GRADUATE CERTIFICATES

Graduate certificates provide training opportunities for graduate students. Graduate certificates are narrower in scope and shorter in duration than master's degrees. Graduate certificates are neither "degree" programs nor teacher certification programs. Students wishing to be certified to teach at the elementary, middle school, or high school level should refer to Teacher Certification Programs for Graduate Students. Students must apply to have graduate certificates noted on their transcripts.

College of Business Administration

Accounting Information Systems and Control

This certificate provides a foundation in Accounting Information Systems. Learn the controls and technical aspects of accounting and auditing from a systems point of view.

Code	Title	Credit Hours
ACCT 5310	Advanced Accounting Systems	3
ACCT 5340	Ethics in Accounting	3
ACCT 5350	Forensic Accounting	3
ACCT 5360	Information Technology Audit	3
Total Credit Hours		**12**

Analytical Financial Management

1. As the financial industry changes quickly these days, there is an increased demand for employees who possess a deep understanding of financial models and also have the skills of analyzing growing volume of financial data. Through this Analytical Finance Management certificate, you will learn about recent developments in finance, to extract real-world financial data, analyze it with quantitative tools, and then create innovate solutions for financial issues.

Code	Title	Credit Hours
FIN 5307	Financial Management	3
FIN 5389	Selected Topics in Finance (Advanced Financial Management)	3
ACCT 5345	Financial Statement Analysis	3
FIN 5304	Investments	3
Total Credit Hours		**12**

Applied Data Analytics

The graduate certificate in Data Analytics is intended for non-degree seeking students. The certificate provides professional expertise in data analytics to those learners who are unable to make the requisite financial and time commitments to obtain a graduate degree. It is designed to provide students the knowledge and skills needed for data management, data analytics and data visualization

Code	Title	Credit Hours
CIS 5353	Data Analytics and Management	3
CIS 5355	Visual Analytics	3
CIS 5356	Web & Social Analytics	3
CIS 5357	Applied Machine Learning	3
Total Credit Hours		**12**

Business Sustainability

The Graduate Certificate in Business Sustainability is intended for non-degree seeking students, but may also be completed as part of a graduate degree program. The certificate provides professional expertise in business sustainability to those learners who either do not need a complete graduate degree to meet their career goals or else are presently unable to make the requisite financial and time commitments to obtain one. This certificate is inspired by the dictum "without ecology there is no economy," and is designed to assist learners with developing the business sustainability knowledge, skills and perspective they need to build and lead organizations in any sector that simultaneously meet the wider needs of our world and society while delivering economic returns to financial stakeholders.

Code	Title	Credit Hours
MGMT 5302	Sustainability in Business	3
MGMT 5311	Sustainable Operations & Services	3
MGMT 5315	International Management for Sustainability	3
MGMT 5330	Cross Sector Partnerships for Sustainability	3
Total Credit Hours		**12**

Cybersecurity

The graduate certificate in cybersecurity is intended for non-degree seeking students. The certificate provides professional expertise in cybersecurity to those learners who are unable to make the requisite financial and time commitments to obtain a graduate degree. It is designed to provide students the knowledge and skills needed to manage cybersecurity risks and secure organizational data and systems

Code	Title	Credit Hours
CIS 5370	Foundations of Information Security	3
CIS 5371	Enterprise Cybersecurity Management	3
CIS 5372	Network and Systems Security	3
CIS 5373	Digital Forensics	3
Total Credit Hours		**12**

Healthcare Administration

The Graduate Certificate in Healthcare Administration is intended for non-degree seeking students, but coursework may be applicable to the Master of Business Administration with Healthcare Administration emphasis. The certificate provides professional expertise in healthcare

administration to those learners who are unable to make the requisite financial and time commitments to obtain a graduate degree.

Students wishing to earn the Graduate Certificate in Healthcare Administration should contact the Graduate School for admissions and financial aid options and procedures.

All courses applicable to the certificate must be completed with an overall 3.0 GPA.

Code	Title	Credit Hours
HEAD 5311	Foundations of Healthcare Administration and Healthcare Systems	3
HEAD 5312	Strategic Planning and Financial Management in Healthcare Organizations	3
HEAD 5314	Health Informatics and Data Analytics	3
HEAD 5313	Healthcare Policy, Law, and Ethics	3
Total Credit Hours		**12**

Information Systems

The graduate certificate in Information Systems is intended for non-degree seeking students. The certificate provides professional expertise in Information Systems to those learners who are unable to make the requisite financial and time commitments to obtain a graduate degree. It is designed to introduce learners to key information system technologies, IT strategy development, telecommunications, database management, IT project management, and design and development techniques that apply to the entire system life cycle.

Code	Title	Credit Hours
CIS 5311	Managing Information Systems	3
CIS 5353	Data Analytics and Management	3
CIS 5307	Systems Analysis for Managers	3
CIS 5316	Advanced Database Management	3
Total Credit Hours		**12**

Leadership

The Graduate Certificate in Leadership is intended for non-degree seeking students, but may also be completed as part of graduate degree program. The certificate provides professional expertise in leadership to those learners who either do not need a complete graduate degree to meet their career goals or else are presently unable to make the requisite financial and time commitments to obtain one. This certificate is designed to assist learners with developing the leadership knowledge, skills and perspective they need to build and lead companies that simultaneously meet the wider needs of society while delivering economic returns to financial stakeholders.

Code	Title	Credit Hours
MGMT 5309	Global Leadership Theory and Practice	3
MGMT 5307	Responsibilities and Ethics of Leadership	3
MGMT 5310	Leadership Formation and Development	3
MGMT 5368	Development & Change for Learning Organizations	3
Total Credit Hours		**12**

Organizational Effectiveness

In any industry or sector, the performance of a manager ultimately depends on how effectively he or she deploys assets in the pursuit of organizational goals. Without exception, the best managers possess excellent collaborative skills, a willingness to innovate, and an astute awareness of critical organizational processes and the wider systems within which they operate. With this critical skillset in mind, the Graduate Certificate in Organizational Effectiveness delivers current best practices associated with the creation and successful execution of organizational goals as well as the maintenance of collaborative relationships that support and drive them.

Coupled with either existing managerial training and experience or the robust and interdisciplinary management curriculum of the TAMUCT MBA core, this Gradute Certificate serves students with a broad range of career objectives, but is especially suited for those interested in careers in project management or consulting.

Code	Title	Credit Hours
MGMT 5320	Negotiations	3
MGMT 5345	Creativity and Innovation	3
MGMT 5350	Project Management	3
MGMT 5368	Development & Change for Learning Organizations	3
Total Credit Hours		**12**

Strategic Human Resource Management

This certificate is designed to create leaders who can artfully employ human resources skills and knowledge to drive the strategic mission of the organization. Certificate courses provide robust coverage of such topics as staffing, training & development, reward systems, and related legal issues. The certificate is designed for current HR professionals who aspire to enrich and build upon their existing expertise, but is also suitable for students transitioning into HR from other areas.

Code	Title	Credit Hours
HRM 5303	Employee Learning and Development for Competitive Advantage	3
HRM 5305	Employment Law for HR Professionals	3
HRM 5314	Strategic Staffing	3
HRM 5316	Compensation Management	3
Total Credit Hours		**12**

Tax Compliance and Planning

Through the tax compliance and planning emphasis, students will attain the knowledge and skills needed to gain a solid foundation in tax law and tax compliance for individuals and businesses.

Code	Title	Credit Hours
ACCT 5320	Corporate Tax	3
ACCT 5375	Tax Research	3
ACCT 5315	Business Law for Accountants	3
ACCT 5335	Estate Planning	3
Total Credit Hours		**12**

COllege of ARTS and Sciences

Dual Credit Teacher Credentialing in Mathematics

This credential is designed for secondary mathematics teachers who want to teach Academic Dual Credit courses in mathematics. Secondary school faculty must have an earned Master's degree in the content area or a Master's degree with 18 hours in the content area. This credential gives a formal acknowledgement that students have fulfilled the necessary content area requirements for dual credit in mathematics.

Code	Title	Credit Hours
MATH 5308	Abstract Algebra: Examples and Applications	3
MATH 5350	Applied Linear Algebra	3
Any 5000-level math elective		3
Any 5000 level math elective		3
Any 5000 level math elective		3
Any 5000 level math elective		3
Total Credit Hours		**18**