

Doctorate of Business Administration (DBA)

Degree Type

Doctor of Business Administration

(Online Courses)

The Doctorate of Business Administration (DBA) degree program provides students with a comprehensive and well-integrated immersion in emergent business principles, historical and cutting-edge change theories, and adaptive leadership approaches for an increasingly complex world. The DBA focuses on the development of deep self-knowledge and emotional intelligence that benefit executives across a range of global business settings. The program is designed to provide graduates with tested business knowledge, generative skills, and transpersonal perspectives necessary to foster and lead change and transformation in organizations facing volatile global conditions.

The DBA program emphasizes best practices and pragmatic business solutions through research-based applied learning. Each student enters with an identified and tangible business challenge and in the learning cohort, examines, tests, and proposes solutions. The student must also focus on the transpersonal dimensions of leadership development to successfully lead the change and transformation required in the project. These change-makers must be grounded in self-awareness, ethical practices, and emotional intelligence as well as engage in academic rigor to be successful. The answers to these increasingly difficult business and social challenges are not clear and will bring forth expected and unexpected results. Leaders grounded in ongoing self-awareness will be best suited to create and respond to the complex needs facing our global and local businesses.

Core courses provide foundational knowledge in critical thinking, leadership practices and theories, personality and motivation theories, creativity, research, strategy, ethics, and communication approaches to guide research-based strategic actions leading to the enhancement of organizational performance and global sustainability.

The DBA program provides a balance of business-centric principles with sound transpersonal ideals to prepare students to become transformative, agile, and innovative leaders in today's complex global business environment. Students are members of a learning community responsible for generative mentoring and receptive to being mentored throughout the three years of the program. As a result, students will be well-equipped to adapt and thoughtfully lead meaningful changes in the global environment.

Requirements for Admission: The (Domestic) Doctorate of Business Administration (DBA):

For admission into the Doctorate of Business Administration (DBA) – program, an earned master's degree from a recognized university is required. Applicants must have a minimum of three or more years of relevant work experience at a senior level with increasing levels of responsibility or demonstrated relevant life experiences.

These documents are required.

- Application for Admissions
- Official transcripts of accredited undergraduate and graduate work
- Three letters of reference
- Confirmation of 3+ years of relevant work experience at a senior level

(Resume or CV recommended)

- Personal Interview with Chair or Designee upon successful submission of all required documents
- Three-to-five-page statement of a business challenge (template attached). The business challenge summary requires the inclusion of the potential impact of the project in a community or local or global organization. The potential value proposition should be identified. The statement of anticipated contributions to the

organizational and leadership practice, innovation engagement, technology inclusion, globalization, and sustainability must also be included. This business challenge should assist the applicant in their chosen field and represent a major business change initiative and most likely, contribute to personal transformation and the skill and ability to lead complex change efforts.

Program Learning Outcomes

Upon successful completion of the Doctorate of Business Administration (DBA), students will be able to:

- Promote leaders committed to developing and applying practical and theoretical studies focused on adaptive business solutions to address current and changing needs in the global knowledge economy.
- Develop scholarly, evidence-based, and practice-oriented research that contributes to the global advancement of professional, sustainable, values-driven, and cutting-edge leadership practices in complex organizations.
- Engage and support dialogue on business theory and practical application knowledge with industry practitioners and leaders to influence new and meaningful business opportunities.
- Create innovative responses to complex business challenges leveraging quantitative and qualitative reasoning, methodologies, and research to inform theory and practice for global sustainability.
- Support practitioner-scholars with the capacity to think critically, integrate emergent business theories and practices, and collaboratively lead global organizational change and transformation.

Degree Requirements

To receive a DBA, students must successfully complete 54 required units. Transfer credits are not accepted.

Required Courses

These 54 mandatory business and applied learning credits must be successfully completed within the three-year program. Transfer credits are not accepted. Courses, directly and indirectly, support the ongoing development of the research-based project and the specialized and unique leadership development plan. The project and the leadership plan ensuring the roll-out of the project are present in Phase III, Term 4 at the global Business Congress and Leadership Engagement.

Phase I: Global Business & Transformational Leadership Engagement (18 units)

Term 1

DBA6000 Critical Thinking and Business Communication (2)
DBA6040 The Entrepreneurial Mind and Transpersonal Psychology (3)

Term 2

DBA6010 Quantitative and Qualitative Research and Business Opportunities (3)
DBA6020 Methods of Leading Change (2)

Term 3

DBA6030 Mixed Methods Research for Business Opportunities (2)
DBA6050 Transpersonal Leadership and Action Research (3) (GPHD7210)

Term 4

DBA6060 Seminar: Business Challenges and Opportunities (2)
DBA6900 Directed Studies (1)

Phase II: Business Values and Global Leadership (18 units)

Term 1

DBA7000 Psychology of Organizational Transformation (3)
DBA7010 Globalization and Sustainability (2)

Term 2

DBA7020 Technology, Innovation and Creativity in Business (3)
DBA7030 Leadership and Ethics in the Global Economy (2)

Term 3

DBA7040 Leadership by Design (2)
DBA7050 Transformational Leadership in Organizations and Communities (3)

Term 4

DBA7060 Doctoral Project & Leadership Opportunities (2)
DBA6910 Directed Studies (1)

Phase III: Leadership Responses to Global Business Challenges (18 units)

Term 1

DBA8100 Doctoral Project Proposal & Pitch (2)
DBA8200 Doctoral Project Leadership Plan (2)

Term 2

DBA8300 Doctoral Project Implementation (2)
DBA8400 Conflict and Innovation Lab (2)

Term 3

DBA8500 Doctoral Project Evaluation (2)
DBA8600 Leadership Plan for the Future (2)

Term 4

DBA8700 The Business Congress & Leadership Engagement (6)

Item #	Title	Credits
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DBA6000	Critical Thinking and Business Communication	2.0
DBA6010	Quantitative and Qualitative Research and Business Opportunities	3.0
DBA6020	Methods of Leading Change	2.0
DBA6030	Mixed Methods Research for Business Opportunities	2.0
DBA6040	The Entrepreneurial Mind and Transpersonal Psychology	3.0
DBA6050	Transpersonal Leadership and Action Research	3.0
DBA6060	Seminar: Business Challenges and Opportunities	2.0
DBA6900	Directed Study	1.0
DBA7000	Psychology of Organizational Transformation	3.0
DBA7010	Globalization and Sustainability	2.0
DBA7020	Technology, Innovation and Creativity in Business	3.0
DBA7030	Leadership and Ethics in the Global Economy	2.0
DBA7040	Leadership by Design	2.0
DBA7050	Transformational Leadership in Organizations and Communities	3.0
DBA7060	Doctoral Project & Leadership Opportunities	2.0
DBA6910	Directed Studies	1.0
DBA8100	Doctoral Project Proposal & Pitch	2.0
DBA8200	Doctoral Project Leadership Plan	2.0
DBA8300	Doctoral Project Implementation	2.0
DBA8400	Conflict and Innovation Lab	2.0
DBA8500	Doctoral Project Evaluation	2.0
DBA8600	Leadership Plan for the Future	2.0
DBA8700	The Business Congress & Leadership Engagement	6.0
Total Credits		54