ORGANIZATIONAL CHANGE IN HIGHER EDUCATION (CERT)

This program was approved for students entering the university in the Summer 2025-Spring 2026 catalog year. For more information about catalog year, go to Catalog Year Information (https://catalog.louisville.edu/undergraduate/university-wide-unit-specific-policies/catalog-year/).

Certificate in Organizational change in Higher Education

Unit: College of Education & Human Development (https://louisville.edu/education/)
Department: Educational Leadership, Evaluation, and Organizational Development (https://louisville.edu/education/departments/eleod/)
Program Website (http://louisville.edu/education/degrees/graduate-certificate-organizational-change-higher-education/)
Academic Plan Code(s): OCHECGR, OCHECGRO

Program Information

This program can be completed 100% online.

The training and development of academic leaders has historically been an informal process within the academy. As the profession and the postsecondary landscape have changed, there is a need to train and develop mid-career academics and those entering leadership roles.

The purpose of this certificate program is to prepare postsecondary instructors and faculty members for professional practice related to understanding and managing organizational change within their institutions and units. The program provides breadth in its consideration of the factors that influence organizational change in colleges and universities that is often challenging to obtain through professional practice alone, particularly for academic professionals focused on teaching and learning, as opposed to administrative or student support roles.

The certificate requires twelve (12) credit hours of coursework.

Admission Requirements

- Completion of graduate admission application (https://graduate.louisville.edu/admission/apply/) and applicable fee.
- The minimum requirements for admission is a baccalaureate degree or its equivalent from a regionally accredited institution.
- Applicants are required to submit all official transcripts.
- The GRE requirement is waived for applicants with a minimum cumulative GPA of 3.0 during undergraduate studies or a minimum cumulative GPA of 3.5 during graduate studies. Applicants below these thresholds will be considered on a case-by-case basis and the GRE may be required for admission. GRE scores used for consideration must be no older than 5 years if required for admission.
- All applicants for whom English is a second language must also submit official TOEFL scores of 79 or higher on the internet-based test, 213 or higher on the computer-based test. English proficiency can also be met by submitting official IELTS scores of at least 6.5 overall band score from the academic module exam or official Duolingo overall score of 105. Students holding a bachelor's or advanced degree from an accredited institution in the United States may be exempt from this requirement.

- Each applicant must submit a resume and professional goals statement. The professional goals statement must be 1-2 pages in length and address why you are interested in the program, how it relates to your career goals, the relationship between your personal and professional goals, and your experience with and interest in learning more about diversity issues in higher education. This document is also a writing sample and will be used to assess your writing skills
- For unconditional admission, students are required to have a 2.75 cumulative GPA, or 2.75 GPA for their last 60 hours in an undergraduate program.
- All credentials are considered. Satisfying the minimum GPA does not guarantee admission into the program.

Program Requirements

Code	Title	Hours
LEAD 694	Diversity in Higher Education	3
LEAD 697	Organizational Improvement in Higher Education	3
Pick two courses from the list below:		6
LEAD 680	Legal Issues in Postsecondary Education	
LEAD 684	Educational Resource Management in Postsecondary Education	
LEAD 693	College Students in the United States	
Minimum Total Hours		**12**