ORGANIZATION DEVELOPMENT AND CHANGE: ANALYTICS GRADUATE CREDIT CERTIFICATE PROGRAM

Person-in-Charge	Susan Land
Program Code	ODCA
Campus(es)	University Park

The focus of this certificate program is for students to learn about the use of analytical tools and approaches as they apply to organization development and change initiatives. This includes approaches to evaluating organization development (OD) and consulting services; assessing and feeding back data in organization development; models to evaluate investments; and the use of data analysis tools.

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/).

Students may select any 3 courses from the four courses listed.

Code	Title	Credits
Required Courses		
Select three of the following:		9
WFED 585	Appraising Organization Change and Development and Consulting	
WFED 582	Assessing Data: Organizational Diagnosis	
WFED 543	Evaluation of Investments in Workforce Education and Development	
WFED 540	Data Analysis in Workforce Education and Development	
Total Credits		**9**

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

Contact

Campus	University Park
Graduate Program Head	Susan Land
Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)	Heather Toomey Zimmerman
Program Contact	Whitney A DeShong Learning and Performance Systems 303 Keller Building University Park PA 16802 wad5021@psu.edu (814) 865-0473
Program Website	View (http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-analytics-certificate/)