LEADING IN DIVERSITY, EQUITY & INCLUSION GRADUATE CREDIT CERTIFICATE PROGRAM

Person-in-Charge	Zugang Liu
Program Code	LDEI
Campus(es)	Great Valley World Campus

The Graduate Certificate in Leading Diversity, Equity, and Inclusion (DEI) develops students' knowledge in the key characteristics and impact of a comprehensive approach to fostering DEI in organizations and the skills for building an inclusive workplace culture supporting equity. Students learn frameworks and techniques to make mindful and ethical decisions; support and reinforce positive, sustainable change; and build strong business case initiatives to create, engage, and measure an inclusive workplace through communication, mentorship, hiring practices, executive level support, listening, career management and training.

Effective Semester: Fall 2022
Expiration Semester: Fall 2027

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.

The successful applicant is generally expected to have a minimum combined junior/senior grade-point average of 3.0 (B) on a 4.0 scale.

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/).

To be awarded the graduate certificate, students must successfully complete 12 credits of course work consisting of 3 required credits and 9 elective credits. All courses must be completed with a minimum grade of C or better and an overall GPA of 3.0.

Code	Title	Credits
Required Courses		
BUSAD/LEAD 556	Diversity Leadership	3
Leading Positive Ethical Change (choose 1):		*3*
MBADM 815	Ethical and Responsible Business Leadership	
MGMT 507	Positive Organizational Behavior and Wellbeing	
Demonstrating Business Case for Diversity (choose 1):		*3*
BUSAD 802	Cornerstone of Sustainability	
HRER 836	Diversity in the Workplace	
MGMT 841	Human Resource Management	
BUSAD 843	People Analytics	
Specialized Competencies for DEI Leaders (choose 1):		*3*
BADM 828	Negotiations	
BUSAD 859	Career Management	
LEAD 561	Dynamic Communication in Leadership Contexts	
HRER 826	Talent Management	
HRER 501	Labor and Employment Law	
Total Credits		**12**

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

- Students will develop and implement a personal diversity leadership improvement plan to build expertise in relating with diverse individuals in the workplace.
- Students will demonstrate an understanding of positive organizational behavior to become their best possible self for personal and career advancement.
- Students will diagnose and develop solutions to practical concerns related to the management of people in organizations by applying HRM models, tools, and strategies.

Contact

Campus	Great Valley
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Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)	Zugang Liu
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Campus	World Campus
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Program Website	View (https://greatvalley.psu.edu/academics/graduate-certificates/dei/)