



Master of Science in Human Resource Management

MS-HRM

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MS-HRM Information Session

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https://www.csusb.edu/management/ms-human-resourcemanagement

Department of Management

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Agenda

- Admissions
- Program
- Support

Admissions

Master of Science in Human Resource Management (MS-HRM)

Master of Science in Human Resource Management (MS-HRM)

- The Master of Science (MS) in Human Resource (HRM) program
 offers students a comprehensive graduate education to help
 accelerate their careers in management and human resources.
- The 30-unit (10 courses) **2-year** (4 terms) program will focus on developing the business acumen, HR expertise, communication, and critical evaluation skills of students.
- The program is **AACSB accredited** and includes a final culminating experience to help prepare students to sit for the **SHRM Certification Exam**.

Admission to the Program

- <u>Bachelor's Degree</u>: A bachelor's degree from an accredited college or university, with required minimum GPA of 3.0.
- <u>Personal Statement</u>: A statement that provides insight on the student's motivation to join the program, how the student plans on using the degree to further his/her professional goals, the personal qualifications that will contribute to successful completion of the program, and the responsibility of organizations to create value for society, beyond just profit.
- English Proficiency for International Students: All international applicants who have not completed three years of full-time study at the secondary or post-secondary level where English was the language of instruction must also achieve an acceptable score.
- Resume: Submission of a current resume.
- <u>Letter of Recommendation</u>: One (1) letter of recommendation is required that attests to the applicant's intellectual and professional aptitude;
- Interview: Each applicant will be required to participate in a brief interview with the MS HRM program coordinator and/or faculty.

Application Deadlines

- **Fall**: July 31st (International Student, June 1st)
- **Spring**: January 10th (*International Student, November 1*st)
- https://www.calstate.edu/apply (\$70.00 Application fee)

Program

Master of Science in Human Resource Management (MS-HRM)

MS HRM 30 units minimum (10 courses)

Required (5 course, 15 units)

- 1. ADMN 6020 Advanced Managerial Communications
- 2. MGMT 6010 Organization Theory and Behavior
- 3. HRM 6410 Managing Human Resources
- 4. HRM 5570 Strategic Human Resource Management
- 5. HRM 6983 Culminating Experience

5 Courses (15 units) Electives

- ADMN 5753 Internship
- HRM 5580 California Human Resources
- HRM 5590 International HR
- HRM 5930 Contemporary Topics in Human Resources
- HRM 5953 Independent Study
- MGMT 6500 International Management
- MGMT 6550 Leadership as Art and Science
- MGMT 6850 Strategic Management
- PA 5120 Performance Measurement and Management
- PA 5190 Managing Diversity in Organizations
- PA 5570 Public Sector Labor Relations
- PA 6620 Human Resource Management in the Public Sector
- Three units chosen from any JHBC graduate level course (5000 level or above)

Program Plan

Year 1

<u>Fall</u>

- ADMN 6020
- MGMT 6010

Spring

- HRM 6410
- Elective
- Elective

Year 2

Fall

- HRM 5570
- Elective
- Elective

Spring

- HRM 6983
- Elective

Course Modality

Code:	Mode:
P	Classroom
OL	Online Asynchronous
OS	Online Synchronous
НО	Online Synchronous/Asynchronous
CA	Hybrid Classroom/Face-to-face Plus Asynchronous Online Instruction
CS	Hybrid Classroom/Face-to-face Plus Synchronous Online Instruction

HRM 6983 Culminating Experience

- This capstone course integrates the Core and Foundation Courses, with an emphasis on the Society for Human Resource Management (SHRM) Body of Applied Knowledge and Skills (BASK) to prepare students for SHRM Certification. After an integrative and comprehensive review, students will successfully complete a comprehensive exam.
- SHRM Learning System (\$675.00 Course fee)

Requirements for Graduation

- <u>GPA</u>: A grade point average of 3.0 ("B") in all course work taken after admission to conditionally classified or classified status, and grades of "C" (2.0) or better in all courses in the program.
- Units: A minimum of 30 semester units.
- <u>Transfer</u>: At least 70% of the units for the degree (21 units, 7 classes) are required to be completed in the Program.
 - Note Courses taken for an undergraduate degree cannot be applied toward graduate program unit requirements.
- <u>ADMN 6020</u>: Successful completion (a grade of "B" (3.0) or better) of ADMN 6020 meets the graduate writing requirement.
- HRM 6983: Successful completion (a grade of "B" (3.0) or better) of HRM 6983 meets the culminating experience requirement.



Cost of the Program

Program Cost *		Amount		Number	Item	
\$	70.00	Application fee				
\$	675.00	HRM 6983 Course fee				
\$	9,090.00	Graduate Business Professional Fee	\$	303.00	30	Units
\$	4,178.16	Mandatory Campus Charges	\$	1,044.54	4	Terms
\$	4,680.00	Graduate/Post Baccalaureate (0-6 Units) **	\$	2,340.00	2	Terms
\$	8,064.00	Graduate/Post Baccalaureate (6.1+ Units) **	\$	4,032.00	2	Terms
\$	\$ 26,757.16 Estimated Cost ***					

Who Should Apply

- HR Practitioners Seeking Advancement
- Aspiring HR Consultants
- Career Changers
- Entrepreneurs and Small Business Owners
- International Students or Professionals

Support

Master of Science in Human Resource Management (MS-HRM)

HR Certifications

HRCI Certification

- Associate Professional in Human Resources
 (aPHR): This certification is designed for
 individuals who are new to the HR profession.
- Professional in Human Resources (PHR): This certification is intended for HR professionals who have experience.
- <u>Senior Professional in Human Resources</u>
 (<u>SPHR</u>): This certification is designed for HR
 professionals who have a strategic orientation.
- Global Professional in Human Resources
 (GPHR): This certification is intended for HR
 professionals who operate in a global
 marketplace.

SHRM Certification

- SHRM Certified Professional (SHRM-CP): This certification is designed for HR professionals who are engaged in operational roles and implement policies and strategies
- SHRM Senior Certified Professional (SHRM-SCP): This certification is designed for HR professionals who operate at a senior level.
- SHRM California Certification: This certification is designed for HR professionals who work in California.
- SHRM Talent Acquisition Specialty Credential: This certification is designed for HR professionals who specialize in talent acquisition.

Student Success

https://www.csusb.edu/jhbc-student-success-center

- Internships
- Career Development
- The Speaking Center at JHBC
- JHBC Professional Writing Office
- CSUSB SHRM Student Chapter
- Education Abroad

ADMN 5753 Internship

- Students may earn 3 units within their respective concentration. All internships must be approved prior to enrolling. Students must seek enrollment at the onset of the internship
- Internships must be project-driven and have a defined role with limited clerical tasks. *Internships at a self-owned, home-based, or virtual business will not be approved.*
 - Submit a signed CSUSB Learning Site Agreement (from employer)
 - Submit a midterm report
 - Submit a final report
 - Submit timesheets 150 hours required
 - Submit internship survey

Meet Your Faculty

https://www.csusb.edu/management/faculty-staff

HRM

- Patrick Flaherty
- Crystal Huang
- Craig Seal
- Jing Zhang

MGMT

- Maggie Boyraz
- Jacqueline Coyle-Shapiro
- Matthew Habich
- Zhonghui Wang

Society for Human Resource Management (SHRM)

SHRM Membership

- SHRM Student Membership
 - Future-proof Your Career
 - Craft Your Resume
 - Networking Opportunities
 - Member Discounts
 - \$75 a year
 - https://www.shrm.org/membership/students
- CSUSB SHRM
 - Leadership Opportunities
 - Guest Speakers
 - Networking Opportunities
 - Cal SHRM Student Case Competition
- IE SHRM
 - Inland Empire SHRM Annual Conference
 - The HR Huddle
 - Emerging HR Professionals (EHRP)
 - https://ieshrm.org/

SHRM Foundation

- Graduate Scholarships
 - General graduate scholarships of \$5,000
 - The Cheslie C. Kryst memorial graduate scholarship of \$10,000
 - The Susan R. Meisinger Scholarship for Graduate Study in HR of \$20,000
- Eligibility
 - You are a current SHRM member (professional or student).
 - You are enrolled in a degree-seeking master's program
 - Your college or university is a regionally accredited institution of higher learning.
 - Your degree program is HR-related (e.g., business, psychology, HR, etc.)
 - You have a GPA of 3.5 (or, if not yet enrolled, undergraduate GPA of 3.0)
- https://www.shrm.org/foundation/scholarships-grantsawards/scholarships
 - Applications generally Open January and Deadline is March

Recap

- Admissions 3.0 GPA
- Program 2-years, mix of hybrid and online courses
- Cost \$30K
- Value AACSB Accredited, SHRM Alignment, Student Success

For more information visit

- Cal State Apply
 - https://www.calstate.edu/apply
- CSUSB Graduate Studies, Masters
 - https://www.csusb.edu/graduatestudies/prospectivestudents/degrees-and-departmentcontacts/masters
- JHBC Graduate Programs Office
 - https://www.csusb.edu/jhbc/jhbc-graduate-programs

- CSUSB International Admissions
 - https://www.csusb.edu/internation al-education/internationaladmissions
- CSUSB Student Financial Services
 - https://www.csusb.edu/studentfinancial-services/tuition-andfees/academic-year-2025-2026
- JHBC Scholarship
 - https://www.csusb.edu/jhbc/home /scholarships

Request for Information

• For additional information, or to schedule a one-on-one consultations, please email: MS-HRM@csusb.edu.