Human Resource Management

**Faculty Director**
John Coverdale, Ward Melville Social and Behavioral Sciences Building N-237 (631) 632-7092 John.Coverdale@stonybrook.edu

**Degree Awarded**
MS in Human Resource Management

**Certificate Awarded**
Advanced Graduate Certificate in Human Resource Management

**Website**
Human Resource Management: [http://www.stonybrook.edu/spd/hrm](http://www.stonybrook.edu/spd/hrm)

Human Resource Management

The ability to effectively manage human resources is critical to the success of any organization. HR professionals must possess the broad-based knowledge and specific competencies necessary to align human resource functions with organizational goals. Stony Brook University's Human Resource Management programs are designed to provide the academic preparation required for professionals to enter the field or advance their careers.

The curriculum integrates theory and practice within the dynamic context of human resource administration. Students may choose from a wide selection of courses — in subjects such as organizational development, benefits and compensation and employment law — in combination with foundational courses in business, HR management, and employee relations.

**Flexible Scheduling**
To accommodate the needs of working adults, SPD schedules courses online with some courses offered on-campus in the evenings. Both programs may be taken completely online, or students may combine online and on-campus courses. The Human Resource Management programs have been approved by the New York State Education Department for both in-person and online delivery. Find out more about online learning at the School of Professional Development.

**Career Prospects**
According to the Bureau of Labor Statistics, the job outlook for human resources personnel has not been dimmed by the shrinking economy. Jobs for human resource specialists are expected to grow 21 percent through 2020, faster than the average for all occupations. HR managers who possess certification and a master’s degree in human resource management should have the best prospects in the job market. (View the mandated Gainful Employment Disclosure Information for the Advanced Graduate Certificate program.)

**Student Involvement**
The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Stony Brook University's SHRM Student Chapter launched in 2012 with more than 20 student members representing SPD and the College of Business. Student members gain access to networking opportunities and myriad resources — including how-to guides, sample documents, news, research, conferences and free webcasts— that will assist them with their graduate work and serve them in their career. Find out more about the SHRM Student Chapter.

**Academic Excellence**
The HRM program fully aligns with the Society for Human Resource Management's educational standards, which are designed to advance the professional practice of human resource management.

Stony Brook University, a member of the Association of American Universities, has ranked in the top 100 public universities by *U.S. News and World Report* and the top 100 best values in public colleges by *Kiplinger*. The University is accredited through the Middle State Association of Colleges and Schools. In addition, the HRM degree and certificate programs are fully approved by the New York State Education Department for online delivery.

**Human Resource Management Program Admissions**

**MS in Human Resource Management**

A. Personal statement.

B. Resume.

C. A bachelor’s degree, with a cumulative 3.0 grade point average.

D. Two letters of recommendation. Letters of recommendation should be from teachers or professors with whom you have studied. Letters from professionals in fields of work related to the area of specialty you wish to pursue are also appropriate.

E. In those cases where the departmental admissions committee deems it desirable, personal interviews with departmental representatives may be necessary.

**Advanced Graduate Certificate Program in Human Resource Management**
Please note this program is being revised and is not currently admitting new students.

MS in Human Resource Management Program Requirements

The Master of Science in Human Resource Management program consists of 10 three-credit courses as outlined below. Students are expected to take HRM 532 and HRM 533 as their first courses. The capstone course, HRM 595, may be taken after the completion of 24 hours of course work in the program.

- HRM 532 Foundations of Human Resources
- HRM 533 Employee Relations and Labor Management
- HRM 537 Employee Learning and Professional/Career Development
- HRM 538 Organizational Development and Change Management (prerequisite: HRM 532)
- HRM 541 Human Relations and Workforce Planning
- HRM 545 Employment Law and Policy (prerequisite: HRM 533)
- HRM 546 Job Evaluation, Compensation Systems, and Benefits
- HRM 547 Performance Management in Organizations (may substitute MBA 592 Organizational Behavior)
- HRM 548 Diversity and Global Issues in the Workplace (prerequisite: HRM 532 or HRM 541)
- HRM 595 Strategic Human Resources Master’s Project (prerequisite: 24 credits of HRM course work)
  - A grade of “B” or better is required for degree clearance.

Advanced Graduate Certificate in Human Resource Management Program Requirements

This program is undergoing revision and is not currently accepting applications. The information below is offered for currently matriculated students.

Students admitted in Spring 2015 are expected to complete seven three-credits courses distributed among the areas below. Students who are matriculated in the MS in HRM, MPS in HRM or MALS program will only need to complete six three-credit courses.

REQUIRED COURSES - 6 credits

- CES 516 or HRM/MBA 533 Survey of Employee Relations
- CES 515 or HRM/MBA 532 Foundations of Human Resource Management

AREA COURSES - 15 credits (12 credits if also matriculated in the MS, MALS, or MPS program)

At least one course must be from each of the two main categories: Human Resource Administration and Employee Relations. Only one elective course may be taken.

Human Resource Administration

- CES 510/MBA 510 Employee Benefits
- CES 511/MBA 513 or HRM 541 Human Relations in the Workplace
- CES 523/MBA 523 Human Resource Management Workshop
- CES 526/MBA 526 or HRM 546 Job Evaluation and Compensation Systems (prerequisite: CES 515 or CES 523)
- CEX 537/HRM/537 Employee Learning and Development
- CEX 538/MBA 538 Organizational Change Management (prerequisite: CES 515 or CES 523)

Employee Relations

- CES 514/MBA 514 Collective Bargaining in Public Sector (prerequisite: CES 515)
- CES 518/MBA 534 Contemporary Issues in Employee Relations
- CES 519/MBA 519 Grievance Handling and Arbitration (prerequisite: CES 516)
- CES 524/MBA 524 Employee Negotiations Workshop
- CES 525/MBA 525 or HRM 545 Employment Law (prerequisite: CES 516)
- CEX 547/MBA 530 Employee Dispute Resolution and Conflict Management

Electives (only one elective may be used in this Advanced Graduate Certificate)

- CEI 585 Principles of Adult Learning
• CES 513/MBA 531 New Developments in Human Resource Management (prerequisite CES 515 or CES 523)
• CES 523/MBA 523 Human Resource Management Workshop
• CES 517/MBA 527 Women in the Workplace (formerly: Women, Work and Dollars)
• CES 521/MBA 520 History of Labor Relations

Time to Completion

All certificate requirements must be completed within three (3) years from the semester date of admission as a matriculated student unless the student is also matriculated in a master's degree program. Master's students have five (5) years to complete the certificate requirements.

Faculty

The program's faculty is composed of practitioners and researchers who are leaders in the field. While they may present at national conferences, most also retain their full-time administrative positions. Their experience informs their instruction, allowing them to connect the theories that they are teaching to real-world situations.

NOTE: The course descriptions for this program can be found in the corresponding program PDF or at COURSE SEARCH.