

Instructional and Performance Technology, Ed.D.

Program Description

The Ed.D. in Instructional and Performance Technology prepares students to fulfill leadership roles related to organizational development, performance improvement, technology integration, and workplace learning across multiple sectors. Graduates will find career opportunities in K12, higher education, business and industry, military, healthcare, and other organizational settings. The Ed.D. in Instructional and Performance Technology is an applied doctoral degree, preparing students to serve as practitioner-scholars, providing leadership, conducting applied research, and guiding change management efforts based on research and best practices related to instructional design, instructional technology, performance technology, and technology integration. Students will learn to apply the principles of systems theories, learning theories, communication theories, instructional theories, and applied research to solve organizational problems.

Students will develop, implement, and evaluate an applied research-based dissertation-in-practice in conjunction with their coursework, which consists of 24-credit hours of IPT Core coursework, 12-credit hours of Research and Analysis Core coursework, and 18-credit hours of Dissertation coursework. The anticipated time to completion of all 54 credit hours, including all coursework and the dissertation-in-practice is 3 years. This fully online program includes three residencies. Each residency is integrated with a Doctoral Seminar class, and will consist of online work before and after the residency, which will consist of a few days of intensive face to face work. The first seminar will focus on professional and scholarly writing and the skills necessary to lead instructional and non-instructional performance improvement projects. The second seminar will focus on the analysis and dissemination of root causes and proposed solutions of identified problems of practice. The final seminar will serve as the Capstone Experience for the Ed.D. degree program. During this residency students will present and defend the completed dissertation-in-practice and demonstrate mastery of all program level outcomes.

The expected time to completion is 3-years. Students are expected to complete 6-credit hours per semester, year-round. If a student deviates from this plan, opting to take more or less credits in a given semester, they should recognize that doing so may impact their time to completion and must work closely with their advisor to determine the impact on the overall degree plan. Students who fail to complete all program requirements by the end of the required coursework must enroll in a one-credit hour dissertation-in-practice continuation course each semester until graduation.

A grade of B or better is required in all coursework. Students earning a grade lower than B will be required to repeat the course, which may delay graduation. Student performance will be continually assessed by faculty. Students earning more than two grades lower than B, or two or more grades of unsatisfactory during the dissertation-in-practice phase of the program, may not be allowed to enroll in additional coursework and may be dismissed from the program.

Admissions Requirements

Students will be admitted to the program in Fall (August start). Spring and Summer admission are not offered.

In addition to the University graduate admission requirements described in the [Admissions section](#) of the catalog, the department bases decisions for regular admission on a holistic review of credentials in which the following criteria are used to assess the potential success of each applicant:

- Graduate admissions test score(s) from one of the following*:
 - Graduate Record Examination (GRE)
 - Miller Analogies Test (MAT)
- GPA of 3.5 or higher on the most recent graduate degree
- Submission of a professional resume
- Submission of a professionally written letter of intent communicating the student's professional and academic background, experiences, and goals. There is no minimum or maximum length requirement for the letter; however, students should recognize that it will be used to assess writing abilities and program fit.
- Submission of three professional references
 - A minimum of two of the three references must be able to speak to the applicant's likelihood for academic success at the doctoral level (e.g. past professors)
- Participation in a web-based interview

*** The graduate admission test will be waived for applicants with a GPA of 3.75 or higher on the most recently completed graduate degree.**

Prospective students are encouraged to contact the department prior to applying.

Graduation Requirements

In addition to general University requirements, students seeking the Ed.D. in Instructional and Performance Technology must meet all requirements listed below.

- Complete 54 credit hours of coursework
- Overall GPA of 3.25 or higher
- Earn a grade of B or higher in all courses
- Participate in three required residencies
- Maintain continuous enrollment during the dissertation phase of the program
- Complete and successfully defend the dissertation-in-practice
- Meet all university requirements for final submission of the completed dissertation

Students are required to complete all components of the Instructional and Performance Technology Core (24 credit hours), Research and Analysis Core (12 credit hours), and Dissertation (18 credit hours) portions of the degree program. Students who have not completed the dissertation-in-practice by the end of the required 54 credit hours will be required to register for one credit of dissertation-in-practice continuation each semester until graduation.

Instructional and Performance Technology Core (24 credit hours)

EME 7067	Leadership in Performance Improvement	3
EME 7068	Analysis and Integration of Instructional Technologies	3

EME 7353	Evaluation of Performance Improvement Interventions	3
EME 7357	Intervention Selection, Design and Development Leadership	3
EME 7365	Performance Improvement Theory and Research	3
EME 7613	Principles of Instructional Systems Design	3
EME 7692	Doctoral Seminar-Leading Performance Improvement Projects	3
EME 8608	IPT Foundations, Issues and Trends	3
Total Hours		24

Research and Analysis Core (12 credit hours)

EME 7366	Data Collection in Performance Improvement	3
EME 7367	Data Analysis in Performance Improvement	3
EME 7618	Fundamentals of Practitioner-based Research	3
EME 8693	Doctoral Seminar-Analysis and Dissemination of IPT Research	3
Total Hours		12

Dissertation (18 credit hours)

EME 8981	Dissertation in Practice-Phase 1	6
EME 8982	Dissertation in Practice-Phase 2	6
EME 8983	Dissertation in Practice-Phase 3	6
Total Hours		18