

CLIC PhD PROGRAM

FREQUENTLY ASKED QUESTIONS

ELIGIBILITY REQUIREMENTS

To be eligible for admission to the CLIC Ph.D. Program, applicants must meet one of the following conditions:

- Applicants must hold, or expect to hold before enrollment at UVI, a master's degree from a U.S. college or university accredited by a regional accrediting association, or;
- Applicants from institutions outside the U.S. must hold the equivalent of a U.S. master's degree from a college or university of recognized standing.

What are the minimum requirements for all CLIC Ph.D. applicants?

CLIC Ph.D. Program looks for all applicants to be able to meet the following minimum criteria:

GPA: Suggested Minimum Grade Point Average: 3.5/4.0 or above

GREs: 500-Verbal, 750-Quantitative, 5.0/6.0-Analytical. (Please note that if any of your three individual scores do not meet the suggested minimums, you are still encouraged to apply.)

TOEFL: IBT version of the TOEFL.

IELTS: The Graduate School requires an overall band score of a 7.0 or higher on the IELTS. Please, emailgradadmissions@cornell.edu for information about how to send your scores.

Is the Creative Leadership for Innovation and Change Ph.D. Program Accredited?

- I. Yes, The Ph.D. in Creative Leadership for Innovation and Change and the University of the Virgin Islands are accredited by the Middle States Commission on Higher Education https://www.msche.org/institutions_view.asp?idinstitution=518.

What is the difference between the Specialization Tracks offered within the Creative Leadership for Innovation and Change Ph.D. Program?

Creativity and Leadership for Change (CLC) Track

- i. Graduates receive a Ph.D. from the University of the Virgin Islands and a graduate certificate from Buffalo State University.

Organizational Development and Leadership (ODL) Track

- ii. Graduates receive a Ph.D. from the University of the Virgin Islands and a graduate certificate from Fielding Graduate University.

Educational/Academic Leadership for Change (ELC) Track

- iii. Graduates receive a Ph.D. from the University of the Virgin Islands

What are the residency requirements?

Residency Requirements

Students admitted to the Ph.D. program will be required to spend approximately five days at the beginning of every semester, to actively participate in all required program classes, two courses and capstone/dissertation during that semester, activities, modules, and other related field work. The five day residency sessions seek to explore a wide range of topics, give the adult learners deeper understandings of different perspectives of creative leadership for innovation and change it also provide a platform to engage leaders. During these residency sessions, adult learners see and hear from experts – they challenge and connect with them, and jointly explore potential futures and participate in co-creation of exciting ideas. During the residency, they will

have face-to-face interactions with their respective faculty members who will complete approximately 1/8 of the course requirements in face to face sessions.

What are the candidacy requirements?

Candidacy Requirements

To be successfully admitted to doctoral candidacy in the Ph.D. program, all students must successfully prepare for the comprehensive examinations, complete the comprehensive examinations, and present evidence of successful progress toward the development of the dissertation. In this regard, students must: 1. successfully complete formal coursework and all instructional related activities with a GPA of 3.0 or better following the completion of at least 2 semesters. 2. Successfully pass the comprehensive examination. 3. Appropriately, and in a timely manner file with the Associate Provost for Graduate Studies, the dissertation proposal approved by the student's advisor, Ph.D. Program Director and the Provost.

What are Ph.D. program Degree Requirements?

Degree Requirements

This program requires approximately 36 months or three years of coursework and related activities, resulting in a minimum of 60 hours, including a minimum of 15 hours of classwork toward the dissertation. Additional requirements of this program include (1) completion of the Ph.D. agreement, (2) satisfactory performance and completion of the qualifying/comprehensive examinations, following the completion of required course work and (3) successful preparation and defense of the dissertation.

The final basis for granting this degree shall be the candidate's evidence of gained knowledge, skills, and dispositions from the collective course work, mastery of theoretical, conceptual and research perspectives and completion of the dissertation

What items should be submitted along with my application?

All CLIC Ph.D. applicants are required to submit each of the following items:

- Application**: You are strongly encouraged to apply online.
- Personal Statement**
- GRE scores**.
- TOEFL scores. ALL international applicants are required to submit a TOEFL (scores must be officially submitted by ETS, photocopies are not acceptable).
- Official Transcripts**: one from each university you have attended. Each transcript must be translated into English and must be an official document from your university - photocopies are not acceptable.
- Recommendation Letters**: a minimum of three (3) letters are to be submitted, with at least two (2) of them from faculty. Recommendation letters can be emailed to CLICPhD@UVI.EDU
- Resume or CV**

DO NOT submit copies of papers, publications, projects, CD-ROMs, floppy discs, books, etc. If you have materials that you would like to have our faculty review, please post them online and include a link to them in your Personal Statement.

What should I include in the statement of purpose?

Applicants are required to provide a personal statement. In your statement of purpose, you should succinctly describe your reasons for applying to the proposed program, which may include:

- Preparation for this field of study,

- Motivation for graduate study,
- Why our program is a good fit for you,
- Future career plans,
- Other relevant aspects of your background and interests,
- Interest in specific research at Stanford or specific Stanford faculty (if applicable).

How long should my statement of purpose be?

There is no word limit, but it should not exceed two (2) pages in length, single-spaced

Please double-check your statement for errors before submitting your application.

What is the application submission deadline?

All application materials should be submitted by MARCH 1.

How should I submit my application?

In order to apply to the CLIC Ph.D. Program, you will be required to submit your application online.

GRE/TOEFL

Are GRE scores required from all applicants?

Yes, ALL applicants are required to submit valid GRE General Test Scores (Subject scores are not required). Please make every effort to use the same name that is on your passport for your GRE, TOEFL exams as well as your application. Names that do not match delay processing of your application as scores need to be manually found in the reports sent from ETS and matched to your application. Please also ensure that your birthdate matches each record.

What do I need to know about the English Language Proficiency Requirement?

As an international applicant, you must demonstrate proficiency in the English language by taking a TOEFL (Test of English as a Foreign Language) or IELTS (International English Language Testing System) exam. (See exceptions.)

UVI must receive official TOEFL or IELTS scores before the university can process your application.

TOEFL and IELTS scores are valid only if dated within two years of your program's application deadline.

What code(s) should I use to submit my GRE/TOEFL scores?

GREs - You need to use the Institutional Code of _____

TOEFL - You need to use the Institutional Code of _____

I've taken the GRE/TOEFL/IELTS more than once. Which set of scores will be reviewed?

CLIC Ph.D. Program will receive all of your scores obtained within the last five years.

If I've already taken the GRE/TOEFL/IELTS, how long are my test scores valid?

GRE scores are valid for up to five (5) years from the original date of the exam.

TOEFL/IELTS scores are valid for up to two (2) years from the original test date. In order to ensure your scores are both valid and up to date, contact ETS directly.

I'm an International Applicant. Do I have to submit an IELTS or TOEFL score with my application?

If you come from a country where English is not the native language, you MUST submit TOEFL scores from an exam taken within the last two (2) years.

AVAILABLE FUNDING OPPORTUNITIES FOR APPLICANTS**What types of funding are available for applicants?**

Participants may qualify for educational loans. VIRGIN Islanders can seek local support, including funding from the VIACAE program

<http://www.uvi.edu/administration/provost/initiatives/viacae.aspx>

There are limited research assistantships and awards managed by the CLIC program.

Are there research opportunities for Ph.D. students?

There are limited research assistantships available.

Are Ph.D. students eligible for financial aid?

Students are eligible for educational loans.

TRANSFER**What is the process for transferring to the CLIC PhD program from another institution?**

Students who wish to transfer to our Ph.D. program from another institution must complete the same application procedure as new applicants. If you are admitted and enrolled, you may apply to transfer up to 45 units of coursework from your previous institution toward the Ph.D. degree requirements at Stanford. Students must complete one semester at UVI before applying to transfer units, and all transferred units are subject to approval by the Registrar's Office.

When should I submit my transcripts if my degree will still be in progress at the time of the application deadline?

Please send the most current version of your transcript in advance of the application deadline, even if the grades from your fall semester will not be available. The absence of these grades will not have a negative impact on the review of your application. If you are admitted and enrolled, we will ask you to submit your final transcript showing all grades and proof of degree conferral.

What should I do if my institution can only provide one official copy of my transcript?

In this case, please just upload a legible copy (in English) of the official transcript in your possession; we will use this unofficial copy to assess your application. If you are granted admission and accept the offer, Stanford's Office of Graduate Admissions will need to verify the official hard copy. We will work with you to arrange this process should it be necessary.

DECISION NOTIFICATION AND ACCEPTANCE

Admission decisions will be distributed via email on April 1. We are unable to provide updates regarding the status of your application before the official notification is sent.

The letter you receive electronically serves as your official decision letter; we do not mail any decision letters via post.

Admitted students should follow the directions for responding to an offer of admission provided in the offer of admission letter.

IMPORTANT DATES FOR STUDENTS ENROLLING

March 1
Application Deadline

April 1
Decision letters will be emailed

May 1
Deadline to respond to offer of admission

PAYMENT DEADLINES

Charges for tuition are billed prior to the beginning of each semester, and are due as indicated on the bill. Information about these services and University payment deadlines is available at www.uvi.edu

CONTACT US

Whom should I contact if I have further questions about the CLIC Ph.D. program that are not answered here?

The Director of Graduate Studies can be contacted at CLICPhD@uvi.edu

Can students reapply if they have been declined admission?

Yes, applicants may reapply if there is a significant change in their profile, such as successful completion of graduate level coursework in a relevant field or gaining several years of relevant experience.

May I defer my admission once admitted?

Yes. Please email CLICPhd@uvi.edu with your request to defer admissions.

What is the procedure for declining admission?

Please respond to the name indicated in the acceptance letter with you intent to decline admission.

Are there any pre-requisites or required coursework for admission into the Ph.D. program?

A Master's degree.

Is there an interview?

In some cases, it may be necessary to do an interview. You will be notified if this is the case.

After I am accepted, when will I get more information about the program (residency location, dates, and times?)

Yes, but you should also keep checking the website for updates.

http://www.uvi.edu/administration/provost/degree-programs/global_graduate_education/phd/default.aspx

What are the course schedules?

Title	Semester	Hours
Year 1		
CLIC 800 - Leadership Theory and Creative Practice	Fall 2016	3
CLIC 801 - Sensemaking, Creativity, and Innovation in Leadership	Fall 2016	3
CLIC 809 – Capstone/Dissertation	Fall 2016	1
CLIC 802 - Organizational Theory and Analysis	Spring 2017	3
CLIC 807 - Quantitative Research Methods 2 Credits	Spring 2017	3
CLIC 809 – Capstone/Dissertation	Spring 2017	1
CLIC 803 - Ethics and Social Justice in Leadership	Summer 2017	3
CLIC 807 - Quantitative Research Methods 2 Credits	Summer 2017	3
CLIC 809 – Capstone/Dissertation	Summer 2017	1
Year 2		
CLIC 804 - Economics, Finance and Strategy	Fall 2017	3
CLIC 808 - Action and Participative Research Methods	Fall 2017	3
CLIC 809 – Capstone/Dissertation	Fall 2017	1
CLIC 805 - Technology and Communication	Spring 2018	3
CLIC 812 - Foundations of Creative Learning	Spring 2018	3
CLIC 818 - Online Learning Orientation	Spring 2018	0
CLIC 823 - Administration and Supervision of Literacy Programs	Spring 2018	2
CLIC 809 – Capstone/Dissertation	Spring 2018	1
CLIC 813 - Principles in Creative Problem Solving	Summer 2018	1
CLIC 814 - Creativity Assessment – Methods and Resources	Summer 2018	2
CLIC 819 - Organizational Development: Origins, Evolution, and Current Practices	Summer 2018	4

CLIC 820 - Leadership: Theory and Practice	Summer 2018	3
CLIC 824 - Organizational behavior in educational leadership:	Summer 2018	3
CLIC 825 - Globalization and Education	Summer 2018	3
CLIC 809 – Capstone/Dissertation	Summer 2018	3

Year 3

CLIC 815 - Facilitation of Group Problem Solving	Fall 2018	3
CLIC 816 - Creativity and Change Leadership	Fall 2018	3
CLIC 821 - Leading by Design: Theory and Practice, 4	Fall 2018	4
CLIC 822 - Group Dynamics: Effective Teams and Group Development	Fall 2018	4
CLIC 826 - Creative Educational Leadership for a Changing World	Fall 2018	2
CLIC 827 - Policy Studies in Educational Leadership	Fall 2018	3
CLIC 809 – Capstone/Dissertation	Fall 2018	3
CLIC 817 - Current Issues in Creativity Studies	Spring 2019	3
CLIC 828 - Ethics in Educational Leadership	Spring 2019	3
CLIC 809 – Capstone/Dissertation	Spring 2019	3
CLIC 809 – Capstone/Dissertation	Spring 2019	3
CLIC 809 – Capstone/Dissertation	Spring 2019	3

Can I be a part-time student?

This program is designed for full-time study. Although most students hold outside jobs, we expect that all students will be engaged in full-time studies and will be available to attend all of the required residencies. Full time is approximately 6-7 credits each semester. Fall, Spring, and Summer.

Can I attend this program part-time?

No. All students must be enrolled full-time. Most courses are offered once a year in sequential order, which does not lend itself to part-time study.

Do I have an academic advisor?

Every student in the Ph.D. program is assigned an academic advisor to assist with educational planning, which includes helping you to understand degree requirements, academic options, and interpreting policies and procedures as they pertain to academic success.

Is a dissertation required?

Yes. A dissertation is required. We encourage students to enter with a topic or an area of interest in mind.

What degree do I receive after completion?

Ph.D.

When will I be able to register for classes?

- Ph.D. students will be registered as a Cohort Class by the Ph.D. Program Director or the Registrar.**

What courses will I take to complete my degree?

Three-Year Course Descriptions:

DESCRIPTIONS OF COURSES

CLIC 800 - Leadership Theory and Creative Practice 3 Credits 3 Credits (UVI Core Course 1): Students critically assess and evaluate various conventional and innovative leadership theories and demonstrated practices with a special emphasis on identifying creative forms and original areas of research in this area of inquiry. Leadership theories and applications are considered within multiple contexts toward a systematic investigation of demonstrated practices, corresponding values, and underlying assumptions of leadership as the foundation towards leading complex organizations.

CLIC 801 - Sensemaking, Creativity, and Innovation in Leadership 3 Credits (UVI Core Course 2): This course thoroughly examines and explores how retrospective sensemaking and rational decision making processes influence creativity and innovation. Emphasis is placed on learning how innovation and creativity reflexively change leadership practice. This course will also provide students with the opportunity to design an applied research project to systematically investigate some facet(s) of sensemaking and decision making with related to creative leadership.

CLIC 809 - Capstone/Dissertation

CLIC 802 - Organizational Theory and Analysis 3 Credit (UVI Core Course 3): This is a foundation course in the doctoral program. This course evaluates multiple theoretical perspectives of an organization toward building a working synthesis that can be utilized in researching and practicing organizational leadership.

CLIC 806 - Qualitative Research Methods 1 Credits 3 credits (Research Methods Course 1): This course emphasizes qualitative methods of inquiry in applied organizational research. Learners evaluate case studies and ethnographies toward generating an original research design. This course may be offered in an online or hybrid format.

CLIC 803 - Ethics and Social Justice in Leadership 3 Credits (UVI Core Course 4): General ethical theory and relevant legal and social justice issues are critically examined within an organizational leader context toward the development ethical leader principles and demonstrated behaviors in complex organizations. This course is an advanced seminar and emphasizes systematic investigation of an ethical or social justice issue of a problem requiring creative leadership.

CLIC 807 - Quantitative Research Methods 2 Credits 3 credits (UVI Research Methods Course 2): This course emphasizes quantitative methods of inquiry in applied organizational leadership research. Learners evaluate experimental and correlational studies toward generating an original applied research design. This course may be offered in an online or hybrid format and include both laboratory and lecture section formats.

CLIC 804 - Economics, Finance and Strategy 3 Credits (UVI Core Course 5): This course thoroughly examines and explores how strategy and finance shape organizational leader practices. Emphasis is placed on learning how economics influence organizational strategy and financial management. This course will also provide students with the opportunity to design an applied research project to systematically investigate some facet(s) of strategy and finance related to leadership in complex organizations.

CLIC 808 - Action and Participative Research Methods 3 Credits (UVI Research Methods Course 3): This course emphasizes quantitative methods of inquiry in applied organizational leadership research. Learners evaluate action research case studies toward generating an original applied research design. This course may be offered in an online or hybrid format and include both laboratory and lecture section formats.

CLIC 805 - Technology and Communication 3 Credits (UVI Core Course 6): This course thoroughly examines and explores how technology and communication theory influences creative leadership practice. Emphasis is placed on learning the relationship between technology and creative communication that can enable or constrain organizational learning and productive activity. This course will also provide students with the opportunity to design an applied research project to systematically investigate technology and communication application.

CLIC 812 - Foundations of Creative Learning 3 Credits (CLC Track Course 1): Theory and research that form the foundation of the discipline of creativity studies; development of awareness and understanding of basic principles, select definitions, models, theories, and practice in applying them in a variety of contexts. Group interaction, discussion, and project work are expected.

CLIC 818 - Online Learning Orientation, 0 semester credits (ODL Track Course 1): Designed to introduce students to the online environment and practices in Fielding's ODL program, this online seminar takes place prior to the beginning of the first academic trimester. Students will learn to use Fielding's website and software to navigate, post and complete initial assignments. Students will meet online and begin building community with their entering cohort and receive course introductions in preparation for beginning the academic term. Faculty and staff participate in facilitating dialogue and increasing online skills as the seminar progresses. Certificate students participate in the orientation for two days; master's students participate for four days.

CLIC 823 - Administration and Supervision of Literacy Programs 3 credits (ELC Track Course 1): This course will prepare School Administrators with the knowledge, skills, and expertise to effectively supervise literacy instruction. It will give an overview of the components of effective reading programs and the role of reading personnel. It will expose School Administrators to the development of reading programs from pre-elementary level to college and adult levels as well as to the necessary components of a school's reading program, particularly relevant to the standards movement, standardized assessment, and other national standards that apply.

CLIC 813 - Principles in Creative Problem Solving 3 Credits (CLC Track Course 2): Theory and application of the Creative Problem-Solving (CPS) process; practice in both individual and group uses for either personal or professional contexts; group work and active participation are expected.

CLIC 814 - Creativity Assessment – Methods and Resources 3 Credits (CLC Track Course 3): Practical information on methods and resources for creativity assessment; review of basic measurement principles

and a critique of specific tools used to assess creativity in both education and business. Students receive personal feedback on a number of measures and develop a profile of their own creative strengths.

CLIC 819 - Organizational Development: Origins, Evolution, and Current Practices, 4 semester credits (ODL Track Course 2): This course provides a history and overview of the field of organizational development, including the current and projected state-of-the-art. It explores the work of key theorists and contributors to the field of organizational development. The course will identify the basic values, principles, theories, and models for understanding how and why organizations develop, behave and change in the ways that they do, and the practices for leading and managing change at the individual, group and system levels. Foundational concepts, terminology and methodologies needed to understand, design and evaluate applied organizational development interventions will be explored.

CLIC 820 - Leadership: Theory and Practice, 2 Credits (ODL Track Course 3): This course lays a theoretical and practical foundation in leadership. It explores the breadth and limitations of leadership theories (past and present) and traces their evolution. The course looks first at the organization as the context for leadership and how that context influences both leadership and followership. The course also focuses on ways leadership can, in turn, shape the organization. Students connect with their core values and aspirations as a foundation for expanding their leadership capacity. Through the fundamental leadership skills of observation, interpretation, and intervention students become instruments of organizational transformation.

CLIC 824 - Organizational behavior in educational leadership: Theory and Research 3 credits (ELC Track Course 3): This course challenges students to become aware of human behavior in organizations and to develop their leadership abilities so that they can cope with individual and group behavior, interpersonal behavior, organizational structure, systems, culture, human resource management, career management, diversity, and leading organizational change.

CLIC 825 - Globalization and Education 3 credits (ELC Track Course 2): In this course, we explore these questions by first examining various theoretical perspectives on globalization. We then consider several major developments associated with globalization that is affecting education including increasing inequality, privatization, and international standards and assessments. We will consider the role of international organizations such as the World Bank and the United Nations in shaping international education policy and programs. We will also examine the role that the state, local communities and non-governmental agencies play in providing and improving the quality of education. We read and discuss case studies from Asia, Africa, Latin America and the United States to provide concrete examples of how global forces are changing the content and context of education internationally.

CLIC 815 - Facilitation of Group Problem Solving 3 Credits (CCL Track Course 4): Advanced strategies for leading small groups through the Creative Problem-Solving (CPS) process; mastery of facilitation techniques and skills. Students receive expert feedback on their facilitation skills as they apply creative strategies to real issues. Examines conceptual relationships between facilitation and change leadership; develops basic change leadership skills.

CLIC 816 - Creativity and Change Leadership 3 Credits (CCL Track Course 5): Culminating activities that cap the Foundations of Creativity strand of the curriculum; understanding and applying the characteristics of change leadership in the context of creativity and Creative Problem-Solving; theoretical and practical launching point for students to examine their future contributions to the field, domain, and discipline by articulating their personal philosophy and definition of creativity; relation of the CPS process and other change methods to the challenge of making lasting change in other disciplines, such as business, education,

psychology, sociology, history, philosophy or the arts and sciences. Ideally, this should be taken as your last course in the program.

CLIC 821 - Leading by Design: Theory and Practice, 4 semester credits (ODL Track Course 4): This course focuses on different theories of organizations and their relevance in today's workplace. It provides an overview of leading models of organizational structure, processes, rules, behavior, roles and function. The course considers chaos/complexity theory, addressing organizations as complex adaptive systems, co-evolving with an environment that is often turbulent and non-predictable. Students will critically examine different types of change -- incremental, transitional, transformative and strategic – and how to best enable intentional change from a design perspective. Students will explore their own orientation toward design and their use of self in the design process.

CLIC 822 - Group Dynamics: Effective Teams and Group Development, 4 Credits (ODL Track Course 5): This course focuses on group dynamics and the impact of collaborative working teams. Elements of an effective team in various situations are discussed, such as mergers and acquisitions or inter-organizational projects. Students examine how work gets done in virtual or geographically dispersed teams, including the impact of web technologies on group potential, performance, and learning. By simultaneously studying and participating in a group, students gain an understanding of group processes and how to facilitate and collaborate with groups online and face-to-face.

CLIC 826 - Creative Educational Leadership for a Changing World 3 Credits (ELC Track Course 4): This course, organized around the Interstate School Leaders Licensure Consortium (ISLLC), focuses on issues that are critical to understanding creative and effective school leadership for a changing world. It explores the changing role of principals as transformational leaders and provides doctoral candidates with an understanding of the context of creative school leadership, the demands placed on leaders, as well as the scope of the real-life challenges one will face to create successful schools.

CLIC 827 - Policy Studies in Educational Leadership 3 Credits (ELC Track Course 5): This course is designed to expose doctoral candidates to policy development, analysis, implementation, and evaluation. It will explore various theories of policy formation, policy-making processes, policy adoption and decision-making, as well as the impact and influence of culture, economics, politics, and demographics on educational policy. Ethical and social justice issues in policy development and implementation will be addressed. The course provides candidates an opportunity to examine research in educational policy and the impact of their role in policy formulation and implementation.

CLIC 817 - Current Issues in Creativity Studies 3 Credits (CCL Track Course 6): In-depth survey of current issues on the nature and nurture of creativity; skill development in research and scholarship to increase critical thinking skills and general content literacy of creativity practitioners in any discipline; review, analysis and interpretation of findings from empirical and non-empirical sources, with some emphasis on the background and development of research at the International Center for Studies in Creativity.

CLIC 828 - Ethics in Educational Leadership 3 credits (ELC Track Course 6): This course will emphasize philosophical, social and moral standards, codes, and values and focus on how decisions in these areas impact public school leaders. Ethical decision-making will be underscored by social and moral values and these form the basis for understanding the relationship between values and decision-making. Further, this course will demonstrate the application of different ethical paradigms (the ethics of justice, care, critique, and the profession) through discussion and analysis of real-life moral dilemmas that educational leaders face in their schools and communities as well as address some of the practical, pedagogical, and curricular issues related to the teaching of ethics for educational leaders.

What are the 3-year Course Requirements for the Program?

Title	Semester	Hours
Year 1		
CLIC 800 - Leadership Theory and Creative Practice	Fall 2016	3
CLIC 801 - Sensemaking, Creativity, and Innovation in Leadership	Fall 2016	3
CLIC 809 – Capstone/Dissertation	Fall 2016	1
CLIC 802 - Organizational Theory and Analysis	Spring 2017	3
CLIC 807 - Quantitative Research Methods 2 Credits	Spring 2017	3
CLIC 809 – Capstone/Dissertation	Spring 2017	1
CLIC 803 - Ethics and Social Justice in Leadership	Summer 2017	3
CLIC 807 - Quantitative Research Methods 2 Credits	Summer 2017	3
CLIC 809 – Capstone/Dissertation	Summer 2017	1
Year 2		
CLIC 804 - Economics, Finance and Strategy	Fall 2017	3
CLIC 808 - Action and Participative Research Methods	Fall 2017	3
CLIC 809 – Capstone/Dissertation	Fall 2017	1
CLIC 805 - Technology and Communication	Spring 2018	3
CLIC 812 - Foundations of Creative Learning	Spring 2018	3
CLIC 818 - Online Learning Orientation	Spring 2018	0
CLIC 823 - Administration and Supervision of Literacy Programs	Spring 2018	2
CLIC 809 – Capstone/Dissertation	Spring 2018	1
CLIC 813 - Principles in Creative Problem Solving	Summer 2018	1
CLIC 814 - Creativity Assessment – Methods and Resources	Summer 2018	2
CLIC 819 - Organizational Development: Origins, Evolution, and Current Practices	Summer 2018	4
CLIC 820 - Leadership: Theory and Practice	Summer 2018	3
CLIC 824 - Organizational behavior in educational leadership:	Summer 2018	3
CLIC 825 - Globalization and Education	Summer 2018	3
CLIC 809 – Capstone/Dissertation	Summer 2018	3

Year 3

CLIC 815 - Facilitation of Group Problem Solving	Fall 2018	3
CLIC 816 - Creativity and Change Leadership	Fall 2018	3
CLIC 821 - Leading by Design: Theory and Practice, 4	Fall 2018	4
CLIC 822 - Group Dynamics: Effective Teams and Group Development	Fall 2018	4
CLIC 826 - Creative Educational Leadership for a Changing World	Fall 2018	2
CLIC 827 - Policy Studies in Educational Leadership	Fall 2018	3
CLIC 809 – Capstone/Dissertation	Fall 2018	3
CLIC 817 - Current Issues in Creativity Studies	Spring 2019	3
CLIC 828 - Ethics in Educational Leadership	Spring 2019	3
CLIC 809 – Capstone/Dissertation	Spring 2019	3
CLIC 809 – Capstone/Dissertation	Spring 2019	3
CLIC 809 – Capstone/Dissertation	Spring 2019	3