

MASTER OF SCIENCE IN HUMAN RESOURCES (CREDIT HOUR)

The Master of Science in Human Resources (MSHR) is designed to provide practitioners and leaders with the knowledge, skills and tools to maximize employee engagement and optimize organizational performance. It is a degree designed to promote the career development of human resources professionals.

Mission

The MSHR prepares graduates with the knowledge and skills needed to deliver innovative ideas and solutions to advance the practice of Human Resource Management in the 21st century.

Program Learning Outcomes

- **Business Acumen:** Apply an integrated and systems-oriented approach to Human Resources that aligns and supports business strategy.
- **Globalization and Diversity:** Assess the impact of globalization, multiculturalism, and multi-generational workforces on organizational policy, practices and performance.
- **Workforce Planning:** Design strategies to ensure workforce capabilities are aligned with organizational needs.
- **Talent Management:** Develop strategies to ensure workforce performance is continuously aligned with organizational needs.
- **Strategic Leadership:** Build strategic partnerships that address complex business needs and meet corporate social responsibility, ethical objectives, and legal considerations.
- **Data-Driven Decision-Making:** Evaluate business data to make effective strategic decisions that align with and support business goals.

Requirements for Admission

The prospective graduate student in the MSHR program must demonstrate his or her readiness to succeed in graduate-level academic coursework by satisfactorily fulfilling one of the following admission options. All graduate admissions options listed below require an earned baccalaureate degree from an institutionally accredited institution.

Admission by GPA

A 2.75 grade point average (GPA) calculated over the most recent 30 graded semester (45 quarter) credits completed in either a bachelor's or post bachelor's program, including credits earned toward a teaching or other credential. All credits used for GPA calculation must be from an institutionally accredited institution. For graduates of institutionally accredited institutions that do not conduct a GPA calculation, an official letter from the University determining grade equivalency will be accepted.

Admission by Prior Graduate Degree

An earned master's degree or higher from an institutionally accredited institution.

Admission by Portfolio

Submission of a portfolio of evidence that shows adequate preparation for graduate studies. The portfolio will contain: writing samples that

show graduate level communications and analytical skills; a detailed resume showing professional development and achievements; awards; professional recognition; letters of reference from persons who can attest to the applicant's ability to do graduate level work; and a letter of explanation detailing the reasons the student believes they are a good candidate for graduate study in the field they wish to pursue. If the portfolio meets substantive approval of the committee, the applicant may be invited for an interview. The decision of the School Graduate Admissions Committee will be final.

Transfer Credit Policy

A maximum of 12 credits may be accepted in transfer to the MSHR degree program. The seven-year rule for completion of all transfer credits toward the Master of Science in Human Resources degree applies. (See Graduate Academic Policies and Procedures section of this catalog.)

Military Transfer Credit Policy

Six-Credit Transfer for Military Schooling. Eligible Active Duty, Reserve, National Guard, retired, and prior military service members may qualify to transfer six credits into their MSHR program of study for military schooling.

Qualifications and provisions of this six-credit transfer for military schooling follow:

1. The two courses approved for this six-credit transfer to the MSHR are OLCU 614 Leadership & Team Development, HRCU 605 Talent Management
2. Active Duty, active reserve, retired, and prior service military members in the following ranks are eligible: Commissioned Officer (any rank), Non-Commissioned Officer (Sergeant First Class/E7 or above), or Chief Warrant Officer 2 (CW2) or above.
3. Commissioned Officers must be graduates of a commissioning program (OCS or equivalent, ROTC, Military Academy) and an officer basic career course. NCOs must have been promoted to the grade of E7 or above. Warrant Officers must be CW2 or above and graduates of a Warrant Officer Candidate School and a Warrant Officer career course.

Course Substitutions

Certification	Substituted	Course Comments
PHR	HRCU 600	Certification or recertification within 3 years
SPHR	HRCU 600	Certification or recertification within 3 years
GPHR	HRCU 603	Certification or recertification within 3 years
SHRM-CP	HRCU 600	Certification or recertification within 3 years
SHRM-SCP	HRCU 600	Certification or recertification within 3 years.

Students who received substitution credit, as an undergraduate, for HRCU 445 for the PHR, SPHR, SHRM-CP or SHRM -SCP may only receive waiver credit for HRCU 600 as graduate students.

Specific Requirements for the MSHR Degree (Credit Hour)

Core Courses

OLCU 501	Organizational Research	3
HRCU 600	Human Resource Foundations	3
HRCU 602	Strategic Business Concepts and Human Resources	3
HRCU 603	Globalization and Diversity	3
HRCU 604	Workforce Planning	3

HRCU 605	Talent Management	3
HRCU 606	Strategic and Legal Leadership	3
HRCU 650	Strategic Management of Human Resources	3
OLCU 615	Leading Organizational Change	3
Core Courses Subtotal		27
Electives		
In consultation with an Academic Advisor, MSHR students may choose electives from graduate courses listed in the following areas: Accounting, Business Administration, Business Intelligence and Data Analytics, Computer Science, Economics, Entrepreneurship, Finance, Healthcare Administration, Human Resources, Information Technology, Marketing and/or Organizational Leadership		
Electives Subtotal		9
Total Credits		36