

Human Resource Development (Combined BA/MS)

PROGRAM DESCRIPTION

Human Resource Development (HRD) is a comprehensive program that develops HR leaders through evidence-based education and applied experiences in functional and strategic human resource management. The program is designed to provide students with a fundamental understanding of critical concepts pertaining to the field of Human Resources, aligned with the body of knowledge and competencies identified by the major professional HR associations. Professionals in the field teach selected courses thereby adding value and realism to the program. The classes are enriched through the student composition of professionals with years of HR and business experience and individuals launching their HR careers as recent undergraduates and those seeking to transition from other careers or as they return to work. Graduates of the program not only expand their general professional knowledge in HR, but also acquire new and specific skills in strategic planning, analytics and research methods for application in increasingly dynamic organizational environments. Our graduates become global HR thought leaders driving high performing, inclusive organizations that provide meaningful work experiences. The HRD Graduate Program offers a 36-credit MS in Human Resource Development, and four 15-credit certificate programs. The certificates can be earned in conjunction with the MS degree or as stand-alone certificates.

COMBINED BACHELOR/MASTER PROGRAM IN HUMAN RESOURCE DEVELOPMENT

Qualified students are invited to apply for a limited number of spots (refer to HRD website for application details) for the combined BA in Psychology & MS in HRD & BA in Interdisciplinary Studies & MS in HRD program designed to offer undergraduate students a planned educational track that will prepare them for a career in the field of human resources. Students should apply directly to the Program Director in their junior year of undergraduate study. Students will then be permitted to double-count up to nine (9) credits of graduate study towards both their bachelor and master degrees. Students are eligible for up to six (6) credits of tuition remission in the last semester(s) of their master's degree. Students will work closely with their advisor to ensure the appropriate graduate coursework is taken while still enrolled as an undergraduate student. Students must maintain a graduate GPA of 3.00 and students are not permitted to enroll in more than sixteen (16) credits while still enrolled as an undergraduate student. Students should refer to the Graduate Studies Combined Bachelor Master Programs website for detailed policies and procedure.

ADMISSION REQUIREMENTS

In addition to meeting the general requirements for admission to the graduate school, an applicant should have a bachelor's degree preferably with a major in an area of the social or behavioral sciences or business, though applicants from other disciplines will be given serious consideration. While applicants' qualifications will be considered in their entirety, in general, applicants should have a 3.0 or higher undergraduate GPA. While not required, applicants may submit evidence of their ability to handle graduate-level work such as GRE's, GMAT's, prior graduate studies, relevant certifications, etc.

In addition to university supported graduate assistantships and tuition scholarships, there are two endowed fellowships available to support a graduate student enrolled on a full- time basis in the HRD program. Applicants are invited to apply for the Rohm & Haas Company James C. Tabb Fellowship and the David F. Bush Fellowship.

Master of Science in Human Resource Development

PROGRAM REQUIREMENTS

To meet the requirements for the degree, students must successfully complete the required and elective courses outlined below. The pattern of elective course work will vary according to the professional objectives of the student. The program requires 36 semester hours. For all general advising questions, such as registration, scheduling, registration PINs, about tailoring elective options to meet career goals, or discussion about career options within HR, students should contact their academic advisor.

Special Notes: There are three (3) Psychology courses offered as part of the HRD curriculum. Two of these are required courses - PSY8475 and PSY8875.

Program: Human Resource Development

Type: Combined Bachelor/Master

Required Courses

| Item # | Title | Credits |
|----------|------------------------------|---------|
| HRD 8003 | Financial & Human Capital | 3 |
| HRD 8006 | People Analytics | 3 |
| HRD 8101 | Intro to HR & Org. Dynamics | 3 |
| HRD 8210 | Strategic Workforce Planning | 3 |
| HRD 8215 | Employment Law | 3 |
| HRD 8419 | Foundations of Strategic HR | 3 |
| PSY 8475 | Learning & Development | 3 |
| PSY 8875 | Organization Development | 3 |
| HRD 8100 | Evidence-Based HR Primer | 1.5-2 |
| HRD 8888 | HRD Capstone: Leading HRD | 3 |

Electives

| Item # | Title | Credits |
|----------|--------------------------------|---------|
| HRD 8304 | Emotional Intelligence | 1.5 |
| HRD 8212 | Total Rewards:Compensation | 3 |
| HRD 8213 | Total Rewards:Benefits | 3 |
| HRD 8420 | Strategic & Global HR Ldrship | 3 |
| HRD 8421 | Diversity in a Global Economy | 3 |
| PSY 8425 | Organizational Behavior | 3 |
| HRD 8499 | Special Issues in HRD | 3 |
| HRD 8305 | Cultrl Compet, Equity&SocJusti | 1.5 |
| HRD 8306 | Measure I&D Initiatives&Effect | 1.5 |
| HRD 8307 | Work, Family&Career Considerat | 1.5 |
| HRD 8345 | Relational Capital | 1.5 |

Electives (1-1.5 credits)

The courses below are all electives of either 1 or 1.5 credits. The offerings vary by semester. Please check the master catalog for the courses given (and associated credits) for the current semester.

| Item # | Title | Credits |
|---------------|--------------------------------|----------------|
| HRD 8307 | Work, Family&Career Considerat | 1.5 |
| HRD 8306 | Measure I&D Initiatives&Effect | 1.5 |
| HRD 8305 | Cultrl Compet, Equity&SocJusti | 1.5 |
| HRD 8304 | Emotional Intelligence | 1.5 |
| HRD 8330 | Human Resource Ethics | 1.5 |
| HRD 8345 | Relational Capital | 1.5 |
| HRD 8899 | Special Topics | 1.5 |