



The AIC approved the ADR proposals for the HEA PhD and EdD programs on 9/25/17.

## **Proposal for Alternative Doctoral Residency (ADR)**

**Program Name: Higher Education Administration**  
**Degree: Ph.D. in Higher Education Administration**  
**Department of Educational Leadership, Policy and Technology Studies**

**A. Statement of Need.** The Higher Education Administration program has experienced two unintended consequences of the traditional residency policy (detailed in the subsections below) that lead us to make this alternative residency proposal.

### Current Graduate School Policy on Residency Requirement:

The residency requirement is that the student must spend an academic year in continuous residence on the campus of The University of Alabama as a full-time student in the Graduate School. Any one of the following 4 methods can be used to meet traditional residency:

a full-time fall semester plus full-time enrollment the next spring;

a full-time summer (consisting of 9 or more graduate hours in the 13 weeks from Interim through the end of Summer II) plus the following full-time fall semester;

a full-time spring semester plus the next full-time summer semester as defined above; or

a full-time spring semester plus the following full-time fall semester.

To meet this requirement, only graduate-level, non-dissertation coursework can be applied. Dissertation or thesis research cannot be used. The Graduate Council, consisting of representatives of the UA graduate faculty, has established a policy that distance learning courses delivered online or by any other distance learning format may not be used to satisfy the traditional doctoral residency requirement.

### Problems with Traditional Residency Policy

We have experienced two unintended consequences of the traditional residency policy:

- 1) **Student performance.** An increasing number of our students work full-time and attend courses part-time. As a result, they have a limited number of hours to devote towards study. Enrolling in three courses in a single semester results in lower average grades than enrolling in two courses in a single semester.
- 2) **Disadvantaged workers.** Our program disadvantages working adults in the state of Alabama and surrounding states who are unable to put their jobs on hold to pursue doctoral study and those who lack the workplace flexibility to negotiate the time off needed to meet the traditional residency requirements. These workers are employed in the state of Alabama's two-year community college system, public higher education institutions, and various not-for-profit organizations. Potential applicants do not select our program due to concerns over the traditional residency policy. Students who do not live in Tuscaloosa experience additional pressures related to cost and timing of transportation to campus during the traditional residency.

### Proposed Alternative Residency Policy

Our proposed alternative residency policy provides students with a full doctoral experience while allowing them to maintain their level of employment. Specifically, we propose to: 1) spread the

current 18 hours of required doctoral residency hours across three semesters instead of the traditional two; and 3) allow a limited number of online/distance education/Gadsden courses to be included in the 18 hours of residency coursework. We expect the majority of our doctoral students (who attend part-time) will pursue the alternative residency option.

**B.** This alternative doctoral residency program will fulfill the spirit of residency by featuring all of the following value constructs:

a. Immersion in advanced study and inquiry.

- Students will enroll in 18 hours of graduate level coursework across three consecutive semesters. The 18 hours of coursework must include:
  - no more than 6 hours of online/distance education/Gadsden coursework
  - a minimum of 12 hours of approved coursework on the Tuscaloosa campus, and
  - a minimum of 3 hours of on-campus coursework during each of the three semesters of alternative doctoral residency

b. Interaction with faculty and peers.

The twelve hours of coursework on the main campus assure that students have constant and quality interaction with peers and the UA community.

c. Access to education resources at the university.

Students in the alternative doctoral residency program will have the same access to resources at the university as any other student.

d. Interchange of knowledge with the academic community.

The twelve hours of coursework on the main campus assure that this will take place.

e. Broadening of educational and cultural perspectives.

Access to the alternative doctoral residency program will provide local, state and regional students with opportunities to pursue the doctoral degree. Broadening of educational and cultural perspectives occurs within both the U.S. and international context; the alternative doctoral residency guidelines will continue to support this purpose.

**C.** Brief description of ongoing measures of academic success of students following the traditional and alternative doctoral residency, which in four years you will present as part of your comparison documenting the success of the two groups of students.

- Performance on comprehensive examinations
- Publication rates for dissertations (articles, book chapters, etc.)
- Conference/workshop/seminar attendance rates (campus and beyond)
- Conference/workshop/seminar presentation rates (campus and beyond)
- Professional service levels (campus and beyond)
- Time to degree
- Degree completion rates

- Student satisfaction

D. Brief description of the proposed alternative residency that would appear in the Graduate Catalog and/or on the Graduate School website's list of departments the Council has approved for alternative doctoral residency in addition to traditional residency.

Students pursuing alternative doctoral residency in the Higher Education Administration program will enroll in 18 hours of approved graduate level coursework across three consecutive semesters. The 18 hours of coursework must include at least twelve hours of approved coursework on the Tuscaloosa campus and no more than six hours of advisor approved online coursework.

## **Proposal for Alternative Doctoral Residency (ADR)**

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