HUMAN RESOURCES FOCUSES on all the activities of an organization, business, or firm that relate to the workforce. Effective human resource management creates an environment in which people can do their best work, contributing to achievement of an organization’s vision, mission, and strategic objectives while also respecting the dignity of employees as human beings. Students examine staffing, compensation and benefits, training and development, performance management, change management, international human resources, and labor relations.

Bachelor of Science in Business Administration (BSBA) in Strategic Human Resource Management

Minor: Strategic human resource management

The Xavier Advantage:

► Benefit from internships at leading companies and organizations in Cincinnati, home to nine Fortune 500 companies and 14 Fortune 1000 companies.
► Join the Business Leaders for Tomorrow club to network with top professionals.
► Earn a valued degree from Xavier’s Williams College of Business (WCB), recognized as a preeminent business school nationally and the best business school in the region. Xavier is ranked one of the top 25 entrepreneurial campuses in the nation by The Princeton Review.
► Study in the WCB’s new building, Stephen & Dolores Smith Hall, offering the latest learning resources such as the Fifth Third Trading Center.

Xavier human resource management graduates go on to:

► Cincinnati Children’s Hospital
► Western & Southern Financial
► Clark Schaefer Hackett
► Graduate study in human resource management, business and law

Learn more www.xavier.edu/williams/undergraduate/human-resources
Ask us xuadmit@xavier.edu
Visit campus www.xavier.edu/visit

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

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

Faculty members have 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.

Xavier University’s BSBA in Strategic Human Resource Management fully aligns with the Society for Human Resource Management’s (SHRM) HR Curriculum Guidebook and Templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. In addition to traditional studies, majors in strategic human resource management:

► Get relevant work experience through internships, for which students can also earn academic credit.
► Join the Business Leaders for Tomorrow (BLT) club, a student organization dedicated to furthering the career goals of students in all majors, with a focus for those in the fields of management and human resources. BLT’s mission is to provide insight into possible management and human resources career paths, to help establish business contacts in the Cincinnati area, and to encourage development of leadership skills within the Jesuit tradition. The club encompasses a Society for Human Resource Management student chapter, which is a great resource for SHRM majors and minors.
► Get matched with an Executive Mentor, who works with the student to provide professional guidance, networking support and career connections.

The department advisory board helps the department formulate curriculum strategy to ensure that courses are current, applicable and relevant to the corporate community. Advisory board members also are invited to serve as mentors for undergraduate students and participate in faculty recruitment. In addition, they provide strategic advice on the outreach activities of the department in order to enhance the department’s corporate relationships. Advisory board members represent such firms as Catholic Healthcare Partners, The Kroger Company, PNC Advisors/ PNC Bank, and Toyota Motor Engineering & Manufacturing North America, Inc.

RESOURCES

The Cintas Center for Business Ethics at Xavier focuses on helping students and other Xavier stakeholders recognize and deal with ethical and values-related issues in the workplace. To that end, the Center designs corporate workshops, stages continuing education sessions, sponsors guest lectures and conducts an annual Ethics Institute that features leading corporate executives, ethics officers, and legislative and judicial officials.

OUTCOMES

For 2012 Williams College of Business graduates, the average starting salary was $42,611 and 98 percent were employed full-time or in post-graduate studies within 180 days of graduation; 68 percent secured a job or planned to attend post-graduate studies prior to graduation. Seventy-six percent of WCB graduates completed internships during college.

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

- Human resources management positions include generalist positions in the recruitment, development, and retention of a qualified and satisfied workforce, and specialist positions in functional areas such as recruitment, training and development, compensation, employee benefits, or health and safety.
- Human resources opportunities exist in for-profit businesses, non-profit organizations, and government agencies.

Recent graduates have been hired for such positions as:

- Human Resources Executive Development Program
- Talent Acquisition Coordinator
- Human Resources Representative
- Training Department Coordinator
- Recruiter

Strategic human resource management majors also pursue graduate study in human resource management, business, and law.

The Center also:

► Serves as a resource for the local, regional and national business communities.
► Enables students to choose to do the “hard right,” as opposed to the “easy wrong.”
► Helps faculty increase their exposure and confidence in the areas of business ethics and social responsibility.
WILLIAMS COLLEGE
OF BUSINESS

The Williams College of Business (WCB) is nationally recognized for its outstanding educational experiences and the success of its students and faculty. The WCB is accredited by the Association to Advance Collegiate Schools of Business (AACSB), an international organization. Only 15 percent of business schools worldwide achieve this distinction. In 2010-11, the WCB was ranked:

►11th in the U.S. in Entrepreneurship, undergraduate programs, by Entrepreneur Magazine
►10th in the U.S., in Ethics, undergraduate programs, Bloomberg BusinessWeek

The WCB’s new building, Stephen & Dolores Smith Hall, was opened in 2010 to provide a state-of-the-art setting for one of the nation’s top-ranked business schools. In addition to the Fifth Third Trading Center, the building’s features include:

►88,000 square feet, four floors, 17 high-tech classrooms and centers for entrepreneurship, applied finance, business ethics and academic advising
►Space for executives-in-residence to work closely with students
►Environment and programming for Fortune 500 companies to interact with and employ our students

The WCB is one of the nation’s first colleges to offer an Executive Mentor program that pairs undergraduate and MBA students with leading executives to network and establish connections in the business world. The program offers an innovative approach, ensuring that WCB students have a viable and effective network of notable professional contacts assisting them in their career endeavors.

CORE CURRICULUM

The foundation of Xavier’s success is its commitment to its Jesuit heritage. The Core Curriculum embodies 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 through study of the humanities, especially literature, philosophy and theology, as well as the social and natural sciences. Along with courses in their major, Xavier students also take Core courses in: cultural diversity, English composition, fine arts, foreign language, history, literature, mathematics, philosophy, science, social science and theology.

ACADEMIC REQUIREMENTS

Core Curriculum: Minimum 64 credit hours

Major in strategic human resource management: 21 total credit hours, including 12 hours of required strategic human resource management courses and the capstone course, and 9 hours of major electives, of which an internship may fulfill 3 hours.