

# ORGANIZATIONAL LEADERSHIP IN DIVERSITY, EQUITY AND INCLUSION, GRADUATE CERTIFICATE

The Organizational Leadership in Diversity, Equity and Inclusion Graduate Certificate provides working professionals from a variety of fields with the knowledge, skills and abilities needed to lead effective diversity and inclusion initiatives in their workplaces and communities. Course content helps students identify issues, craft solutions, and develop the ability to research and understand the complexities of diversity and inclusion.

## Admission Requirements

### Application Deadlines

Application deadlines vary by program, please review the application deadline chart (<http://uwm.edu/graduateschool/program-deadlines/>) for specific programs. Other important dates and deadlines can be found by using the One Stop calendars (<https://uwm.edu/onestop/dates-and-deadlines/>).

### Admission

Students currently enrolled in a UWM graduate program are eligible to earn the Graduate Certificate in Organizational Leadership in Diversity, Equity and Inclusion. Persons not currently enrolled must apply for admission to the Certificate and must possess, at a minimum, a bachelor's degree with an overall GPA of 2.75 or better.

### Application

- Admission to a graduate certificate program requires formal student application through the Graduate School admissions application (<https://uwm.edu/applygrad/>) system, including the required admissions application fee.
- Certificate programs will inform the Graduate School of their admission recommendation for an applicant. The final admission decision is made by the Graduate School.
- Early application to the certificate program is recommended; late application is possible, but may incur delays for certificate conferral related to time required for credit tracking.
- Applicants must possess a baccalaureate degree and have a minimum 2.75 cumulative undergraduate grade point average to be admitted into a certificate program.

## Credits and Courses

Code	Title	Credits
<b>Required Courses</b>		
BUS ADM 731	Leadership in Diversity and Inclusion	3
BUSMGMT 715	Leadership, Team Building, and Effective Management	3
<b>Electives</b>		
Choose three courses from the list below:		9
AD LDSP 777	Leadership in Multicultural Organizations	
AFRIC 821	Race and Inequality	
BUS ADM 738	Human Resource Management	

BUSMGMT 706	Managing in a Dynamic Environment
IND REL 712	Employment Law
NONPROF 740	Executive Leadership of Nonprofit Organizations
OCCTHPY 625	Design and Disability
WGS 710	Advanced Feminist Theory
WGS 740	Advanced Queer Theory
<b>Total Credits</b>	<b>15</b>

## Additional Requirements

### Transfer Credit

No more than 20% of the required credits may be taken at an institution other than UWM. A maximum of one three-credit course from another AACSB-accredited graduate program may be transferred. These courses are subject to Graduate School transfer policy and must be approved by the director of the certificate program.

### Grade Point Average Requirement

A minimum cumulative 3.00 grade point average in certificate courses taken at UWM is required.

### Time Limit

Certificate program time limits shall be established as follows:

- 18 or fewer credits/Three years from initial enrollment in the certificate sequence.
- 19 or more credits/Four years from initial enrollment in the certificate sequence.

For certificates that are designed as add-ons to degree programs and are awarded concurrent with the degree, the time limit shall be the same as that of the degree program.

## Articulation with Degree Programs

1. Credits and courses required for a certificate may double count toward meeting UWM graduate degree requirements subject to the following restrictions:
  - Degree programs must approve the courses from certificates that can double count toward the degree.
  - All credits taken in completion of certificate requirements may count towards a UWM graduate degree as long as they do not contribute more than 90% of the total credits needed to obtain the degree. (Note: Students in PhD programs must still complete the minimum residency requirements)
  - Certificate courses used toward meeting degree requirements must be completed within the time limit for transfer credit.
2. Courses completed for a degree may be counted toward a subsequent certificate, subject to all certificate policy requirements.
3. A course may count toward no more than one certificate and one degree.
4. Students may not earn a certificate subsequent to a concentration in the same area.