Master of Science in Managing Human Capital Program

Erivan K. Haub School of Business

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MS in Human Resources (MSHR) Learning Goals and Objectives

Strategic Integration of Human Resources: Students will understand and apply knowledge of Human Resources’ integrative, strategic business partner function to all levels and operations of the organization.

Leading Change in Human Resources: Students will acquire and apply leadership and change agent skills necessary to increase an organization’s capacity for change.

Functional Human Resources Skills: Students will learn skills germane to success as a Human Resources professional including: survey administration, program evaluation, and human resource information systems.

Employee Advocacy in the Ignatian Tradition: Students will learn and demonstrate knowledge regarding the central role of employees in Human Resources. Moreover, in line with Ignatian values underpinning the program, students will learn to balance “compassion” and “justice” in dealings with employees of the organization.

Program Design

The MSMHC Program may be completed on a part-time or full-time basis and is designed specifically for highly motivated individuals. Students may complete the program fully online or choose to have in-class experiences with certain elective courses. The intent of the program is to accept only those students who have a high probability of successfully completing the graduate program. Three years professional work experience is preferred; however, applicants with less work experience and exceptional academic records will be considered for admission.

The MSMHC Program at Saint Joseph’s University follows a course sequence that begins each Fall semester. Subject to prerequisites, students may enroll in elective courses in either the Spring semester or Summer Sessions, commencing the MSMHC core course sequence in the Fall semester.

Curriculum

The MSMHC curriculum consists of 42 credits (6 of which can be waived), distributed as follows:

- Foundation courses 9 credits (6 may be waived)
- Core courses 24 credits
- Electives 9 credits

The foundation courses cover the common body of knowledge in accounting and marketing required of all students studying for an advanced business degree in human resources. The core courses cover the common body of knowledge required in the field of human resources. The elective courses allow the exploration or development of expertise in a specific area of interest within the MSMHC program.

The final core course in the program (MGT 797 Managing Human Capital: Strategy and Application) is the capstone of the MSMHC curriculum, in which students integrate the theories and practices studied throughout the degree and apply their knowledge in the field. This course requires a capstone project.

Program Courses

Foundation Requirements (9 credits)

- ACC 500 Accounting, Business Analysis, and Financial Reporting (3 credits)
- MGT 500 Managing Work Organizations (can be waived)
- MKT 501 Marketing Concepts (can be waived)

Core Courses (24 credits)

- MGT 552 Stakeholder Theory and Social Responsibility* ***
- MGT 554 Ethical Practices in Business
- MHC 560 Introduction to Strategic Human Capital and Talent Management
- MHC 561 Human Capital Research, Measurement & Metrics*
- MHC 562 Employment and Labor Law*
- MHC 563 Human Resource Technology*
- MHC 564 Finance and Accounting for Managers*
- LEO 565 Leading Change in Organizations*
- MHC 797 Managing Human Capital: Strategy and Implementation*

Elective Courses (9 credits)**

- FIN 605 Pension and Benefits Administration*
IBU 661  International Management
IBU 662  International Business Law
LEO 653  Leading in Modern Organizations
LEO 654  Leading Virtual and Global Teams
LEO 668  Leading for Sustainability
LEO 669  Leading Projects
MGT 551  Empowering Human Potential at Work***
MGT 553  Excellence in Organizations***
MGT 650  Business Law for Management *
MHC 651  Career Management in Organizations*
MHC 655  Workforce Diversity*
MHC 656  Influence, Negotiation and Conflict Skills
MHC 662  Total Rewards
MHC 663  Talent- Selection and Retention *
MHC 667  Human Resources Fundamentals
MGT 770  Management Study Tour*
MGT 771  Topics in Human Resources*
MGT 772  Topics in Management*
MGT 793  Research in Management
* Prerequisite or co-requisite required.
** Students select three courses from this list as their electives. Foundation courses may not be used as electives.
***Students may take either MGT551 or MGT 553 but not both; students may take either MGT552 or MGT554 but not both

Foundation Courses
The MSMHC Admissions Committee will evaluate the undergraduate transcripts of every applicant in order to determine which, if any, foundation requirements have been satisfied by the applicant’s previous coursework.
MSMHC students who have acquired competency through work experience or in-house training may receive a waiver of MKT 501 (Marketing Concepts) and/or MGT 500 (Managing Work Organizations) by passing a challenge examination. Challenge examinations must be taken within six months after a student begins classes. A challenge examination may be taken only once for each course. A fee is required for each challenge exam taken and arrangements for challenge exams should be made at the Graduate Business office. Waivers are not granted for ACC 500 (Accounting, Business Analysis, and Financial Reporting (3 credits)). Foundation courses may not be used as electives.

Course Sequence
Core courses in the MSMHC Program are sequenced to ensure that courses are integrated and build students’ cumulative knowledge to achieve the overarching objective of the program - to create strategic HR leaders. The MSMHC core course sequence ensures that prerequisites for successive course are fulfilled and to assist students in planning and achieving their academic goals. Students enrolled in two courses each academic term can complete their degree in 5 semesters (i.e., Fall through the Summer Session after the succeeding academic year, as described below). Students enrolled in one course each academic term can complete their degree in 9 semesters. Students enrolled in full-time study typically complete their degree in about 18 months.

Sequence of Courses
The MSMHC core course sequence for students enrolled in two courses each academic term is as follows:

Spring
MGT 500  Foundation Requirement (if needed)

Semester 1 (Fall)
MHC 560  Introduction to Strategic Human Capital & Talent Management*
MHC 561  Human Capital Research, Measurement & Metrics*

Semester 2 (Spring)
MHC 563  Human Resource Technology*
LEO 565  Leading Change in Organizations
MGT 554  Ethical Practices in Business

Semester 3 (Summer Sessions I and II)
MHC 562  Employment and Labor Law*
MHC 564  Finance and Accounting for Managers*

Semester 4 (Fall)
MGT 552  Stakeholder Theory and Social Responsibility*
MGT 554  Ethical Practices in Business
IBU/LEO/MGT/ MHC 5xx/6xx/7xxx Management Elective* (1)

Semester 5 (Spring)
MHC 797  Managing Human Capital: Strategy & Design*
IBU/LEO/MGT/ MHC 5xx/6xx/7xxx Management Elective* (2)

Semester 6 (Summer Sessions I and II (if needed))
IBU/LEO/MGT/ MHC  Management Elective* (3)
The MSMHC core course sequence for students enrolled in one course each academic term is as follows:

**Spring**
MGT 500  
Foundation Requirement

**Semester 1 (Fall)**
MHC 560  
Introduction to Strategic Human Capital & Talent Management*

**Semester 2 (Spring)**
LEO 565  
Leading Change*

**Semester 3 (one course each in Summer Sessions I and II)**
MGT 564  
Finance and Accounting for Managers*
MHC 562  
Employment and Labor Law*

**Semester 4 (Fall)**
MHC 561  
Human Capital Research, Measurement & Metrics*

**Semester 5 (Spring)**
MHC 563  
Human Resource Technology*

**Semester 6 (one course each in Summer Sessions I and II)**
IBU/LEO/MGT/ MHC 5xx/6xx/7xxx  
Elective (1)*
IBU/LEO/MGT/ MHC 5xx/6xx/7xxx  
Elective (2)*

**Semester 7 (Fall)**
MGT 552  
Stakeholder Theory and Social Responsibility*
MGT 553  
Ethical Practices in Business

**Semester 8 (Spring)**
MHC 797  
Managing Human Capital: Strategy & Design*

**Semester 9 (Summer)**
IBU/LEO/MGT/ MHC 5xx/6xx/7xxx  
Elective (3)*

*Prerequisites or co-requisites required for core courses are met through the scheduled course sequence. Prerequisites or co-requisites required for elective courses are course-specific and are indicated within the course description. Students who must complete all three foundation courses must do so in the spring and summer semesters prior to the start of the core course sequence in the fall. Otherwise, these students begin with foundation coursework in the fall and begin the core coursework the following fall.

**Admissions Requirements and Procedures**

In setting the admissions criteria for the MSMHC Program, the intent is to accept only those students who have a high probability of successfully completing the graduate program in Human Resource Management at Saint Joseph’s University.

**Criteria**
- Three years of work experience is preferred; however applicants with less work experience will be considered for admission;
- Completed online application form;
- Non-refundable $35 application fee;
- Official transcripts indicating receipt of a baccalaureate degree from an accredited college or university;
- A course-by-course evaluation is required for applicants with undergraduate degrees earned outside the United States. This evaluation will be performed by the Office of Graduate Operations at SJU and only official transcripts will be accepted.
- Official Miller Analogy Test (MAT), GMAT, or GRE score taken within five years of application (there are opportunities to waive these tests. Information about waivers for these exams may be obtained from the director of the MSMHC Program);
- Two (2) letters of recommendation from former professors, employers, or both;
- Written statement or essay of academic or career goals; and
- Current resume.

Applicants whose native language is not English are required to take the Test of English as a Foreign Language (TOEFL). Arrangements to take the exam should be made by writing directly to TOEFL, Box 6151, Princeton, NJ, USA, 08541-6151. Students already in the Philadelphia area who do not have a TOEFL score may be admitted following satisfactory performance on the English test administered at the ELS Language Center on the Saint Joseph’s University campus. A minimum score of 550, Internet-based TOEFL 80, or 213 on computerized test on the TOEFL is required to take any course in the program. An official IELTS score of 6.5 or official PTE score of 60 is also acceptable. Qualified students who complete Level 112 at the ELS Language Center and receive a strong, positive
letter of recommendation from the Center can begin their MSMHC studies without the official TOEFL score.

**Transfer of courses**
Students may transfer up to six credit hours (2 courses) towards the MSMHC degree from an accredited college or university, provided the student earned a grade of B or better and courses align with the coursework in the MSMHC Program. All transfer of credits requires approval by the Chair of the Management Department.

**Retention Policies**

**Grading, Probation, Dismissal, and Failure**
The grading system in effect at Saint Joseph's University will apply to courses in the MSMHC program. Student advising is the responsibility of the Program Director, but students are encouraged to share their academic and career expectations with members of the faculty who teach in the program.

As per university guidelines for graduate study, students enrolled in the MSMHC program who receive a single grade of C or below will receive a warning. Students who receive a grade of C or below for six (6) credit hours will be placed on academic probation and will be so notified in writing by the Program Director. Students who receive a grade of C or lower for nine (9) credit hours will be dismissed from the program.

To graduate, students must fulfill all credit hour requirements for the MSMHC degree. Each candidate for graduation must have at least a 3.0 cumulative GPA, no more than two grades below a C, and no F grades outstanding in order to be certified for graduation. The Program Director, with support from the Registrar's Office, is responsible for monitoring student academic progress throughout the course of the program.

**Retention Processes and Policies**
Students enrolled in the M.S. in Managing Human Capital Program have six years to complete their M.S. degree from Saint Joseph's University. This six-year limit begins with the student's first core course registration. Extensions beyond this limit may be made only with the approval of the Dean, and only for unusual and serious circumstances. Students who exceed the time limit to complete the M.S. Program will be dismissed from the program. Such students may reapply for admission into the program as new students and start the program with no credit from previous courses taken.

**Graduation/Commencement Policies**
Students must complete all course requirements prior to graduation. Upon petition to the Program Director, students may be permitted to take part in commencement exercises if they will be completing their graduate studies by August.

**Computer Usage**
As applications software such as the electronic spreadsheet becomes increasingly important in industry and business, students can expect that an increasing number of courses will include assignments and exercises that require their use of computers. Knowledge of Microsoft Excel® is now a requirement in the MSMHC program and will be used in multiple courses. Students may use the computer facilities on campus or applicable systems either at their home or their workplace for completing the assigned exercises.

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**Master of Science in Managing Human Capital Courses**

**ACC 500 Accounting, Business Analysis, and Financial Reporting (3 credits)**
This course is designed to introduce students to the language of business. Participants will learn the conceptual foundation of financial accounting and reporting of business activities. The focus is on measuring, recording, summarizing, reporting, and interpreting financial transactions for U.S. companies. Topics include the basic financial reporting model; cash- and accrual-basis measurement of profitability; and financing, investing, and operating activities of enterprises. This course emphasizes the importance of accounting for decision making and provides insight as to why ethics are important for business and accounting.

**MKT 501 Marketing Concepts (3 credits)**
This course offers a thorough review of basic marketing theory and practice. Topics include the various roles of marketing within our economic society and in organizations, the marketing
process, the marketing environment, the process of developing marketing strategies and programs, new product development, marketing research, the concept of customer value, the critical process of targeting, segmentation, and positioning, and the marketing mix variables. There is an option to take a challenge exam to waive this course. Please contact the Graduate Business Office for details.

MGT 500 Managing Work Organizations (3 credits)
This course focuses on both the behavioral and technological aspects of work organizations. The behavioral aspects of organizations are discussed at three different levels. On a societal level, the place of work organization relative to other institutions in contemporary society will be considered using a stakeholder model of the firm. On an organizational level, the concepts of organizational structure, technology, job design, and culture will be examined, emphasizing the importance of each to the goal of organizational effectiveness. On an individual level, the roles and responsibilities of the manager will be analyzed, helping students to recognize the critical managerial practices for achieving organizational effectiveness. There is an option to take a challenge exam to waive this course. Please contact the Graduate Business Office for details.

MGT 552 Stakeholder Theory and Social Responsibility (3 credits)
This course addresses corporate social responsibility through a stakeholder theory of business. The course will center on the question, "Which interests of which stakeholders impose obligations on business?" The internal and external stakeholders addressed include investors, employees, customers, and the natural environment, among others. Some issues will be analyzed by exploring international differences in the treatment of stakeholders. The course exposes students to some of the ethical dilemmas confronted by employees in the workplace, and serves to enhance student skills in resolving those dilemmas.
Prerequisite: Completion or waiver of MGT 500.

MGT 554 Ethical Practices in Business (3 credits)
This online course will consider the ethical responsibilities of managers and corporations. It is designed to raise ethical consciousness and sensitivity to the ethical dimensions of business decisions, on an individual, institution and systemic level. It will be highly interactive, introducing the student to factors which incentivize ethical and unethical behavior, and to dilemmas which arise in business. It will provide plausible decision procedures and frameworks for dealing with ethical matters and methods for rationally adjudicating ethical disputes. It is also designed to reveal common patterns of success and failure in managing ethical conflicts. It will attempt to engage students in a critical evaluation of managerial and corporate ethics and encourage each student to develop a justifiable perspective on the role of ethics in business and their responsibility to various stakeholders. Students count either MGT 552 or MGT 554 towards their degree.
Prerequisite: Completion or waiver MGT 500.

MHC 560 Introduction to Strategic Human Capital & Talent Management (3 credits)
This course examines the integration of human resource management strategy within the broader context of an organization’s business strategy. Students will gain an understanding of major approaches to business strategy, and the corresponding implications for human resource management in varied strategic circumstances. Implications of a firm’s strategy for functional areas within human resource management will also be examined. The course will introduce emerging trends in theory, research, and the practice of human resource management. Co-requisite: ACC 500; Prerequisite: Completion or waiver of MGT 500.

MHC 561 Human Capital Research, Measurement & Metrics (3 credits)
This course is designed to introduce students to the processes involved in measuring the effectiveness of human resource programs, and to provide a thorough grounding in survey methodology, from survey design through data collection and data analysis. Students will build their skills in survey design and construction, scale selection, survey administration, and data analysis and evaluation. Students will be required to conduct a research study during which they will act as project managers/lead researchers responsible for envisioning, executing, analyzing, interpreting, and reporting the results of the study to an external client. The overarching goal of the course is to prepare human resource professionals to effectively lead a survey project and to interpret the results of research conducted by others. Prerequisite: MGT 551 or MGT 553 or MGT 560.

MHC 562 Employment & Labor Law (3 credits)
This course will provide an overview of the major laws that govern employer/employee relations in both union and non-union workplaces. Labor topics include, *inter alia*, the historical development of labor law, union organizing, unfair labor practices, concerted activities by unions and dispute settlement. Employment law topics include, *inter alia*, employment discrimination, testing, evaluation and privacy, and laws that govern wage and salary, health and safety, income security, benefits continuation, and family and medical emergencies.

**MHC 563 Human Resource Technology (3 credits)**
The course examines how technology has enabled and transformed the modern human resource function within large enterprises. A variety of HR applications will be covered including Employee and Manager Self Service, Talent Acquisition, Performance Management, e-Learning, Compensation Planning and HR Analytics. The processes required justify, select, deliver and support HR technology solutions will be analyzed. Finally, special topics such as HR data privacy, HR Shared Service Centers, HR Outsourcing and the evolution and future of HR Technology will be covered.

*Prerequisite MGT 551 or MGT 553 or: MGT 560.*

**MHC 564 Finance and Accounting for Managers (3 credits)**
This course develops students’ practical skills in the interpretation and use of financial and accounting information for managerial decision-making. Students will learn how to (1) understand and analyze financial statements, (2) evaluate relevant costs for decision-making, (3) perform present value analyses, and (4) make sound capital budget decisions. *Prerequisites: ACC 500, completion or waiver of MGT 500. Open only to MSMHC students.*

**MGT 551 Empowering Human Potential at Work (3 credits)**
This course focuses on an organization’s most salient resource—its human capital. It investigates the foundation of, and strategies for, empowering organizational members to manage organizational transformation processes in a national and global environment. Empowering human potential requires an understanding of how to manage one’s self, other individuals, and groups effectively, creatively, legally, and ethically in work organizations. Done well, empowered workers can help to achieve both personal and organizational objectives. To accomplish this goal, the course investigates strategies for enhancing individual performance (e.g., perceptions and motivation) and facilitating interpersonal processes (e.g., leadership and power). We will also explore ways of managing human resource issues (e.g., recruitment, selection, employee development), especially from a legal perspective. *Prerequisite: Completion or waiver of MGT 500.*

**Elective Courses**

**FIN 605 Pension and Benefits Administration (3 credits)**
This course is intended to provide students with a basic understanding of the various pension and employee benefit plans available in the workplace. Emphasis will be placed on preparing professionals to make informed decisions about what types and designs of plans are best for their company or client and about how they can best administer their chosen benefit package. *Prerequisite: Completion or waiver of MGT 500.*

**MHC 797 Managing Human Capital: Strategy & Design (3 credits)**
This course requires the student to apply their knowledge of business strategy and human resource management in the development of a Strategic Human Resource Management Project. This project will build on previous course work in the MSHRM Program and allow students to choose a particular area of interest in which to further enhance their knowledge and expertise. Students may choose either a field-based project or choose to conduct an in-depth exploration into a particular HR discipline. Throughout this course, each student will demonstrate their ability to fulfill the four strategic human resource management roles serving as a strategic business partner, a change agent, an employee advocate, and an efficient administrator.

*Prerequisites: Completion of all required foundation and core MSMHC courses. Open to MSMHC students only*

**LEO 565 Leading Change in Organizations (3 credits)**
This course focuses on the knowledge and skills necessary for leading, planning, and implementing organizational change. Students will examine their own leadership skills and abilities, and will have the opportunity to develop skills critical to achieving effective change, including communication, leadership, and team development.

*Prerequisite: MGT 551 or MGT 553 or MGT 560.*
MGT 553 Excellence In Organizations (3 credits)
This online course focuses on the dynamics of organizations, with special attention to those that have achieved a distinguished level of excellence in their fields. It examines theories for analyzing an organization’s current stats and strategies as seen by its stakeholders. A variety of organizational contexts will be analyzed including individual motivation and behavior, team dynamics, organizational conflict and crisis, power and leadership, managing talent, culture, change management and communication. 

Students count either MGT 551 or MGT 553 towards their degree. Prerequisite: Completion or waiver MGT 500.

MGT 650 Business Law for Management (3 credits)
This course introduces students to the contemporary legal environment of business. Comprehensive in scope, it examines the court system and the judicial process, as well as areas of substantive law such as torts, contracts, criminal, constitutional, administrative, labor, employment, and environmental. Various forms of business organizations, as well as the arena of international law, are also covered. Prerequisite: Completion or waiver of MGT 500.

MHC 651 Career Management in Organizations (3 credits)
This course examines the basics of career development and how it fits into the organizational structure. It includes theory and practice of career/adult development, its delivery systems, and its target populations. Prerequisite: Completion or waiver of MGT 500.

MHC 656 Influence, Negotiation and Conflict Skills (3 credits)
Whether conflict is healthy or unhealthy for an organization is a function of an individual’s ability to surface, work with, and resolve differences that inevitably arise in organization life between individuals and within and between groups and departments. This course examines the psychological and social dynamics which are connected to conflict, including power, leadership, personal needs, roles, communication. It also provides practical tools and skills development for dealing with conflict in a range of organizational settings. Prerequisite: Completion or waiver of MGT 500.

LEO 653 Leading in Modern Organization (3 credits)
This course will explore what it means to provide leadership to others in modern organizations. Topics will include enhancing one’s leadership capability, crisis periods of leadership, conflicts between the organization’s leadership and one’s personal leadership, and strategies for success in leadership positions. Additional themes of power, authority, and control will be examined in terms of the organization and the individual. Prerequisite: Completion or waiver of MGT 500.

LEO 654 Leading Global and Virtual Teams (3 credits)
The focus of this course is on how to design, facilitate, and manage work teams in a variety of settings. The course also covers interventions in team development, including working with problematic organizational situations and with different types of teams. Prerequisite: Completion or waiver of MGT 500.

MHC 655 Workforce Diversity (3 credits)
Managing diversity is becoming increasingly important to contemporary organizations and is likely to become more critical in the future as the population and workforce become even more heterogeneous. Human diversity is both a moral imperative and a potential source of competitive advantage. This course is designed to help students become aware of the multiple dimensions of diversity such as race, class, gender, physical ability, sexual orientation, age, and nationality. In addition, differences in function, perspective, and work style will be explored to examine their potential impact in the workplace. The course provides information and experiences to help make students more proficient in dealing with an increasingly diverse workforce. Prerequisite: Completion or waiver of MGT 500.

IBU 661 International Management (3 credits)
This course examines the international business environment, management practices outside the United States, and the interpersonal, institutional, and legal problems facing managers conducting business in more than one cultural context. Prerequisite: Completion or waiver of MGT 500.

IBU 662 International Business Law (3 credits)
The purpose of this course is to acquaint the student with the international legal environment in which businesses operate. It will introduce the students to international business law as it has evolved over the centuries. It will also introduce
students to national, regional and international organizations that regulate foreign commerce, including how international disputes are resolved. International sales, credits, and commercial transactions will be examined, as well as international and U.S. trade law. Prerequisite: Completion or waiver of MGT 500.

MHC 662 Total Rewards (3 credits)
The focus of this course is on strategic compensation systems needed in a dynamic business environment. Both basic and advanced concepts are reviewed, including job evaluation, wage and salary structures, gain-sharing, and other pay-for-performance systems. Prerequisite: MGT 551 or MGT 553 or MGT 560.

MHC 663 Talent - Selection & Retention (3 credits)
An examination of traditional staffing functions (recruitment, selection, orientation) is undertaken so that the process by which organizations and individuals are matched may be better understood. Always mindful of the legal issues that permeate these processes, this unique course will examine the staffing function at an advanced level. Issues such as labor supply and demand, HR strategy and planning, the regulatory environment, validity and reliability, job analysis, realistic job previews, assessment centers, honesty and ability testing, and state of the art recruitment and selection techniques will be explored in depth. Prerequisite: MGT 551 or MGT 553 or MGT 560.

MHC 667 Human Resources Fundamentals (3)
This course will provide the student with the fundamental knowledge essential to all practicing HR professionals. Critical HR functions will be explored in depth to provide a solid understanding of the many issues confronting the HR professional. Topic areas will include (but not be limited to) Strategic Management, Workforce Planning and Employment, Human Resource Development, Total Rewards, Employee and Labor Relations, and Risk Management. In all topic areas, the legal impact of human resources decision making will be considered. This course is appropriate for early HR careerists, those interested in entering the HR field, and students interested in how HR practices further organizational performance. Prerequisite: Completion or waiver of MGT 500.

LEO 668 Leading for Sustainability (3)
The Leading for Sustainability course positions your role as business leader as one that connects with sustainability at multiple levels – self, others, the organization and society. The course analyzes the definitions and development of Corporate Sustainability and its relationship with environmental management, the Triple Bottom Line and Corporate Social Responsibility (CSR). The course then focuses on leadership of self. Leadership is about "making a difference" and hence it is important to consider deeply the nature and type of difference that you intend to make in this world. In particular, this course aims to increase awareness of your values, ethics, beliefs, attitudes, etc. and how these might relate to issues of sustainability. The course then looks at organizational values and sustainability. Lastly, the course integrates the material through a value/sustainability gap analysis. Prerequisite: Completion or waiver of MGT 500.

LEO 669 Leading Projects (3)
The Leading Projects course explores what it means to bear prime leadership responsibility in the role of project manager. Project Management is the application of knowledge and techniques to project activities in order to meet stakeholder needs by creating a unique product or service. This course should not only help you learn valuable conceptual material, but it should also enhance your effectiveness across many organizations in which projects are planned and executed. Skills acquired by the student are critically important in a business or non-profit environment. Through lectures, exercises and case studies, the student will see how a project management plan is developed, executed and controlled. Application to a real project will follow. Guidelines presented will be consistent with The Project Management Body of Knowledge (PMBOK) and be a step towards a possible Project Management Professional (PMP) certification. Prerequisites: Completion or waiver of MGT 500.

MHC 770 Managing Human Capital Study Tour (3 credits)
A specially designed international tour to varying countries which offers students a unique opportunity to study international management—its dimensions, participants, trends, and opportunities. Students will also experience the heritage, ambience, and excitement of the world’s great countries and cities. Prerequisite: MGT 551, or MGT 553, or MHC 560.

MHC 771 Topics in Managing Human Capital (3 credits)
This course covers topics of current interest in the field of managing human capital. The specific subjects and prerequisites will be announced in the
course schedule. Prerequisite: MGT 551 or MGT 553 or MHC 560.

MHC 791 Internship I (3 credits)
Prerequisite: Completion or waiver of MGT 500 and approval of Chair.

MHC 792 Internship II (3 credits)
Prerequisite: Completion or waiver of MGT 500 and approval of Chair.

MHC 793 Practicum in Managing Human Capital (3 credits)
Prerequisites: MGT 551 MGT 553 or MHC 560 and approval of Chair.

MHC 794 Research in Managing Human Capital (3 credits)
Prerequisites: MGT 551, MGT 553 or MHC 560 and approval of Chair.