required information, please submit your application. Your application will not be reviewed until it is complete and all required materials have been received.

- Select “Education and Human Resource Studies / Organizational Learning Performance and Change (Ph.D.) - Denver” when choosing the program of study.

## 4 Request Transcripts

Request one official transcript of all collegiate work completed from every institution attended, whether or not you received a degree from those institutions. Transcripts from Colorado State University are not required. Official transcripts can either be mailed in or sent as e-transcripts.

Send e-transcripts to: [gradadmissions@colostate.edu](mailto:gradadmissions@colostate.edu)

Send paper copies to:  
Graduate Admissions  
Colorado State University – Office of Admissions  
1062 Campus Delivery  
Fort Collins, CO 80523-1062

## 5 Submit Test Scores

GRE or GMAT test scores are required. Submit official GRE General Test or GMAT scores through the [Educational Testing Service](#) (select institution code: 4075, leave the department code blank). Scores are typically received by the University 4-6 weeks after your testing date.

- All three sections — verbal, quantitative, and analytical — must be submitted. Photocopies are not accepted.

## Check Your Application Status

View your [application status](#) at any time to ensure your application checklist is complete or to check on updates. Application review begins after the March 15 deadline. Admit decisions will be made by June 1.

## International Applicants Only

See [website](#) for test score and transcript requirements.