Certificate Program in Human Resources
Semester Curriculum

Description
The certificate in Human Resources (HR) will be available to undergraduate students within and outside of A&S who wish to complement their major field of study with coursework in HR.\(^1\) The HR certificate combines core coursework in the various functional areas of HR with elective courses that enable students to sample a variety of topics relating to leadership, teamwork, and diversity. The objective of the certificate is to provide a fundamental understanding of HR as a discipline and potential career choice. The certificate will require 18 credit hours of coursework as outlined below:

Program Learning Outcomes
- Students will demonstrate familiarity with the concepts, theoretical perspectives, and contemporary practices in the various functional areas of Human Resources.
- Students will demonstrate critical thinking to creatively solve problems relating to an organization’s human resources.
- Students will be able to describe the role that diversity plays in contemporary organizations as well as the role that Human Resources plays in creating inclusive organizational cultures.
- Students will be able to communicate scientific and applied information in a variety of formats, both written and in person.
- Students will emerge from the major with an understanding of careers in HR, including current trends and projected growth in profit and non-profit arenas.

Curriculum Structure
The certification will require 18 hours of coursework as outlined below:

Required Core (6 hours):
- Introduction to HR (OLHR3000)
- Organizations and the Law (OLHR2070)

Functional Hours (9 hours from the following):
- Employee Compensation (OLHR3001)
- International HR (OLHR3002)
- Training and Development (OLHR3003)
- Staffing Organizations (OLHR3005)
- Employee Relations (OLHR6012)
- Professional Development (OLHR6022)
- Ethics in HR (OLHR6025)
- Health and Safety (OLHR6080)

Additional Elective (3 hours from the following):
- Diversity in the Workplace (OLHR2095)
- The Gendered Workplace (OLHR3012)
- Organizational Assessment and Evaluation (OLHR3053)
- Organizational Development (OLHR3055)
- Special Topics in OLHR (OLHR4095)
  - OLHR4095 is not a regular course; it is a course code used to indicate that a student is participating in an internship experience for academic credit
  - Students must receive permission from the department to register for this course
  - Contact departmental advising at coladvsa@ucmail.uc.edu for more information
- Groups (OLHR6050)
- Psychology of Interpersonal Relations (PSYC2042)
- Psychology in the Workplace (PSYC3029)
- Groups at Work: Theory and Practice of Social Skills (PSYC3095)
- Industrial Psychology (PSYC6004)

\(^1\) The HR certificate is designed for non-ORGL majors. ORGL majors desiring to focus their studies in HR should enroll in the HR track.