

# DIVERSITY, ETHICS, AND LEADERSHIP POSTBACCALAUREATE CREDIT CERTIFICATE PROGRAM

<b>Person-in-Charge</b>	Hee Man Park
<b>Program Code</b>	DVETHL
<b>Campus(es)</b>	University Park

In today's dynamic and interconnected world, organizations face complex challenges related to leadership in the fields of human resource management and employment relations. The 9-credit Post Baccalaureate Certificate in Leadership in HRER is designed to empower professionals with the knowledge and skills to navigate these challenges, foster inclusive environments, and lead ethically in diverse settings.

Courses taken in the certificate program may be applied toward a master's degree in HRER, subject to restrictions outlined in GCAC-309 [Transfer Credit](#). Certificate students who wish to have certificate courses applied towards a graduate degree in HRER must apply and be admitted to that degree program. Admission to the HRER graduate degree program is a separate step and is not guaranteed.

**Effective Semester:** Spring 2024  
**Expiration Semester:** Spring 2029

## Admission Requirements

Applicants apply for admission to the program via the Graduate School application for admission (<https://gradschool.psu.edu/graduate-admissions/how-to-apply/>). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (<https://gradschool.psu.edu/graduate-education-policies/>). International applicants may be required to satisfy an English proficiency requirement; see GCAC-305 Admission Requirements for International Students (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/gcac-305-admission-requirements-international-students/>) for more information.

- Applicants with a 3.00 junior/senior grade-point average (on a 4.00 scale) will be considered for admission. Exceptions to the minimum grade-point average may be made at the discretion of the program for students with special backgrounds, abilities, and interests;
- All applicants submit a Graduate School application (including payment of the nonrefundable application fee), resume, and personal statement addressing their reasons for pursuing a certificate in diversity, ethics, and leadership.
- The resume and personal statement are waived if a student is currently enrolled in the MHRER or MS HRER degree programs.

## Certificate Requirements

Requirements listed here are in addition to requirements listed in Graduate Council policy GCAC-212 Postbaccalaureate Credit Certificate Programs (<https://gradschool.psu.edu/graduate-education-policies/>).

[gcac/gcac-200/gcac-212-postbaccalaureate-credit-certificate-programs/](#)).

All courses must be completed with a grade of C or better and a grade-point average of 3.0 to be awarded the certificate.

Code	Title	Credits
<b>Required Courses</b>		
HRER 865	Diversity and Ethics in the Workplace	3
LHR 464	Communication Skills for Leaders in Groups and Organizations	3
LHR 465 or LHR 409	Collective Decision Making Leadership Development: A Life-Long Learning Perspective	3
<b>Total Credits</b>		<b>9</b>

## Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

## Learning Outcomes

1. **Know:** Graduates will have and be able to demonstrate the necessary advanced knowledge and competence in diversity, ethics, and leadership to excel in their careers.
2. **Think:** Graduates will be able to recognize and analyze practical, legal, and ethical challenges related to diversity, ethics, and leadership issues in workplaces.
3. **Apply/Create:** Graduates will be able to conduct independent inquiries to identify current scholarship and best practices and effectively apply relevant theories and practices when solving problems related to diversity, ethics, and leadership.
4. **Communicate:** Graduates will be able to effectively communicate knowledge of current topics to excel as professionals in diversity, ethics, and leadership.
5. **Professional Practice:** Graduates should display behavior consistent with the highest ethical standards related to diversity, ethics, and leadership.

## Contact

<b>Campus</b>	University Park
<b>Graduate Program Head</b>	Hee Man Park
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Paul Clark
<b>Program Contact</b>	Erin Hetzel 506 Keller Building 199 Fischer Road University Park PA 16802 eab27@psu.edu (814) 867-4167