

# INCLUSIVE LEADERSHIP FOR ORGANIZATIONAL EFFECTIVENESS, GRADUATE CERTIFICATE

Inclusive leadership is a business imperative. Organizations that cultivate inclusive cultures see stronger employee engagement, higher retention, greater innovation, and improved team performance. This certificate prepares leaders to translate inclusion into measurable organizational outcomes—enhancing productivity, strengthening collaboration, and positioning their organizations for long-term success.

The program integrates evidence-based leadership practices with research on organizational behavior, team dynamics, and inclusion. Students develop the skills to assess organizational systems, identify barriers to engagement and performance, and implement strategies that improve culture, productivity, and long-term sustainability.

Graduates are prepared for leadership roles across corporate, nonprofit, government, education, and healthcare settings. The certificate strengthens the capabilities of managers, HR professionals, organizational development specialists, consultants, employee resource group leaders, and executives who seek to enhance organizational effectiveness through inclusive leadership practices.

## 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 Inclusive Leadership for Organizational Effectiveness. 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	
BUSMGMT 712	Strategic Management	
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	
HCA 822	Human Resources Management for Healthcare Executives	
HCA 823	Strategic Planning and Innovation in Healthcare Organizations	
HCA 867	Quality, Safety, and Outcomes Management	
<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:

2 Inclusive Leadership for Organizational Effectiveness, Graduate Certificate

- 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.