

# Management - Graduate Programs

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## Objective

The Master of Science degree program in Human Resource Management combines the experience of industry leaders with the expertise of renowned scholars to offer entry-level and mid-career human resource professionals with the tools they need to enhance their professional practice and career trajectories. The graduate-level professional degree program offers a responsive, research-based, and practice-oriented curriculum that combines a breadth of study in business management strategy with deep study in the functional areas of human resource management. The coursework in this content-rich curriculum is taught by distinguished scholars and industry-leading professionals who lead students in bridging the gap between cutting-edge management theory and the real-world demands of professional human resource practice. The program prepares students for human resource management careers in business and industrial firms, as well as government and nonprofit organizations.

## Accreditation

The Master of Science in Human Resource Management is accredited by the AACSB-International (Association to Advance Collegiate Schools of Business-International).

The Master of Science in Human Resource Management curriculum aligns with the Society for Human Resource Management's recommended requirements for Human Resource degree programs.

The Master of Science in Human Resources Management curriculum is certified to meet the guidelines for the HRCI re-accreditation.

## Admission Requirements to the Master of Science in Human Resource Management

Admission to the Master of Science in Human Resource Management (MSHRM) program is based upon the completion of the general admission requirements of Graduate Admissions. For admission into the MSHRM program an acceptable score on the Graduate Management Admission Test (GMAT) or Graduate Record Examination (GRE) and acceptable academic undergraduate performance are required. The GMAT is strongly preferred.

Students for whom English is not their native language must also take the Test of English as a Foreign Language Internet Based Test (TOEFL iBT), or International English Language Testing System (IELTS).

A standardized test score (GMAT or GRE) will not be used as the sole criterion or the primary criterion for determining an applicant's admission to the MSHRM program. Specifically, multiple criteria are used to make admission decisions. Unconditional acceptance is based on consideration of all the information listed below and the decision to deny admission is not based on any single criterion.

Applicants are encouraged to submit with the application a résumé that highlights professional and personal accomplishments, linguistic abilities, computer expertise and HR experience.

Along with the grade point average and GMAT or GRE scores, admission criteria include the following:

- a. An undergraduate grade point average of 3.00 on a 4.0 scale, as calculated by Graduate Admissions, is typical of a successful candidate. This will be integrated into a formula or index that multiplies approximately the last 60 hours of the undergraduate GPA by 200 and adds the resulting value to the GMAT Score. An index score greater than 1100 is typical of a successful candidate.
- b. GMAT sub scores (verbal and quantitative) are also considered in the admission decision. A GMAT total score greater than 500 is typical of a successful candidate.
- c. A GRE quantitative percentile greater than 50% and Verbal percentile greater than 50% is typical of a successful applicant.
- d. An applicant whose native language is not English must demonstrate a sufficient level of skill with the English language to assure success in graduate studies as defined in the TOEFL and IELTS Test Score Minimums section under Admissions Requirements and Procedures in the Graduate Catalog.
- e. Grades in specified undergraduate business and non-business courses (math, accounting, economics, statistics, for example)
- f. Educational objectives and quality of written expression of the 200 word application essay.
- g. Letters of recommendation from three persons familiar with the applicant's academic background and/or work experience who can assess the applicant's potential success in graduate school.
- h. General and specific program accreditation status of degree-granting institution.
  - i. Professional work experience.
  - j. Professional certification or licensure.

## Unconditional Admission

For unconditional admission, the applicant's composite total from the index must be 1100 or higher.

Students who are unconditionally admitted, have a minimum undergraduate grade point average of 3.00 as calculated by Graduate Admissions (or 3.00 at the graduate level), and enroll for a minimum of six semester credit hours will be eligible for available fellowship and/or scholarship support. A standardized test score (GMAT) will not be used as the sole criterion or the primary criterion for determining fellowship and/or scholarship eligibility.

### Probationary Admission

Applicants with demonstrated English proficiency and either 1) an undergraduate grade point average of 3.00 on a 4.0 scale as calculated by Graduate Admissions, or 2) GMAT or GRE quantitative and verbal sub-scores at or above the 30th percentile respectively may be considered for probationary admission. Probationary admission requires the student to maintain a 3.00 grade point average for the first two semesters of enrollment.

### Provisional, Deferred and Denied Admission

A provisional decision to admit may be granted when the applicant meets criteria for unconditional or probationary status but one or more applicant credentials are incomplete. A deferred decision may be made when an applicant's file is not sufficiently complete to make an admit or deny decision.

## Degree Requirements

The program requires 36 graduate semester hours as described below.

Most students complete the non-thesis track toward the degree. For students who are accepted into the thesis track, six hours of thesis (taken in the final semester) will involve working closely with one or more members of the graduate faculty from the Department of Management on a research project in a specialized area of interest in human resource management.

The curriculum is as follows:

<b>Required Advanced Courses in Human Resource Management</b>		<b>24</b>
MANA 5322	COMPENSATION & REWARD SYSTEMS	
MANA 5323	TRAINING AND DEVELOPMENT	
MANA 5327	HUMAN RESOURCE LAW	
MANA 5329	HR METRICS AND ANALYTICS	
MANA 5332	MANAGING DIVERSITY IN ORGANIZATIONS	
MANA 5334	ORGANIZATION CONSULTING & RESEARCH	
MANA 5341	STAFFING AND PERFORMANCE MANAGEMENT	
MANA 5348	HUMAN RESOURCE BUSINESS STRATEGY	
<b>Required Elective Courses: Nine graduate semester hours as agreed with the program's graduate advisor.</b>		<b>9</b>
<b>Required Capstone Course</b>		<b>3</b>
MANA 5336	STRATEGIC MANAGEMENT	
<b>Total Hours</b>		<b>36</b>

### Transfer Credit

A maximum of 9 hours of advanced coursework may be transferred in from other AACSB-accredited schools if approved by program advisor. Transfer of graduate classes from other universities will be considered on a case-by-case basis.