

# ORGANIZATION DEVELOPMENT AND CHANGE: OCCUPATIONAL SAFETY AND HEALTH GRADUATE CREDIT CERTIFICATE PROGRAM

WFED 806	Program and Facilities Management for Work Force Development Professionals	3
<b>Total Credits</b>		<b>9</b>

<b>Person-in-Charge</b>	Susan Land
<b>Program Code</b>	ODCOSH
<b>Campus(es)</b>	University Park

Accidents in the workforce and educational environments are metaphorically similar to a line of falling dominoes. As one incident occurs, it has the ability to trigger a harmful chain reaction. Therefore the Organization Development and Change, Occupational Safety and Health Certificate Program is designed to assist workforce development professionals in building the skills and abilities needed to create and support workplaces and educational environments that are free of occupational safety and health hazards. Emphasis is placed on leadership development to promote detection, analysis, and correction of unsafe workplace conditions and procedures.

**Effective Semester:** Fall 2020  
**Expiration Semester:** Fall 2025

## 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.

## 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 Certificate in Organization Development and Change: Occupational Safety and Health, students must successfully complete 9 credits of course work in the required courses listed below.

Code	Title	Credits
<b>Required Courses</b>		
WFED 573	Needs Assessment for Workforce Development Professionals	3
WFED 411	Occupational Safety and Health for Workforce Education and Development Professionals	3

## 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

- OBTAIN KNOWLEDGE BASE:** Students will obtain a critical knowledge base in organization development and change, appreciative inquiry, and process consultation.
- LEAD GROUPS:** Students will strategically lead both small group and large group change initiatives.
- USE RESOURCES:** Students will use various resources for developing, implementing, evaluating, and marketing organization development programs.
- OBSERVE AND FACILITATE CHANGE:** Students will observe group dynamics and facilitate change efforts.

## Contact

<b>Campus</b>	University Park
<b>Graduate Program Head</b>	Susan Mary Land
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Heather A Zimmerman
<b>Program Contact</b>	Whitney A DeShong Learning and Performance Systems 303 Keller Building University Park PA 16802 wad5021@psu.edu (814) 865-0473
<b>Program Website</b>	View ( <a href="http://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-occupational-safety-and-health-certificate/">http://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-occupational-safety-and-health-certificate/</a> )