

Graduate Certificate in Performance Management

Effectiveness, efficiency, public accountability, and the better alignment of resources and managerial actions with organizational mission are key goals of public and nonprofit management. This certificate is designed for those individuals who wish to develop skill sets in managing performance and in fostering innovative changes to deliver greater value to the public. Managerial strategies, organizational change management, governance thinking, and quantitative analysis are emphasized in the coursework.

Admission to Graduate Studies

Admission Requirements

- All applicants must meet the requirements outlined in the Admission to Graduate Study (<https://policy.ku.edu/graduate-studies/admission-to-graduate-study/>) policy.
- Bachelor's degree: A copy of official transcripts showing proof of a bachelor's degree (and any post-bachelor's coursework or degrees) from a regionally accredited institution, or a foreign university with equivalent bachelor's degree requirements is required.
- English proficiency: Proof of English proficiency (<https://gradapply.ku.edu/english-requirements/>) for non-native or non-native-like English speakers is required. There are two bands of English proficiency, including Admission and Full proficiency. For applicants to online programs, Full proficiency is required.

Admission

The School of Public Affairs & Administration (SPAA) accepts students on a rolling admissions basis. Students may apply to be admitted for either the fall, summer or spring semesters. Applicants for the certificate are required to meet the following program requirements:

- An undergraduate degree with a GPA of 3.0 (if the undergraduate degree was awarded in the last three years); and
- the University requirement that Non-native speakers of English meet Graduate Studies English proficiency (<https://gradapply.ku.edu/english-requirements/>).

Current graduate students who wish to earn a graduate certificate credential in any of the SPAA certificates must submit a graduate application for the specific certificate program (<https://gradapply.ku.edu/apply/>) no later than enrollment in the final course that will count toward the certificate.

Individuals who are not already enrolled as KU graduate students must complete **an application to Graduate Studies** (<https://gradapply.ku.edu/apply/>) for admission into the certificate program and submit an application fee along with the following materials:

- A current resume.
- A statement of interest in the graduate certificate program. This 1-2 page narrative should summarize your education, employment history, career goals, and how this certificate will bolster your professional aspirations.

- Official transcripts of baccalaureate degree/s and any post-baccalaureate course work.

The admissions committee may request additional materials if needed to assess an applicant's ability to be successful in the coursework.

More information about admission and program requirements is available on the SPAA Graduate Certificate page (<https://spaa.ku.edu/graduate-certificates/>).

Certificate Requirements

The certificate requires 4 courses for a total of 12 graduate credit hours.

Other courses may be substituted with the approval of the MPA Faculty Director. Student pursuing more than one SPAA certificate may use a maximum of one course to count towards both certificates. While completing the following degree requirements, graduate students are expected to understand and follow Office Graduate Studies policies (<https://policy.ku.edu/office/Graduate-Studies/>) relevant to their student status and academic standing.

| Code | Title | Hours |
|--|---------------------------------------|-----------|
| PUAD 857 | Performance Management and Governance | 3 |
| Electives | | |
| 3 courses selected from the following: | | 9 |
| PUAD 854 | Innovation and Organizational Change | |
| PUAD 858 | Performance Audit | |
| PUAD 861 | Data Analytics | |
| PUAD 853 | Policy Analysis | |
| | or PUAD 863 Program Evaluation | |
| Total Hours | | 12 |

At the completion of this program, students will be able to:

- Analyze, synthesize, think creatively, solve problems, and make decisions.
- Use performance management techniques to align resources and managerial actions with organizational mission.