

# DIVERSITY AND INCLUSION AS STRATEGY GRADUATE CREDIT CERTIFICATE PROGRAM

<b>Person-in-Charge</b>	Stephen Humphrey
<b>Program Code</b>	DVINST
<b>Campus(es)</b>	World Campus

The Graduate Certificate in Diversity and Inclusion as Strategy is offered by the Smeal College of Business. The graduate certificate positions students to approach Diversity, Equity and Inclusion (DEI) as a strategic leadership capability. Through this certificate program students will develop the core skills and competencies needed to manage diversity effectively as well as to lead or implement diversity related change initiatives successfully.

**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.

For admission to the Graduate School, an applicant must hold either (1) a baccalaureate degree from a regionally accredited U.S. institution or (2) a tertiary (postsecondary) degree that is deemed comparable to a four-year bachelor's degree from a regionally accredited U.S. institution. Other admissions requirements include:

**Application** – Completion of the Graduate School certificate application (<https://gradschool.psu.edu/graduate-admissions/how-to-apply/>).

**Statement of Purpose** – Submit a statement describing how professional experience and goals align with the certificate.

**Vita or Resume** – a one-to-two-page listing of professional experience

**GRE or GMAT test scores are NOT required.**

## 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/>).

Code	Title	Credits
<b>Required Courses</b>		
MGMT 845	Leading Diverse Organizations	3

### Additional Courses

Select 6 credits from the following courses:		
MGMT 831	Strategy Implementation and Organizational Change	3
BA 804	Ethical Leadership	3
BA 835	Global Perspectives	2
BA 836	Global Immersion	1
BA 888	Executive Leadership	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. Apply evidence-based approaches to resolving diversity dilemmas at work
2. Analyze organizational culture to ensure that it is conducive to managing diversity effectively
3. Apply the framework for leading the change process
4. Discuss the concept of values (personal, organizational, cultural), and how values relate to ethical decision making, ethical leadership, and ethical culture.
5. Discuss the concepts of corporate social responsibility, sustainability, stakeholder analysis, and crisis management, and apply those to specific cases.

## Contact

<b>Campus</b>	World Campus
<b>Graduate Program Head</b>	Vilmos Misangyi
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Aparna Anand Joshi
<b>Program Contact</b>	Michelle Kristen Rockower mkk114@psu.edu (814) 865-5290
<b>Program Website</b>	View ( <a href="https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-diversity-and-inclusion-as-strategy-graduate-certificate/">https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-diversity-and-inclusion-as-strategy-graduate-certificate/</a> )