

Certificate Program in Talent Development Semester Curriculum

Description

The certificate in Talent Development (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 TD 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 course work 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 TD (ORGL3000)
- ❖ Organizations and the Law (ORGL2070)

Functional Hours (9 hours from the following):

- ❖ Employee Compensation (ORGL3001) *Fall only
- ❖ International HR (ORGL3002)
- ❖ Training and Development (ORGL3003)
- ❖ Staffing Organizations (ORGL3005)
- ❖ Employee Relations (ORGL3012)
- ❖ Professional Development (ORGL4092)
- ❖ Ethical Issues in Organizations (ORGL3030) *Spring only
- ❖ Health and Safety (ORGL3080)
- ❖ HR Information Systems and Applications (ORGL3073)

Additional Elective (3 hours from the following):

- ❖ Diversity in the Workplace (ORGL2095)
- ❖ Organizational Assessment and Evaluation (ORGL3053)
- ❖ Organizational Development (ORGL3055)
- ❖ Special Topics in ORGL (ORGL4095)
 - ORGL4095 is not a regular course; it is a course code used to indicate that a student is participating in an internship or independent study experience for academic credit
 - Students must receive permission from the department to register for this course
 - Contact departmental advising at coladvas@ucmail.uc.edu for more information
- ❖ Teams (ORGL3040)
- ❖ Psychology of Interpersonal Relations (PSYC2042)
- ❖ Psychology in the Workplace (PSYC3029)
- ❖ Groups at Work: Theory and Practice of Social Skills (PSYC3095)

¹ The TD certificate is designed for non-ORGL majors. ORGL majors desiring to focus their studies in TD should enroll in the TD track.