Certificate Program in Talent Development
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. 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 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)
- Ethics in HR (ORGL3030)
- Health and Safety (ORGL3080)
- HR Information Systems and Applications (ORGL3073)

**Additional Elective (3 hours from the following):**
- Diversity in the Workplace (ORGL2095)
- The Gendered Workplace (ORGL3012)
- Organizational Assessment and Evaluation (ORGL3053)
- Organizational Development (ORGL3055)
- Special Topics in OLHR (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 (OLHR3040)
- 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 TD certificate is designed for non-ORGL majors. ORGL majors desiring to focus their studies in TD should enroll in the TD track.