Administrative and Organizational Studies
About the Wayne State College of Education

For more than a century, the Wayne State University College of Education has been preparing leaders in some of world’s most important professions. While our Teacher Education Division boasts one of the most comprehensive, well-established programs in the country, all four academic divisions offer a range of undergraduate and graduate degrees. Areas of study are as broad as kinesiology, sports administration, educational psychology and counseling.

From the classroom to the laboratory, students in the College of Education have access to learning opportunities they will not find anywhere else. They regularly collaborate with faculty members at the forefront of their disciplines, working with emerging technologies and conducting cutting-edge research as undergraduates.

A world-class education is not confined to campus. That’s why community engagement is an essential part of our mission. Through partnerships with schools, hospitals, health service organizations, and school boards throughout Detroit and the metro area, students in the College of Education put their knowledge to work to better the community. Detroit’s history, culture and unparalleled economic resurgence make it one of the most fascinating places to learn. Every day at Wayne State, our students participate in the reinvention of a great American city.
With the emergence of online universities and fast-track degrees, employers continue to find graduates lacking the preparation necessary to meet the demands of their chosen careers. But you will not find any overnight degree programs in the College of Education — you will find a comprehensive learning experience backed by a rich tradition of academic excellence. Through innovative, research-based instruction in a stimulating urban environment, a Wayne State education will set you apart from your peers, providing access to life-changing opportunities and the skills to succeed in an ever-changing workforce.

Why Administrative and Organizational Studies at Wayne State?

The Administrative and Organizational Studies (AOS) Division is focused on the development and enhancement of leadership and technology in educational systems, organizations and institutions.

The division comprises two program areas: educational leadership and instructional technology. The educational leadership program aims to prepare reflective, innovative educators who will reaffirm their commitment to a diverse society. Graduate degree programs use integrated, research-based methods to develop the knowledge and skills needed to be a successful educational leader in a rapidly evolving field.

The instructional technology program is designed to prepare students for careers in educational institutions, business and industrial organizations, health care, and other human services agencies. These degree programs incorporate new technologies to effectively prepare students for dynamic roles within the profession, including instructional developer; designer or researcher; media or learning resource consultant; manager; teacher or curriculum specialist; and trainer, training manager or consultant.

Average class size: 15

College of Education graduates in 2014: 682
Degree programs

**Educational Leadership**
- M.Ed. in Educational Leadership
- Ed.S. in General Administration and Supervision
- Ed.D. in Educational Leadership and Policy Studies
- Ph.D. in Educational Leadership and Policy Studies

**Instructional Technology**
- B.A./B.S. in Instructional Technology
- Educational Technology (NP) Endorsement
- Graduate Certificate in Online Teaching
- Graduate Certificate in College and University Teaching
- M.Ed. in Instructional Technology: Emphasis on Design and Performance Systems
- M.Ed. in Instructional Technology: Emphasis on K-12 Technology Integration
- Ph.D. in Instructional Technology

Faculty experts

Wayne State’s faculty members are leaders and pioneers in their fields. In AOS, for example, each program’s faculty members have conducted extensive research on subjects ranging from the economics of education to educator evaluation and special education law.

Outstanding faculty members in educational leadership and policy studies include Professor Michael F. Addonizio, a leader in the field of public school finance and economics. He recently co-authored the book *Education Reform and the Limits of Policy: Lessons From Michigan*.

Course offerings by expert faculty on main campus, at satellite centers across metro Detroit, and online for traditional and nontraditional students.
Assistant Professor Ben Pogodzinski has done extensive research in educational policy development and implementation, quantitative policy analysis, social network analysis, labor relations, and organizational climate. Both Addonizio and Pogodzinski serve on the Coalition for the Future of Detroit Schoolchildren.

Professor of Design, Learning and Performance Sciences Ingrid Guerra-López is an internationally recognized performance improvement professional and best-selling author. She has served on the board of directors of the International Society for Performance Improvement (ISPI) and is editor-in-chief of ISPI’s research journal, *Performance Improvement*. She has also authored widely used books that have become performance evaluation standards in the field.

Guerra-López has received a number of awards for her work, publishing six books and more than 50 articles in some of the most prestigious journals in performance improvement, evaluation and management. She has dedicated her career to disseminating evidence-driven and strategic performance improvement practices internationally in 34 countries across five continents.

**The student experience**

**Learning Communities**

Learning Communities give you the advantages of a small-college learning environment with the resources of a major research university. In Learning Communities, you can work closely with small groups of like-minded students — along with advanced student mentors and a faculty advisor — to study, socialize and problem solve.

In AOS, the Instructional Technology Professional Learning Community is open to full- and part-time doctoral candidates in the instructional technology program. The IT Professional Learning Community is a structured cohort where participants discuss relevant topics about pursuing doctoral study; conducting doctoral research; delivering presentations at local, national and international meetings; and writing journal articles, book chapters and proposals for professional publications.
Research
From the moment you set foot on campus, you have the opportunity to take part in cutting-edge research that impacts the community and, in many cases, the world at large — that’s something you won’t find at every university. Wayne State is a premier research institution, where students at all levels collaborate with renowned researchers to enhance our understanding of the world.

Research projects in educational leadership include studies on:
- The influence state policy and local organizational relations have on teachers’ instructional practices, effectiveness and labor market decisions.
- School choice policies and school financing.
- Transformative leadership and how educational leaders can create learning environments that are equitable, democratic, socially just and inclusive.
- How externally sponsored school reform programs and policies are organized to support changes in teacher and leader practice.
- How policies meant to promote school improvement impact vulnerable students in our nation’s lowest performing schools.

Over the past eight years, the Design, Learning and Performance Sciences (DLPS) program has secured more than $5 million in funding to study design, performance assessment, evaluation and the integration of technologies for learning.

More than $3.4 million in research funding in 2014

Fast facts
- Students from 55 Michigan counties, 15 states and 8 countries in winter 2015.
- 9 Learning Communities to help undergraduate and graduate students connect and grow.
- College of Education alumni represent nearly a quarter of all school administrators in Michigan.
- Living alumni total: 62,689
  - In Michigan: 44,328
  - Internationally: 439
The support, guidance and encouragement I receive from the entire faculty and staff within the department has ensured that I will be well prepared to succeed in my chosen field. I have had the opportunity to present my research at major national and international conferences while connecting with senior scholars from around the world. With its campus in the heart of a vibrant and diverse city, WSU offers convenience, unique experiences and an unparalleled academic opportunity.

— Tom Zook, Ph.D. student, educational leadership and policy studies
Scholarships and financial aid

The College of Education offers an array of scholarships, fellowships and other financial aid opportunities to qualified students. Through the generosity of private donors, the College of Education provides eligible graduate and undergraduate students with more than 330 scholarships per academic year.

To learn more, visit coe.wayne.edu/admissions/scholarship.php.

The university also offers a large number of scholarship and financial aid opportunities in addition to College of Education awards. In fact, WSU awarded nearly $340 million in financial aid in 2014.

To learn about universitywide financial aid opportunities, visit wayne.edu/financial-aid.

- Scholarship awards of more than $510,000 for the 2015-16 academic year.
- More than 258 scholarships awarded for the 2015-16 academic year.
"After attending a local university for three degrees, I thought there was no way Wayne State could measure up to the outstanding coursework and experience I had in the past. But was I ever wrong! Getting my doctorate from WSU was one of the capstone events of my life. From beginning to end — including guidance in creating a plan of work, the rigorous and relevant coursework, the professors who made theory come to life, and the advising team for my dissertation — it was all great. WSU gave me all the tools I needed to be successful in the next chapter of my life."

— Nancy Campbell, Ph.D. ’96
Retired superintendent, Romeo Community Schools
A degree that gets results

When you earn your degree from the Wayne State College of Education, you join a network of more than 62,000 successful alumni across the world.

Educational leadership alumni have found success in diverse careers across the field, including:

- Superintendents and other central office positions
- Principals and assistant principals
- Federal grant coordinators
- Leadership positions in nonprofit organizations
- Special education directors/supervisors
- Vocational educators
- Leadership positions in state departments of education
- Educational consultants
- University faculty positions

Alumni from the instructional technology program include accomplished instructional designers, performance improvement consultants, media developers, educational consultants and more, working in industries from higher education to defense contracting and automotive supply.

Our alumni actively engage with current students and recent graduates, giving you access to valuable insights and resources that can help you find a job, advance your career or build relationships with established professionals in your field.