

Doctor of Philosophy (PhD) in Applied Psychology and Organizational Leadership

PROGRAM MISSION AND INSTITUTIONAL ALIGNMENT

The Doctor of Philosophy (PhD) in Applied Psychology and Organizational Leadership supports the mission of Kairos Pacific University by preparing scholar-practitioners for principled, ethical, and service-oriented leadership in a complex and changing world. The program reflects the University's commitment to academic excellence, faith-informed inquiry, professional formation, and the advancement of knowledge for the benefit of individuals, organizations, and communities.

Through interdisciplinary study in psychology, leadership, research, and organizational practice, the program equips students to integrate advanced scholarship with practical application. Graduates are prepared to lead with intellectual rigor, moral discernment, cultural responsiveness, and a commitment to human flourishing across diverse professional settings.

PROGRAM OVERVIEW

The Doctor of Philosophy (PhD) in Applied Psychology and Organizational Leadership is a 50-credit, post-master's doctoral program designed to prepare experienced professionals for advanced leadership roles in executive coaching, organizational development, behavioral health administration, consultation, workforce development, and higher education leadership. The program integrates advanced psychological theory with leadership science to prepare scholar-practitioners to understand, influence, and develop individuals, teams, and organizations in complex environments.

Grounded in a scholar-practitioner model, the curriculum emphasizes the application of psychological principles to leadership, organizational effectiveness, human performance, coaching, mentoring, strategic planning, and ethical decision-making. Students develop advanced competencies in motivation, personality, organizational behavior, leadership development, behavioral health, workforce engagement, and organizational change while strengthening their ability to evaluate and address complex leadership challenges through applied scholarship.

The program is delivered in a cohort model using accelerated six to eight-week courses. Students may complete the program in as few as three years, depending on enrollment continuity, dissertation progress, and successful completion of all degree requirements.

Graduates may pursue advanced leadership and consulting positions in behavioral health organizations, nonprofit agencies, higher education institutions, ministry organizations, executive coaching practices, workforce development programs, governmental agencies, and private-sector organizations. This program is not designed to meet educational requirements for licensure as a psychologist.

FAITH INTEGRATION STATEMENT

Kairos Pacific University affirms the integration of faith and learning as a central dimension of graduate education. Within the PhD in Applied Psychology and Organizational Leadership, students are encouraged to engage questions of vocation, ethics, worldview, human dignity, justice, and service in light of Christian thought and practice. Faith integration in this program is expressed through critical reflection, ethical leadership formation, responsible scholarship, and the application of knowledge to the well-being of individuals, organizations, and communities.

The program welcomes rigorous academic inquiry and thoughtful engagement with diverse perspectives while maintaining the University's commitment to Christian values and moral responsibility in professional practice.

DEGREE REQUIREMENTS

To earn the Doctor of Philosophy (PhD) in Applied Psychology and Organizational Leadership, students must successfully complete all required coursework and dissertation requirements for a total of 50 credits.

PROGRAM STRUCTURE

Advanced Psychology Core — 15 credits

Leadership Core — 15 credits

Research and Dissertation Sequence — 15 credits

Total Program Credits — 45

PROGRAM LEARNING OUTCOMES

Upon successful completion of the program, graduates will be able to:

1. Apply advanced psychological theories and principles to leadership, organizational effectiveness, and human performance.
2. Evaluate the influence of motivation, personality, cognition, behavior, and social systems on individuals, teams, and organizations.

3. Demonstrate advanced leadership competencies in strategic planning, organizational development, executive coaching, and workforce engagement.
4. Integrate ethical reasoning, cultural competence, Christian worldview reflection, and social responsibility into leadership and organizational practice.
5. Design and conduct applied research that addresses significant problems in organizational, educational, behavioral health, ministry, nonprofit, or workforce development settings.
6. Communicate scholarly findings effectively to inform professional practice, organizational improvement, and leadership decision-making.
7. Develop evidence-informed recommendations that contribute to professional practice and organizational effectiveness.

PROGRAM LEARNING ASSESSMENT

Student achievement of program learning outcomes is assessed through multiple direct and indirect measures embedded throughout the curriculum. Assessment methods may include course assignments, case analyses, research papers, presentations, applied projects, faculty evaluation of professional competencies, dissertation benchmarks, and final dissertation defense.

The University uses assessment data for the continuous improvement of curriculum, instruction, student support, and program effectiveness. Successful completion of coursework alone does not guarantee degree conferral; students must also satisfy all program-level and institutional requirements.

ADMISSION REQUIREMENTS

Applicants for admission to the PhD in Applied Psychology and Organizational Leadership must meet the general admission requirements for doctoral study at Kairos Pacific University. In addition, applicants are expected to submit the following:

- A completed application for admission
- Official transcripts reflecting completion of a master's degree from an accredited institution or an institution recognized by the University
- Evidence of academic and professional preparation appropriate for doctoral study
- A statement of purpose outlining professional goals and reasons for pursuing the degree

- A current curriculum vitae or résumé
- Any additional materials required by the University or program

Admission decisions are based on the applicant's academic preparation, professional experience, writing ability, professional readiness, and potential for success in doctoral-level scholarship.

TRANSFER CREDIT

Transfer credit may be considered in accordance with university policy. Because of the integrated and cohort-based structure of the doctoral curriculum, transfer credit is limited and must be approved by the appropriate academic authority. Dissertation courses are generally not eligible for transfer. The University reserves the right to determine the applicability, equivalency, and maximum number of transfer credits accepted toward the degree.

RESIDENCY, ENROLLMENT, AND TIME TO COMPLETION

The program is offered in a cohort format through accelerated six-week courses. Students are expected to maintain continuous enrollment and make satisfactory academic progress. Students may complete the program in as few as three years; however, actual time to degree may vary based on course sequencing, dissertation development, institutional approvals, and adherence to university policies.

Any maximum time-to-degree requirement shall be governed by official University policy and published academic regulations.

ACADEMIC POLICIES

All students enrolled in the PhD in Applied Psychology and Organizational Leadership are subject to the academic policies of Kairos Pacific University, including but not limited to policies governing academic standing, satisfactory academic progress, grading, attendance, academic integrity, student conduct, appeals, and graduation.

Students are responsible for understanding and complying with all published institutional policies, procedures, and deadlines. Failure to comply with academic or administrative requirements may result in delayed progression, dismissal, or other academic action in accordance with University policy.

DISSERTATION CONTINUATION AND EXTENSION POLICY

Students are expected to progress through the dissertation sequence in a timely manner and in accordance with program expectations. If a student does not complete dissertation

requirements within the scheduled sequence, the student may be required to enroll in a dissertation continuation, extension, or maintenance course as determined by University policy and program requirements.

Continuation enrollment may be required to maintain active doctoral status, access to faculty supervision, and eligibility for dissertation completion and defense. Applicable tuition, continuation fees, and deadlines shall be established by the University and published in the official schedule of tuition and fees.

GRADUATION REQUIREMENTS

To qualify for graduation, students must:

- Complete all required coursework for the degree
- Successfully complete the dissertation sequence and final defense
- Achieve all program learning outcomes
- Meet all institutional academic requirements and maintain good academic standing
- Satisfy all financial obligations to the University
- Submit all required graduation documentation by published deadlines

TUITION AND FEES

Tuition and fees for the PhD in Applied Psychology and Organizational Leadership are established by Kairos Pacific University and are subject to change without prior notice.

Tuition:

Cost per credit: \$800

Total program credits: 45

Estimated total tuition: \$36,000

Additional fees: \$350 per semester

Students may be responsible for additional charges, which may include but are not limited to:

- Application fee: \$40
- Registration & library fee: \$250
- Technology fee: \$150
- Continuation or extension fee: \$500

- Graduation fee: \$600

Students should consult the University's current tuition and fee schedule for the most accurate and up-to-date information.

CURRICULUM

Advanced Psychology Core — 15 Credits

APL 701 Advanced Psychological Foundations (3 credits)

Examines major theories of psychology, including cognitive, behavioral, developmental, social, and humanistic perspectives. Emphasis is placed on the application of psychological principles to leadership, organizational effectiveness, and human performance.

APL 702 Human Motivation, Personality, and Leadership (3 credits)

Explores motivation theory, personality development, emotional intelligence, resilience, and individual differences. Students examine the influence of these factors on leadership effectiveness, organizational behavior, and professional performance.

APL 703 Neuropsychology and Human Performance (3 credits)

Examines the relationship among brain function, cognition, behavior, and decision-making. Students explore neuropsychological concepts relevant to leadership, performance optimization, and organizational effectiveness.

APL 704 Psychopathology, Wellness, and Organizational Health (3 credits)

Examines psychological wellness, stress, resilience, burnout, behavioral health systems, and organizational health. Students explore strategies for promoting wellness and improving workplace effectiveness.

APL 705 Ethics, Diversity, and Multicultural Leadership (3 credits)

Examines ethical decision-making, cultural competence, diversity, equity, inclusion, and social responsibility. Emphasis is placed on ethical leadership and culturally responsive organizational practices.

Leadership Core — 15 Credits

APL 801 Organizational Leadership (3 credits)

Examines leadership and management theories, leadership development, organizational effectiveness, and strategies for influencing organizational performance.

APL 802 Artificial Intelligence, Realism, and Christian Leadership: Truth, Human Dignity, and Responsible Governance in a Technological Age (3 credits)

Explores ethics, worldview formation, leadership decision-making, emerging technologies, and contemporary cultural challenges affecting organizations and communities.

APL 803 Organizational Behavior, Theory, and Design (3 credits)

Examines organizational culture, leadership styles, motivation, personality, workflow design, and organizational systems. Students analyze factors that influence organizational effectiveness.

APL 804 Strategic Foresight, Thinking, and Planning (3 credits)

Focuses on strategic foresight, environmental scanning, trend analysis, scenario development, strategic planning, and future-oriented leadership.

APL 805 Strategic Leadership and Management of Coaching (3 credits)

Examines executive coaching, coaching cultures, leadership development, ethical coaching practices, and organizational effectiveness through evidence-based coaching methodologies.

Research and Dissertation Sequence — 15 Credits

APL 901 Dissertation Seminar I: Research Foundations and Proposal Development (3 credits)

Initiates the dissertation process by guiding students in the identification of a significant research problem in applied psychology and organizational leadership. Students develop the purpose statement, research questions, and conceptual or theoretical framework while conducting a preliminary review of the literature. Emphasis is placed on scholarly writing, APA style, and the development of Chapter 1 (Introduction) and Chapter 2 (Literature Review).

APL 902 Dissertation Seminar II: Research Methodology and Proposal Design (3 credits)

Provides advanced preparation in research design and methodology. Students examine qualitative, quantitative, and mixed-methods approaches and address issues related to sampling, instrumentation, data collection, validity, reliability, trustworthiness, and ethical considerations. Emphasis is placed on the completion of Chapter 3 (Methodology) and the refinement of Chapters 1 and 2.

APL 903 Dissertation Seminar III: Proposal Defense and Institutional Approval (3 credits)

Focuses on the completion and formal defense of the dissertation proposal. Students revise and finalize Chapters 1–3, present and defend the proposed study before the dissertation committee, and complete institutional approval requirements, including research ethics and IRB procedures, when applicable. Successful completion of this course advances the student to candidacy and authorizes data collection.

APL 904 Dissertation Seminar IV: Dissertation Research, Writing, and Final Defense (6 credits)

Supports the execution and completion of the dissertation. Students conduct data collection and analysis, interpret findings, and develop Chapter 4 (Findings) and Chapter 5 (Discussion, Conclusions, and Recommendations). Emphasis is placed on scholarly contribution, implications for practice, and dissemination of research. The course culminates in the preparation of the final manuscript, oral dissertation defense, and submission of the completed dissertation.

DISSERTATION MILESTONES

APL 901 — Research problem, theoretical framework, and Chapters 1–2

APL 902 — Research methodology and Chapter 3

APL 903 — Proposal defense, IRB approval, and advancement to candidacy

APL 904 — Data collection, Chapters 4–5, final defense, and dissertation completion

CATALOG RIGHTS AND UNIVERSITY NOTICE

Kairos Pacific University reserves the right to revise curriculum, course offerings, degree requirements, tuition, fees, academic policies, faculty assignments, delivery formats, and other catalog provisions at any time. The provisions of this catalog do not constitute a contract between the student and the University.

Students are responsible for consulting official University publications and communications for current policies, procedures, and requirements applicable to their program of study.