

# ORGANIZATION DEVELOPMENT AND CHANGE: ESSENTIALS GRADUATE CREDIT CERTIFICATE PROGRAM

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

The primary goal of the certificate programs is to provide essential knowledge skills in organization development and change, facilitation of groups and teams, appreciative inquiry, and process consultation. The certificate program focuses on exposing students to global issues and the way change occurs around and within organizations. Emphasis is placed on the importance of knowledge and skills when it comes to facilitating change initiatives from a humanistic perspective.

**Effective Semester:** Summer 2021  
**Expiration Semester:** Spring 2026

## 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: Essentials, students must successfully complete 12 credits of course work in the courses listed below.

Code	Title	Credits
<b>Required Courses</b>		
WFED 572	Foundations in Organization Development and Change	3
WFED 578	Process Consultation in Organization Development	3
WFED 880	Facilitating Groups and Teams *	3
WFED 884	Appreciative Inquiry *	3
<b>Total Credits</b>		<b>12</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

- 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 Land
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Heather Toomey Zimmerman
<b>Program Contact</b>	Learning and Performance Systems 303 Keller Building University Park PA 16802
<b>Program Website</b>	View ( <a href="http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-essentials-certificate/">http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-essentials-certificate/</a> )
<b>Campus</b>	World Campus
<b>Graduate Program Head</b>	Susan Land
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Heather Toomey Zimmerman
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<b>Program Website</b>	View ( <a href="http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-essentials-certificate/">http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-essentials-certificate/</a> )