Strategic Human Resource Management M.S.

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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, cohorted course sequence and students can begin the program in the fall, spring or summer semester.

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.

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>
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<tbody>
<tr>
<td>MHC 560</td>
<td>Strategic Human Cap&amp;Talent Mgt</td>
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<tr>
<td>MHC 667</td>
<td>Human Resource Fundamentals</td>
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<tr>
<td>MHC 561</td>
<td>Human Cap Research Meas&amp;Metric</td>
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<tr>
<td>MHC 662</td>
<td>Total Rewards</td>
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<tr>
<td>MHC 663</td>
<td>Talent-Selection &amp; Retention</td>
<td></td>
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<tr>
<td>MHC 562</td>
<td>Employment &amp; Labor Law</td>
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<tr>
<td>MHC 563</td>
<td>Human Resource Technology</td>
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<tr>
<td>MHC 797</td>
<td>Manage Hum Cap:Strategy&amp;App</td>
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<tr>
<td>MHC 554</td>
<td>Ethical Practices in Business</td>
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<tr>
<td>MHC 564</td>
<td>Finance &amp; Acc for Managers</td>
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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.