Individualized Major Course Suggestions in the Diversity/Equity/Inclusion (DEI) Area

MBA students seeking focused coursework in creating more diverse, equitable and inclusive workplaces and organizations are encouraged to build an [individualized major](https://mba-inside.wharton.upenn.edu/individualized-major/) in this area. This document suggests pathways toward a cohesive [individualized major proposal](https://mba-inside.wharton.upenn.edu/wp-content/uploads/2014/12/INDM_approval_2012.pdf), which must be ultimately approved by a Faculty Advisor and the MBA Program Office.

The Wharton core courses of MGMT 610, MGMT 611, MGMT 612 and MGMT 613 (WEMBA only) all contain content relevant to this area. Per individualized major policy, at most 1.0 credit unit of core coursework may be counted toward the 5.0 cu minimum, and then 4.0 additional credit units beyond the Wharton core are required.

Three courses, totaling 2.0 credit units, offer strongly recommended foundational content:

* BEPP 765 The Economics of Diversity
* LGST 642 Big Data, Big Responsibilities
* MGMT 624 Leading Diversity in Organizations

At least 2.0 credit units will be selected from supplementary courses that address complementary skills and techniques to build a manager’s DEI toolkit:

* LGST 808 Law at Work
* MGMT 691 Negotiations (cross-listed with LGST 806 and OIDD 691)
* MGMT 772 Power and Politics in Organizations (0.5 cu)
* MGMT 773 Managing Organizational Change (WEMBA only)
* MGMT 793 People Analytics (0.5 cu)
* MGMT 794 Understanding Careers (0.5 cu)
* OIDD 690 Managerial Decision Making
* OIDD 693 Influence
* No more than 1 cu of non-Wharton coursework focused broadly in the DEI space (e.g., anthropology, cultural/diaspora-related studies, gender, sexuality, and women’s studies, history, international relations, psychology, religious studies, sociology)
* No more than 1 cu total from Global Modular Courses, Global Virtual Courses, Advanced Study Program and/or Independent Studies with significantly related content

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