

WILLIAMS COLLEGE OF BUSINESS

STRATEGIC HUMAN RESOURCE MANAGEMENT

XAVIER UNIVERSITY: A JESUIT, CATHOLIC UNIVERSITY IN CINCINNATI, OHIO



HUMAN RESOURCES FOCUSES on all the activities of an organization, business or firm that relate to the workforce. These activities include employment and labor laws and regulations, arbitration and dispute resolution, collective bargaining, compensation and benefits, performance incentives and employee rating, labor turnover, physically challenged employees, and human resources development.

By studying human resource management, you will:

- ▶ **Critically analyze** human resources issues from theoretical, institutional and ethical perspectives.
- ▶ **Obtain** well-rounded professional training to develop an integrated package of skill-sets and insights to help you succeed in today's business world.
- ▶ **Be prepared** to make positive contributions to the profession, your workplace, your community and to society.

THE PROGRAM

The Department of Management and Entrepreneurship offers the Bachelor of Science in Business Administration (BSBA) in Strategic Human Resource Management. Also offered is a minor in strategic human resource management.

In addition to traditional studies, majors in strategic human resource management:

- ▶ Get practical experience through internships, while gaining relevant work experience at leading firms.

- ▶ Join the Human Resources Club, a student chapter affiliate of the Society for Human Resource Management. The club sponsors regular activities with regional human resources professionals, including socials, visits to local places of employment, talks by professionals in the field, and career counseling.
- ▶ Get matched with an Executive Mentor, who works with the student for his or her four years at Xavier to provide professional guidance, networking support and career connections. Xavier is one of the first schools in the nation to offer this type of mentor program.

OUTCOMES

For the graduating class of 2008, 95 percent of Williams College of Business (WCB) graduates were either employed full-time or enrolled in a graduate program within 90 days of graduation. Average starting salary for 2008 human resource management graduates: \$50,000.

Graduates in human resource management find professional career opportunities in a wide variety of areas:

- ▶ In business, opportunities are available in labor relations and in personnel or human resources management. Both union and nonunion settings offer opportunities for employment. Labor relations include collective bargaining, grievance processing, arbitration and mediation. Employment with labor unions is commonly found in their research and education departments.
- ▶ Personnel or human resources management include generalist positions in the recruitment, development and retention of a qualified and satisfied workforce, and specialist positions to handle areas such as compensation, employee

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KEY ACHIEVEMENTS

WILLIAMS COLLEGE OF BUSINESS

Nationally recognized for providing outstanding business education to undergraduates and graduate students, the Williams College of Business (WCB) continues to earn top rankings and major distinctions, including the following in 2009-2010 for its undergraduate program.

- ▶ Ranked by *BusinessWeek*:
 - ▶ **69th** best undergraduate program in the nation
 - ▶ **4th** nationally for the undergraduate sustainability program
 - ▶ **7th** nationally for the corporate strategy undergraduate program
 - ▶ **8th** in the nation for the financial management undergraduate program
- ▶ Ranked by *Princeton Review*:
 - ▶ **One** of America's best business schools in the nation
 - ▶ **24th** most entrepreneurial campus in the nation

The WCB is accredited by the Association to Advance Collegiate Schools of Business (AACSB), an international organization. Only 450 out of 2,000 business schools worldwide have achieved this distinction.

In 2010, the WCB will be housed in a brand-new building on Xavier's campus. The facility will feature the latest learning resources, with such amenities as a stock ticker board, to provide real-world experience to fully prepare students for the business world in the United States and around the globe.

OUTCOMES [cont.]

benefits, health and safety, education and training, and affirmative action. Similar positions in the management of labor relations and personnel are available in both government agencies and nonprofit organizations.

- ▶ Other career opportunities exist in specialized federal and state agencies that administer labor relations, equal opportunity and similar laws regulating the employment relationship.

Recent graduates have been hired for such positions as:

- ▶ Human resources director, Duro Paper Bag Co.
- ▶ Human resources specialist, XLC Services
- ▶ Field examiner, National Labor Relations Board
- ▶ Financial analyst, Thomas Nelson Publishing Co.
- ▶ Personnel officer, Hamilton County Department of Human Services

Human resources majors also pursue graduate study in industrial relations and personnel, as well as law school, at prestigious institutions around the country.

REQUIREMENTS

- ▶ **Core Curriculum:** 64 credit hours [For further details, see page 4.]
- ▶ **Business Core:** 42 hours. At least half of the 42 total credit hours must be taken at Xavier. Business Core courses include:

ACCT 200	Introductory Financial Accounting
ACCT 201	Introductory Managerial Accounting
BLAW 300	Legal Environment
ECON 200	Microeconomic Principles
ECON 201	Macroeconomic Principles
ECON 300	International Trade & Business Environment
FINC 300	Business Finance
INFO 120	Introduction to Business Technology
INFO 200	Managing Information Technology
MGMT 300	Managerial Behavior
MGMT 301	Managerial Communication
MGMT 302	Quality and Productivity in Operations
MKTG 300	Principles of Marketing
SHRM 200	Human Resources in a Diverse Society
STAT 211	Statistics for Business II

- ▶ **Major in strategic human resource management:** 21 total credit hours, including 15 hours of required strategic human resource management courses and the management capstone, and six hours of major electives, including an internship.

FACULTY

Faculty in the Department of Management and Entrepreneurship has earned doctorate degrees from distinguished institutions around the nation. Those faculty members who have worked in the business community or who continue to serve as consultants to the Cincinnati business community are able to bring their firsthand knowledge and experience into the classroom. Professors are committed, first and foremost, to teaching. The faculty is readily available to work with students outside the classroom. Classes are typically small, and students and faculty get to know each other on an individual basis.

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RECOMMENDED CLASS SCHEDULES

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION [BSBA] IN STRATEGIC HUMAN RESOURCE MANAGEMENT

These schedules serve as a guideline for progress toward a degree. Students should consult with their academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
Freshman Year			
MATH 150 Calculus	3	STAT 210 Statistics for Business I	3
History I elective	3	History II elective	3
ENGL 101 OR 115 Eng Comp OR Rhetoric	3	ECON 200 Microeconomic Principles	3
Foreign language elective	3	Foreign language elective	3
INFO 200 Managing Info Technology	3	MKTG 300 Principles of Marketing	3
BUAD 101 Business Profession I	0	BUAD 102 Business Profession I	0
Total	15	Total	15
Sophomore Year			
ECON 201 Macroeconomic Principles	3	Literature elective	3
ACCT 200 Financial Accounting	3	ACCT 201 Managerial Accounting	3
THEO 111 Theological Foundations	3	PHIL 100 Ethics as Intro to Phil	3
STAT 211 Statistics for Business II	3	MGMT 300 Managerial Behavior	3
Science elective	3	ECON 300 Int'l Trade & Business	3
BUAD 201 Business Profession II	0	BUAD 201 Business Profession II	0
		SHRM 200 HR in a Diverse Society *	3
Total	15	Total	18
Junior Year			
Theo Scrip/Hist OR Christ Sys elective	3	PHIL 290 Theory of Knowledge	3
Science elective	3	Science elective	3
SHRM 301 Strategic HR	3	SHRM elective	3
Business elective	3	Fine Arts elective	3
MGMT 301 Managerial Comm	2	MGMT 302 Qual & Prod in Operations	3
BLAW 300 Legal Environment	3	BUAD 302 Business Profession III	0
BUAD 301 Business Profession III	0		
Total	17	Total	15
Senior Year			
Theology Ethics OR Rel/Cult elective	3	Philosophy elective	3
FINC 300 Business Finance	3	SHRM elective	3
SHRM electives	6	SHRM 490 Integration Capstone in SHRM	3
ENGL/CLAS/SPAN 205 Lit & Moral Imag	3	E/RS Focus elective **	3
BUAD 401 Business Profession IV	0	MGMT 495 Strategy Management	3
		BUAD 402 Business Profession IV	0
Total	15	Total	15

- Scheduling notes:**
- ¹ SHRM 200 fulfills the Core's cultural diversity elective.
 - ² E/RS Focus elective requirement may be used to satisfy another element of the Core or the major requirements.
 - ▶ Consult the undergraduate Core Curriculum requirements.
 - ▶ The BSBA degree program typically requires 123 total credit hours, with 120 hours as the absolute minimum, and an overall 2.000 GPA.

FACULTY [cont.]

Daewoo Park, Department Chair and Professor of Management, PhD (Texas A&M)

Rashmi Assudani, Assistant Professor, PhD (McGill University)

Thomas Clark, Professor, PhD (Indiana University)

Margaret Cunningham, Assistant Professor, PhD (University of Cincinnati)

Lynda Kilbourne, Associate Professor, PhD (University of Texas)

Timothy Kloppenborg, Professor, PhD (University of Cincinnati)

Rebecca A. Luce, Assistant Professor, PhD (Michigan State)

Arthur Shriberg, Professor, EdD (Columbia University)

James Turner, Assistant Professor, DBA (Louisiana Tech University)

Lifang Wu, Assistant Professor, PhD (University of Iowa)

CORE CURRICULUM

The foundation of Xavier's success is its commitment to its Jesuit heritage. The Core Curriculum endeavors to realize and embody Xavier's mission and philosophy of education and serves as a valuable foundation for all undergraduate students. Within the Core, the four-course Ethics/Religion and Society (E/RS) Focus fosters students' understanding of socially significant issues from the perspectives of the humanities, especially literature, philosophy and theology, as well as from the perspectives of the social and natural sciences.

Along with courses in their major, Xavier students also take courses in: cultural diversity, English composition, fine arts, foreign language, history, literature, mathematics, philosophy, science, social science and theology.

XAVIER AT A GLANCE

Founded in 1831, Xavier is a Jesuit Catholic university in Cincinnati, Ohio. Its three colleges offer 81 undergraduate majors, 45 minors and 13 graduate programs to 6,966 total students, including 4,228 undergraduate students.

ACCLAIM

- ▶ Recognized as one of the top 10 universities in the Midwest for the 15th consecutive year by *U.S. News & World Report*, including #1 rankings for freshman retention and graduation rates.
- ▶ Named for the sixth year among "The Best 371 Colleges" in America by *The Princeton Review*.
- ▶ Ranked #41 among the "Top 50 Best Values" in private universities nationwide by *Kiplinger's Personal Finance*.
- ▶ Tapped for the 2008 President's Higher Education Community Service Honor Roll for innovative service-learning and volunteerism.
- ▶ Recognized by *BusinessWeek* as one of "The Best Undergrad Business Schools" in the nation.

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FOR MORE INFORMATION

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