UNIVERSITY of DUBUQUE

Master in Management
Organizational Diversity and Inclusion Leadership

Master in Management – Organizational Diversity and Inclusion Leadership (MMDI)

The master in management – organizational diversity and inclusion leadership (MMDI) program is designed from an organizational perspective to identify, recognize, and remove barriers that impede productivity for the 21st century workforce. MMDI prepares students to become change agents and helps them utilize the diversity of backgrounds, experiences, and worldviews to shape the climate and direction of an organization.

MMDI – Career Opportunities

The MMDI program prepares students to become change agents in organizations and pursue careers in diversity and inclusion including, but not limited to:

- Chief Diversity Officers
- Diversity recruiters
- Coordinators
- Managers
- Higher education administration
- Consulting

MMDI – Program Learning Outcomes

- Recognize the diversity of backgrounds, experiences, and worldviews that shape the climate and direction of organizations.
- Identify and remove barriers that impede diversity and inclusion initiatives to help solve problems.
- Develop, organize, and monitor competencies that foster collaboration in diverse settings.
- Lead and manage with in-depth knowledge in key areas of finance, human resources, operations, and strategy.
- Apply excellent moral character and professional ethics to the practices and decision making of an organization.
- Communicate effectively through writing, speaking, listening, and electronic media in a global business landscape.
- Use the language of business coupled with interpersonal and communication skills to lead organizational groups in a physical or virtual presence.
- Critically evaluate, analyze, and interpret information concerning human, intellectual, technological, and material resources to solve problems and make business decisions in structured and non-structured environments.
- Exhibit a rigorous understanding of core business operations reflecting an integration of functional perspectives.
- Utilize methods which foster innovation in organizations and respond effectively to new circumstances, enabling organizations to realize the impact on products and processes.
- Acquire and utilize knowledge of behavioral, policy, and strategic issues to improve the effectiveness of the organization.
- Demonstrate the ability to integrate theory and practice of diversity and inclusion that addresses organizational issues.

Graduate Admission Information
Patti Burgmeier, Director of Admission for Graduate Studies
Gradstudies@dbq.edu
563.589.3664

Program Information
Dr. Ricardo Cunningham, Program Director
rcunning@dbq.edu
563.589.3728

MMDI – Curriculum

Master in Management – Diversity and Inclusion Leadership - (30 credits)

Each of the following courses are three credits.

- BUS/COM 602: Financial Decision Making
- BUS 620: Managing the Business Culture OR BUS 647: Stakeholder Engagement
- BUS 626: Strategic Implementation
- BUS 665: Analytics for the Business Environment
- BUS 668: Innovation and Change Management
- DIL 601: Foundations of Diversity and Inclusion
- DIL 610: Cultural and Social Group Identities
- DIL 615: Managing the Diversity and Inclusion Change Initiative
- DIL 620: Diversity and Inclusion Measurement and Accountability
- DIL 689: Diversity and Inclusion Capstone **OR** GRAD 686: FE Capstone Seminar

MMDI – Admission Requirements

- Bachelor's degree from a regionally accredited or domestically recognized international institution of higher education – official transcript required.
- Minimum undergraduate cumulative grade point average of 2.75 on a 4.0 scale.
- Formal application and three letters of recommendation attesting to the applicant's ability to successfully complete a graduate degree.
- Personal statement of objectives for pursuit of this degree.
- Demonstrate writing competency through the application process.
- Program application fee.
- Approval by Graduate Admission Committee.