

## Graduate Certificate in Leading in Diversity, Equity, and Inclusion Required and Elective Courses

The Graduate Certificate in Leading in Diversity, Equity, and Inclusion develops students' knowledge in the key characteristics and impact of a comprehensive approach to fostering DEI in organizations, as well as learn 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. The Graduate Certificate in Leading in Diversity, Equity, and Inclusion will be awarded upon successful completion of the 12-credit curriculum below.\* The courses are not listed in sequential order. All course work should be completed within three years of starting the certificate program. Students should e-mail questions to [ManagementHelp@psu.edu](mailto:ManagementHelp@psu.edu).

3-Credit Required Curriculum			
Course #	Course Titles	Typically Offered	Sem/Grade
BUSAD/LEAD 556	Diversity Leadership	Spring	
Leading Positive Ethical Change (Choose 1)			
Course #	Course Title	Typically Offered	Sem/Grade
MBADM 815	Ethical and Responsible Business Leadership	Fall & Spring	
MGMT 507	Positive Organizational Behavior and Wellbeing	Fall & Spring	
Demonstrating Business Case for Diversity (Choose 1) <sup>1,2</sup>			
Course #	Course Title	Typically Offered	Sem/Grade
BUSAD 802	Cornerstone of Sustainability	Fall	
HRER 836	Diversity in the Workplace	Online All Sem.	
MGMT 841	Human Resource Management	Spring & Sum.	
BUSAD 843	People Analytics	Spring	
Specialized Competencies for DEI (Choose 1) <sup>1,2</sup>			
Course #	Course Title	Typically Offered	Sem/Grade
BADM 828	Negotiations	Spring & Sum.	
BUSAD 859	Career Management	Summer	
LEAD 561	Dynamic Communication in Leadership Contexts	Fall	
HRER 501	Labor and Employment Law	Online All Sem.	
HRER 826	Talent Management	Online Summer	

\*Pre-req may be waived with proof of equivalent undergraduate coursework.

<sup>1</sup> With departmental approval and instructor permission, special topics courses that are particularly relevant to one or more categories listed above may be used to satisfy certificate requirements.

<sup>2</sup> Some courses may be offered in other Penn State graduate programs, may have prerequisites, and/or may require demonstration of prior preparation in a subject area. Please contact the management division ([managementhelp@psu.edu](mailto:managementhelp@psu.edu)) at Penn State Great Valley for information regarding requirements, format, location, and enrollment prior to registration.

See our [Course Descriptions](#) page for additional course information.

**NOTE:** Students must maintain a minimum grade point average of 3.0 (B) throughout the program. Courses may be applied to Great Valley Master's programs if admitted as a degree-seeking student. If degree-seeking, you must formally apply for degree admission: completing this certificate does not guarantee admission to the [degree program](#). \*To be awarded the graduate certificate, students must successfully complete 12 credits of course work. Students must complete each course with a grade of C or better, and an overall grade-point average of 3.0 in the certificate courses.

**Questions & Advising:** Students should contact their assigned faculty advisors with any questions or for advice on course selection. After successfully completing the required course work, please submit a Graduate Certificate Completion Form at <http://greatvalley.psu.edu/form/graduate-certificate-completion-form>.