

HUMAN RESOURCE AND STRATEGIC LEADERSHIP MAJOR (M)

The Human Resource and Strategic Leadership program equips students with the knowledge and skills necessary for management in the human resource function within an organization. Students will develop interpersonal and technical skills in areas such as employment practices, staffing, compensation and benefits, training and change management necessary to help businesses thrive.

Program Learning Outcomes

By fulfilling all of the course requirements for the Bachelor's of Science in Human Resource and Strategic Leadership, students will be able to:

1. Recognize, clarify and apply important federal and state legislation, case law decisions, and executive orders that affect employment relationships.
2. Analyze compensation plans that identify and describe plan objectives, salary structure, and fringe benefits.
3. Recognize organizational performance models that create effective teams and organizations through employee motivation, engagement, culture, and change management.
4. Develop methods for attracting, retaining, developing, and engaging a diverse workforce.
5. Identify and describe the elements of servant leadership which apply to the work of the human resource professional.
6. Demonstrate knowledge of employee and management conflict resolution practices.

Curriculum

Code	Title	Hours
Core Requirements (https://catalog.cuw.edu/undergraduate/university/acad-prog/trad/core/) ¹		45
Major Requirements		54
Electives		21
Total Hours		120

¹ For transfer students, please see the Advanced Transfer Core (<https://catalog.cuw.edu/undergraduate/university/acad-prog/trad/transfer-core/>).

Major Requirements

Code	Title	Hours
<i>Required Core Courses</i>		
BUS 315	Business Statistics (counted in University Core)	
ECON 222	Macroeconomics (counted in University Core)	
COMM 105	Public Speaking (or COMM 201, counted in University Core) or COMM 20 Interpersonal Communication	
<i>Core Business Requirements</i>		
ACCT 205	Accounting & Finance for Business Professionals	3

BUS 210	Business Law I	3
BUS 161	Business Essentials	3
or BUS 162	Quantitative Business Essentials	
BUS 355	Management Information Systems	3
BUS 399	Business Internship	3
ECON 231	Microeconomics	3
MGMT 130	Management & Leadership	3
or MBA 544	People-Focused Management	
MKTG 131	Sales and Marketing	3
BUS 453	Business Policy and Ethics (Business School Capstone)	3
Required Major Courses		
BUS 272	Organizational Management Principles	3
BUS 265	Employment and Labor Relations	3
BUS 266	Staffing	3
BUS 388	Compensation and Benefits	3
MGMT 336	Human Resource Management	3
MGMT 345	Diversity, Inclusion, and Human Relations	3
BUS 434	Training and Employee Development	3
MGMT 472	Managing Change	3
BUS 473	Integrative Project: HR Management	3
Total Hours		54