

# NEGOTIATION AND INFLUENCE GRADUATE CREDIT CERTIFICATE PROGRAM

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

The Graduate Certificate in Negotiation and Influence is offered by the Smeal College of Business. The Negotiation and Influence certificate covers basic to advanced content on negotiation skills, delivering students a combination of negotiation theory, case discussion, and hands-on trial and error learning in an effort to identify, refine, and develop negotiation capabilities. The Negotiation certificate will provide students with knowledge, skills, and practical tools for developing the critical social relation capabilities necessary for success at work.

Course content focuses on: (1) the development of critical dyadic negotiation knowledge and skills; (2) refinement of the skills in an expansion to a multiparty context; (3) helping students identify and gain sources of power at work; and (4) learn how to influence others both with and without the use of power.

**Effective Semester:** Spring 2019  
**Expiration Semester:** Spring 2024

## 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.

Exceptions to GCAC-305 (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/gcac-305-admission-requirements-international-students/>) will be considered by the program. Exceptions may or may not be granted by the Graduate School.

Other admissions requirements include:

- Statement of Purpose — Applicants must describe how professional experience and goals align with the Certificate in Negotiation and Influence, not to exceed 500 words.
- Vita or Résumé — Provide a one- to two-page listing of professional experience and education.
- Application — Completion of the Graduate School certificate application (<http://gradschool.psu.edu/prospective-students/how-to-apply/>).

GRE/GMAT 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/>).

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>		
BA 805	Negotiation Theory and Skills	3
MGMT 821	Complex Negotiations	3
MGMT 565	Power and Influence	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

- Graduates will be able to demonstrate competency in the foundational concepts and practices of effective negotiation
- Graduates will learn the how to prepare for a negotiation, including identifying their (and their counterparts') interests, effectively operationalize and quantify their interests, and develop a strategy for engaging in a successful negotiation
- Graduates will learn about the ethical challenges associated with negotiation
- Graduates will be able to demonstrate competency in managing various multiparty negotiation contexts, including third-party interventions
- Graduates will learn about the sources of power and be able to effectively manage downwards, horizontally, and upwards
- Graduates will learn how to influence without power, and demonstrate this capability

## Contact

<b>Campus</b>	World Campus
<b>Graduate Program Head</b>	Stephen Humphrey
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Stephen Humphrey
<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-negotiation-and-influence-certificate/overview/">https:// www.worldcampus.psu.edu/ degrees-and-certificates/penn- state-online-negotiation-and- influence-certificate/overview/</a> )