Bachelor of Science with a major in Human Resource Development

Students should consult with an Oakland University adviser when planning to major in Human Resource Development (HRD). No community college courses can be used in the HRD major core and major focus area categories. Students majoring in HRD are encouraged to earn at least 52 transferable credits at the community college, which ideally consist of completing general education coursework and elective credits.

Below are the two options available for satisfying Oakland University's General Education requirement. Choosing which way to go can depend on a variety of things such as previously completed coursework and the timing of transfer. For details on which option may be best for your situation, please consult with an OU academic adviser.

OPTION #1: Completing OU's General Education requirement when transferring with MTA or MACRAO
In many cases it is to a student's advantage to complete the MTA agreement to fulfill OU's General Education requirement (please confirm courses to take to fulfill the agreement with your Southwestern academic adviser). When transferring MTA or MACRAO, you must also satisfy the Knowledge Applications category from the table below (#10).

OPTION #2: Completing OU's General Education requirement by individual category
For this option, each of the below categories must be fulfilled by completing at least one course of 3 or more credits. A course may not be used in more than one of the categories numbered 1-10. Students majoring in HRD satisfy the US Diversity category for OU General Education requirements by completing HRD 3530 at OU.

GENERAL EDUCATION REQUIREMENTS

Oakland University Categories	Southwestern Michigan College Options
1. **Writing Foundations**	ENGL 104 ***(minimum grade C or 2.0 required for this category)***
2. **Formal Reasoning**	MATH 141, 150, 154
3. **Arts**	ART 102, 110, 203, 204; HUMA 204, 205; MUSI 110; THEA 110
4. **Language and Culture**	BDWI 101, 201; SPAN 101, 102, 201, 202
5. **Global Perspective**	GEOG 105; HUMA 210; PHIL 201
6. **Literature**	ENGL 231, 232, 235, 282
7. **Natural Science and Technology**	BIOL 101, 102, 110; BISC 111; CHEM 100, 101; ENST 112; GEOG 110; PHYS 101, 201
8. **Social Science**	ECON 201, 202; POSC 201; PSYC 101; SOCI 201; SPEE 104
9. **Western Civilization**	HIST 101, 102, 201, 202, 247, 248; PHIL 101, 210
10. **Knowledge Applications**	**Must be outside of OU Major area (confirm course choice with OU adviser)** ART 105, 211; COMM 115; EDUC 215; MATH 142; PHYS 102, 202; SOCI 240; SPAN 201, 202; SPEE 102

NOTES:

For further HRD program information, contact School of Education and Human Services Advising at (248) 370-4182 or visit the SEHS Advising website.

Students may transfer an unlimited amount of credit from Southwestern, and must complete a minimum of 45 credit hours from OU to meet degree requirements. As programs may limit how much transfer credit can be used toward requirements, **it is highly recommended that students work with both an OU academic adviser and their Southwestern academic adviser to maximize the applicability of coursework to specific requirements**.

Oakland University will always honor the **MACRAO transfer agreement** and apply it to the General Education requirement the same as MTA.

The HRD degree program covers topics in areas related to:

- instructional design and delivery,
- program evaluation,
- performance appraisal,
- employee selection,
- recruiting,
- ethics,
- organizational development,
- principles of leadership,
- labor relations,
- employment law,
- employee involvement, and
- cultural diversity.

Graduates are prepared with conceptual knowledge and technical and interpersonal skills for a variety of careers. Top-hiring companies for HRD majors include:

- Automotive suppliers (such as Faurecia or MacLean-Fogg Component Solutions),
- Quicken Loans, and
- Beaumont Health System

Specific scholarships are available for SEHS and HRD students at OU. An established Oakland University grade point average is required.

The HRD Student Association and Honors Society is an organization for students in the HRD major/minor at Oakland University. The purpose of the organization is to enhance, grow, and develop the HRD students at Oakland University through professional development, networking with peers and corporations, and providing all around support from the society members, board members and faculty.

OU also offers HRD minors: Lean Leadership, Applied Leadership Skills, Training and Development, and Employment Systems and Standards.