

PH.D. IN EDUCATION AND HUMAN RESOURCE STUDIES, EDUCATION, EQUITY, AND TRANSFORMATION SPECIALIZATION



The Ph.D. in Education and Human Resource Studies, Education, Equity, and Transformation Specialization prepares students for a career as an educational leader, researcher, faculty member, curriculum developer, or similar, with a focus on equity and excellence. For students seeking to impact local, national, and/or international educational systems through research, leadership, policy, and practice, this program provides the knowledge and skills to make a lasting impact.

Students interested in graduate work should refer to the Graduate and Professional Bulletin (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/>).

Learning Objectives

The program learning objectives relate to the areas of 1) Research; 2) Instruction and Learning; 3) Leadership in Education and Learning Organizations; and 4) Diversity, Equity, and Inclusion. The learning objectives related to each area are described below:

1. Research:

Students will be able to:

- a) analyze, synthesize, and evaluate research based educational literature in written products associated with degree program requirements.
- b) identify a research problem, formulate research related questions or hypothesis, and determine an appropriate research design and methodology to address the identified problem.
- c) conduct a research based study, including the application of appropriate data analyses and the interpretation of study findings.

2. Instruction and Learning:

Students will be able to:

- a) apply, synthesize, and evaluate a breadth of knowledge and demonstrated competency to engage and facilitate the instructional and learning process for themselves and with other students across the varied contexts of education and organizations.

3. Leadership in Education and Learning Organizations:

Students will be able to:

- a) demonstrate knowledge and competency in integrating leadership theory and practice to critical issues impacting education, organizational systems, learning organizations, and communities.

4. Diversity, Equity, and Inclusion:

Students will be able to:

- a) understand pervasive injustices rooted in institutional histories and advocate for historically marginalized and minoritized groups.
- b) critically engage with theory and research related to conditions of interlocking systems of oppression in educational institutions and other organizational systems.
- c) utilize understandings of interlocking systems of oppression to construct transformative policies and practices that contribute to the development of socially just communities, institutions, and societies.
- d) understand their positions within and complicity with interlocking systems of oppression through critical self-reflection.