

The purpose of this fully online, interdisciplinary, graduate, 9-credit-hour, organizational leadership and workforce development certificate program is to provide individuals with the knowledge and skills to advance into leadership or supervisory positions in business, government, nonprofit, or educational organizations. The certificate program provides training relevant to leading and developing high-performing individuals and teams across all industries, including manufacturing, construction, education, health services, law enforcement, military, nonprofit, and other professional services.

Application Requirements

The items listed below are required for admission consideration for applicable semesters of entry during the current academic year. Submission instructions, additional details, and changes to admission requirements for semesters other than the current academic year can be found on The Graduate College's website (<http://www.gradcollege.txstate.edu/>). International students should review the International Admission Documents page (<http://mycatalog.txstate.edu/graduate/admission-documents/international/>) for additional requirements.

- completed online application
- \$20 nonrefundable application fee
- or
- \$60 nonrefundable application fee for applications with international credentials
- baccalaureate degree from a regionally accredited university (Non-U.S. degrees must be equivalent to a four-year U.S. Bachelor's degree. In most cases, three-year degrees are not considered. Visit our International FAQs (<https://www.gradcollege.txst.edu/international/faqs.html>) for more information.)
- official transcripts from **each institution** where course credit was granted
- a 2.50 overall GPA or a 2.50 GPA in the last 60 hours of undergraduate course work (plus any completed graduate courses)

Approved English Proficiency Exam Scores

Applicants are required to submit an approved English proficiency exam score that meets the minimum program requirements below unless they have earned a bachelor's degree or higher from a regionally accredited U.S. institution or the equivalent from a country on our exempt countries list (<http://www.gradcollege.txstate.edu/international/language.html#wave>).

- official TOEFL iBT scores required with a 78 overall
- official PTE scores required with a 52 overall
- official IELTS (academic) scores required with a 6.5 overall and minimum individual module scores of 6.0
- official Duolingo Scores required with a 110 overall
- official TOEFL Essentials scores required with an 8.5 overall

This program does **not** offer admission if the scores above are not met.

Course Requirements

The certificate requires 9 semester credit hours.

Code	Title	Hours
Required Courses		
CTE 5360	Organization Development in the Workplace	3
OCED 5362	Leadership Theories and Application in Organizational Contexts	3
or CTE 5315	Strategic Leadership and Capacity Development	
Choose 3 hours from the following		3
OCED 5310	Human Problems in the Workplace	
OCED 5361	Human Systems in the Workplace	
CTE 5324	Human Performance in the Workplace	
CTE 5314	Human Relations in the Workplace	
Total Hours		9