

Applied Behavior Analysis and Organizational Behavior Management

Graduate Certificate 18 Credit Hours

This program is offered by the School of Education and is available online.

This program is designed exclusively for individuals holding certification in applied behavior analysis or who have previously completed a degree or certificate program in applied behavior analysis.

For information on the general requirements for a certificate, see Certificate Program Policies and Procedures under the Academic Policies section of this catalog.

Program Description

The graduate certificate in applied behavior analysis and organizational behavior management is a comprehensive 18-credit hour program designed to provide individuals holding certification in applied behavior analysis or who have previously completed a degree program in applied behavior analysis the skills and knowledge necessary to effectively guide and improve organizational behavior management within diverse environments. This program blends theory and practical application to address the complexities of human behavior in organizational settings.

This graduate certificate program is offered entirely online, providing flexibility for working professionals to balance their studies with professional and personal commitments. Courses are delivered asynchronously, allowing students to access course materials and participate in discussions at their convenience.

Graduates of the program possess the knowledge and skills to apply the principles of applied behavior analysis to organizational behavior effectively, implement evidence-based interventions, and drive positive change.

Students pursuing this graduate certificate are expected to have an association, professional or voluntary, with an agency or company in which they can do applied work to fully benefit from the coursework.

Learning Outcomes

Upon completion of the program, students will be able to:

- Develop a comprehensive understanding of the principles of applied behavior analysis as it relates to Organizational Behavior Management (OBM) and apply these principles to real-world challenges, demonstrating proficiency in data collection, analysis, and intervention design.
- Display advanced skills in behavior analysis, including identifying antecedents and consequences influencing behavior and designing performance management systems that effectively reinforce desired behaviors, leading to improved organizational performance and employee engagement.
- Demonstrate expertise in applying OBM principles to drive systemic change, assessing readiness for change, developing change strategies, and evaluating change outcomes, supported by proficiency in data collection, analysis, interpretation, and using data to inform decision-making and organizational change initiatives.
- Apply the BACB ethical code to demonstrate ethical leadership in a variety of settings, while effectively

collaborating with diverse professionals to address complex challenges.

- Effectively apply the skills learned to lead teams in effective communication, motivation, change initiatives, and critical thinking and problem-solving abilities supported by ongoing professional development to stay current with advancements in the field of OBM.

Requirements

- APBA 5000 Introduction to Applied Behavior Analysis (3 hours)
- APBA 5010 Introduction to Organizational Behavior Analysis (OBM) (3 hours)
- APBA 5011 Behavior Analytic Performance and Supervision (3 hours)
- APBA 5012 Behavioral Systems Analysis (3 hours)
- APBA 5013 Organizational Behavior Management in Action (3 hours)
- APBA 5014 Applied Organizational Behavior Management (3 hours)

Admission

See the Admission section of this catalog for general admission requirements. Students interested in applying must submit their application online at www.webster.edu/apply. Transcripts should be sent from your institution electronically to transcripts@webster.edu. If this service is not available, send transcripts to:

Office of Admission
Webster University
470 E. Lockwood Ave.
St. Louis, MO 63119

Additional Requirements

Requirements for admission to the applied behavior analysis and organizational behavioral management graduate certificate program include:

- Receipt of all official transcripts.
- Final degree conferred GPA of 2.5 or higher.
- Certification in applied behavior analysis or completion of a degree or certificate program in applied behavior analysis.