

MS in Human Resource Management. (**previously approved** at May 2012 Joint Council under a somewhat different set of conditions.) The proposal is to adopt this program as a GBA MS program independent of the previous GSE program, which has been closed. The GBA Curriculum Committee has approved the proposal subject to its review of refinements to be presented during the January 2013 Curriculum Committee meeting. Approval of the proposed program would permit us to proceed with submission to NYSED for registration. The proposed program is copied below for your convenience.

M.S. in Applied Human Resource Management

Program Overview:

The Applied Human Resource Management program prepares participants for excellence as HR generalists, training and organizational development specialists in business, industry, government, hospitals, libraries and museums. It is dedicated to individuals who want to add value to their organizations in the area of human performance management. As the 21st Century continues to evolve, organizations are increasingly being called upon to meet adaptive challenges. This program provides the theory and practical application to enable its graduates to lead initiatives that will make a difference and sustain results in this destabilized environment. The program begins by setting a business and societal context, moves to issues at the individual, group and organizational level that are the arena of HR. It emphasizes consulting skills, change leadership, and learning as primary interventions. The program is heavily experiential, drawing on the needs, interests, and experiences of the students.

Target Students:

Individuals with a minimum of 2-years of business experience (need not be in HR), a goal of entering the HR profession or rising within the field.

Enrollment Goals:

20-30 students in a cohort each year.

Why would a student enroll? What does the program deliver?

Based on the 20 years the program has been running, it appears most applicants majored in business in their undergraduate careers then “fell into HR” when they entered the workplace. They never received and are looking for specific skills in that field. These individuals tend to be mid-20s to mid-30s. The program also attracts more senior HR people who have never earned a Master’s and, in this competitive market, want to build their resume.

Learning Objectives:

1. To apply an understanding of the current external (environmental) and internal (organizational) context to the HR field and the student's work by identifying *issues and trends* as well as *contemporary issues*.
2. To be able to analyze organizational issues through *assessment* tools, *organizational theory* and *consulting skills*.
3. To be able to respond to organizational issues through an understanding of a variety of interventions including *training/instructional design, talent management, and change management*.
4. To be able to manage interpersonal relationships as well as lead, coach and develop people through *organizational behavior* and *career development*.

Assessment: In each course, the student is required to successfully apply the learning to an actual situation at his/her workplace. In addition, the *Practicum* is an integrative "course" in which all of the learning, skills and tools acquired across the 9 courses are brought to bear on an actual workplace situation with a real client. The student is expected to diagnose an organizational challenge, collect data, conduct a feedback session to the client, recommend an intervention.

The routes a student could follow in conjunction with or following the program:

1. A student desirous of being more of a business partner in a line organization might continue on with an MBA.
2. A student desiring more psychology background might continue on with another Master's in counseling or mental health.
3. A student wanting a more advanced degree might continue on for a PhD
4. Students who do not necessarily want more education after this program might seek a new employer and/or advancement in their career. This has been a common outcome of past years.

The Program

The program consists of 30 credits offered over an 18 month period beginning in September and ending a year from that May.

Fall term: 6 credits

Issues and Trends in HR
Assessment in HR

Spring term: 6 credits

Career Development and Talent Management
Instructional Design

Summer term: 6 credits

Organizational Behavior
Organizational Theory/Organizational Design

Fall term: 6 credits

Managing Change

Consulting Skills

Spring term: 6 credits

Contemporary Issues

Practicum in HR