

Organizational Leadership and Change, Certificate of Proficiency

Visit the Organizational Leadership Department page (<https://www.uvu.edu/woodbury/organizational-leadership/>) for more information on the program and access to advising.

Program Description

The Organizational Leadership and Change Certificate of Proficiency is an industry certificate that will help both industry professionals interested in bolstering their leadership and change competencies and capabilities, as well as any current UVU student interested in earning a stackable credential on top of their major. Students will learn about ethical decision making within an organizational context, leadership theories and their application to practice, effective people management strategies, and how to effectively lead change initiatives within organizations. Completion of this certificate will allow students to signal organizational leadership and change management expertise to potential or current employers and add organizational leadership and change to round out their portfolio of abilities.

Program Requirements

Code	Title	Credit Hours
Total Credit Hours		16
MGMT 3000	Organizational Behavior	3
MGMT 3020	Ethical Decision-Making in Organizations	3
HR 3430	Introduction to Human Resource Management	3
MGMT 3500	Leadership Theory and Application	3
HR 3550	Organization Development and Change Management	3
MGMT 4810R	Internship (See advisor)	1

Graduation Requirements

Complete all required credits. 25% of credits must be taken at UVU. Receive a C- or better in all courses with an overall grade point average of 2.0 or above.

Graduation Plan

This graduation plan is a sample plan and is intended to be a guide. Your specific plan may differ based on your Math and English placement and/or transfer credits applied. You are encouraged to meet with an advisor and set up an individualized graduation plan in Wolverine Track (<http://www.uvu.edu/wolverinetrack/>).

First Year		
Semester 1		Credit Hours
MGMT 3000	Organizational Behavior	3
MGMT 3020	Ethical Decision-Making in Organizations	3
HR 3430	Introduction to Human Resource Management	3
	Credit Hours	9
Semester 2		
MGMT 3500	Leadership Theory and Application	3
HR 3550	Organization Development and Change Management	3
MGMT 4810R	Internship	1
	Credit Hours	7
	Total Credit Hours	16

An online graduation plan offers students a flexible yet structured approach to their academic journey. While this sample serves as a general guideline, individual plans may differ based on Math and English placement scores. Meeting with an academic advisor is strongly recommended to customize plans and ensure all graduation requirements are met.

Courses marked with an asterisk (*) are Certified Online Courses, meeting UVU's high standards for quality and accessibility.

Course	Title	Credit Hours
First Year		
Semester 1		
MGMT 3000	Organizational Behavior *	3

MGMT 3020	Ethical Decision-Making in Organizations *	3
HR 3430	Introduction to Human Resource Management *	3
Credit Hours		9
Semester 2		
MGMT 3500	Leadership Theory and Application *	3
HR 3550	Organization Development and Change Management *	3
MGMT 4810R	Internship	1
Credit Hours		7
Total Credit Hours		16

Program Learning Outcomes

1. Comprehension of major legal theories, laws and policies necessary for effective HRM and organizational leadership
2. Effectively respond to organizational opportunities through analytical thinking, problem-solving, ethical awareness, oral and written communications, effective teamwork
3. Ability to design and strategically implement job design, recruitment, selection, retention, training and development, performance management, organizational development, change management, compensation and benefits, HRIS, and people analytics

Fundraising managers

- Total Positions38,200
- Field Growth5.9%
- Median Salary\$119,200
- Average Openings2.9

Human resources managers

- Total Positions208,900
- Field Growth6.5%
- Median Salary\$136,350
- Average Openings17.4

Training and development managers

- Total Positions43,200
- Field Growth7.3%
- Median Salary\$125,040
- Average Openings3.6

Managers, all other

- Total Positions1,282,500
- Field Growth5.7%
- Median Salary\$133,560
- Average Openings105.8

Management analysts

- Total Positions1,018,300
- Field Growth10.6%
- Median Salary\$99,410
- Average Openings95.7

Business teachers, postsecondary

- Total Positions104,900
- Field Growth6.7%
- Median Salary\$97,130
- Average Openings8.7