

## Graduate Certificate in Nonprofit Human Resource Management

Students use real-world organizational settings to explore and understand the knowledge and skills needed to effectively manage a nonprofit organization in the areas of: strategic planning, development, and deployment; program planning, deployment, implementation and evaluation; internal/external communications, marketing, and public relations; economics, resource development, fundraising and grantsmanship; accountability, accounting, and financial management; performance analysis, review, and improvement; knowledge management; information technology and management; financial resources management and accounting; leadership, governance effectiveness and board development; human resources management; legal and risk management.

This certificate emphasizes a workforce focus for professional and volunteer staff management in the nonprofit organization. Topics covered include nonprofit law, ethics, risk management, leadership, and governance excellence in nonprofit organizations. The course focuses heavily on competencies and the knowledge, skills, and abilities needed by senior managers with major responsibilities for human resource development and management, board and committee development, volunteer resource management, ethics and ethical behavior, organizational core values, diversity awareness, and legal and risk management.

### Nonprofit Human Resource Management Certificate Courses

AD 542	Leading the Nonprofit Organization	6
AD 562	Transformational Organizational Culture, Human Resources Devel and Mngt in NonProfit Organizations	6
Total Cr.		12