STRATEGIC HUMAN RESOURCE MANAGEMENT M.S.

Erivan K. Haub School of Business

Eric Patton, Ph.D., Chair, Management
Jeannine Lajeunesse, M.B.A., Program Director
Kate Sonstein, M.B.A. – Program Manager/Recruiter
Lauren DiNuzzo - Program Administrator, Student Support

Program Design

The MSSHRM Program is an online program that may be completed on a part-time basis only and is designed specifically for highly motivated individuals. Students complete the program fully online and each course is offered in an 8-week module, with the exception of MHC 797, the capstone course. The intent of the program is to accept only those students who have a high probability of successfully completing the graduate program. Students in the program benefit from weekly, synchronous online class sessions with classmates and their instructor.

The MSSHRM Program at Saint Joseph’s University follows an online, cohered course sequence and students can begin the program in the fall, spring or summer semester.

Admissions Requirements and Procedures

In setting the admissions criteria for the MSSHRM Program, the intent is to accept only those students who have a high probability of successfully completing the graduate program in Human Resource Management at Saint Joseph's University.

Criteria

- Completed online application form;
- Non-refundable $35 application fee;
- Official transcripts indicating receipt of a baccalaureate degree from an accredited college or university;
- A course-by-course evaluation is required for applicants with undergraduate degrees earned outside the United States. This evaluation will be performed by the Office of Graduate Operations at SJU and only official transcripts will be accepted.
- Official Miller Analogy Test (MAT), GMAT, or GRE score taken within five years of application (there are opportunities to waive these tests. Information about waivers for these exams may be obtained from the director of the MSMHC Program);
- Two (2) letters of recommendation from former professors, employers, or both;
- Written statement or essay of academic or career goals; and
- Current resume.

Applicants whose native language is not English are required to take the Test of English as a Foreign Language (TOEFL). Arrangements to take the exam should be made by writing directly to:

TOEFL
Box 6151
Princeton, NJ, USA 08541-6151

Students already in the Philadelphia area who do not have a TOEFL score may be admitted following satisfactory performance on the English test administered at the ELS Language Center on the Saint Joseph’s University campus. A minimum score of 550, Internet-based TOEFL 80, or 213 on computerized test on the TOEFL is required to take any course in the program. An official IELTS score of 6.5 or official PTE score of 60 is also acceptable. Qualified students who complete Level 112 at the ELS Language Center and receive a strong, positive letter of recommendation from the Center can begin their MSMHC studies without the official TOEFL score.

Transfer of courses

Students may transfer up to six credit hours (2 courses) towards the MSSHRM degree from an accredited college or university, provided the student earned a grade of B or better and courses align with the coursework in the MSSHRM Program. All transfer of credits requires approval by the Chair of the Management Department.

Retention Policies

Grading, Probation, Dismissal, and Failure

The grading system in effect at Saint Joseph’s University will apply to courses in the Master of Science Program. As per University guidelines for graduate study, a student enrolled in a Master of Science program who receives a single grade of C or below for three (3) credit hours will receive a warning letter. Students who receive a grade of C or below for six (6) credit hours will be placed on academic probation and will be so notified in writing. Students who receive a grade of C or below for nine (9) credit hours will be dismissed from the program.

Graduate students must fulfill all credit hour requirements for the Master of Science degree. Each candidate for graduation must have at least a 3.0 cumulative GPA, no more than two grades of C, and no F grades outstanding in order to be certified for graduation. The student, with support from the Program Director and Student Records Offices, is responsible for monitoring their own academic progress throughout the course of the program.

Retention Processes and Policies

Students enrolled in the M.S. in Strategic Human Resource Management have six years to complete their M.S. degree from Saint Joseph’s University. This six-year limit begins with the student’s first core course registration. Extensions beyond this limit may be made only with the approval of the Dean, and only for unusual and serious circumstances.

Students who exceed the time limit to complete the M.S. Program will be dismissed from the program. Such students may reapply for admission into the program as new students and start the program with no credit from previous courses taken.

Graduation/Commencement Policies

Students must complete all course requirements prior to graduation. Upon petition to the Program Director, students may be permitted to take part in commencement exercises if they will be completing their graduate studies by August.

Computer Usage

This online program requires students to have access to a computer (with microphone), headset, and a DSL internet connection. Each student
must participate in weekly, synchronous online class sessions with their professor and classmates.

**Inquiries:**

Contact (866) 758-7670 (https://academiccatalog.sju.edu/business/management/ms-managing-human-capital-program/tel:8667587670) to speak with an admissions representative or request more information (http://online.sju.edu/request-more-information). Web site: http://online.sju.edu/programs/masters-in-human-resources-management

**Learning Goals and Objectives**

**Strategic Integration of Human Resources:** Students will understand and apply knowledge of Human Resources' integrative, strategic business partner function to all levels and operations of the organization.

**Leading Change in Human Resources:** Students will acquire and apply leadership and change agent skills necessary to increase an organization's capacity for change.

**Functional Human Resources Skills:** Students will learn skills germane to success as a Human Resources professional including: survey administration, program evaluation, and human resource information systems.

**Employee Advocacy in the Ignatian Tradition:** Students will learn and demonstrate knowledge regarding the central role of employees in Human Resources. Moreover, in line with Ignatian values underpinning the program, students will learn to balance “compassion” and “justice” in dealings with employees of the organization.

**Curriculum**

The MSSHRM online curriculum consists of 33 credits (11 courses) that are designed to cover the common body of knowledge required in the field of human capital management. The depth and breadth of courses allow students to develop expertise that allows the leveraging of people assets within an organization.

The final core course in the program (MGT 797 Managing Human Capital: Strategy and Application) is the capstone of the MSSHRM curriculum, in which students integrate the theories and practices studied throughout the degree and apply their knowledge in the field. This course requires a capstone project offered in a 16 week module.

**Program Course Schedule**

Online MSMHC courses are available to MSSHRM students only. Each of the 11 program courses is offered in an eight-week online module (with the exception of MHC 797).

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester I</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MHC 560</td>
<td>Strategic Human Cap&amp;Talent Mgt</td>
<td></td>
</tr>
<tr>
<td>MHC 667</td>
<td>Human Resource Fundamentals</td>
<td></td>
</tr>
<tr>
<td>Semester II</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MHC 561</td>
<td>Human Cap Research Meas&amp;Metric</td>
<td></td>
</tr>
<tr>
<td>Semester III</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MHC 662</td>
<td>Total Rewards</td>
<td></td>
</tr>
<tr>
<td>MHC 663</td>
<td>Talent-Selection &amp; Retention</td>
<td></td>
</tr>
<tr>
<td>Semester IV</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MHC 562</td>
<td>Employment &amp; Labor Law</td>
<td></td>
</tr>
</tbody>
</table>

**Course Sequence**

Core courses in the MSSHRM Program are designed to ensure that courses are integrated and build students' cumulative knowledge to achieve the overarching objective of the program - to create strategic leaders. Online MSSHRM courses are only available to students enrolled in the MSSHRM program, or with permission of the Chair of the Management Department.

**Sequence of Synchronous Online Courses**

The MSSHRM Program offers a sequenced, online curriculum that requires students to participate in live, online course sessions once a week, per module. These online sessions are typically held in the evening, after 6pm.