HUMAN RESOURCE DEVELOPMENT M.S.

Degree: Master of Science
https://www.towson.edu/cla/departments/psychology/grad/human-resource/

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The Master of Science in Human Resource Development (HRD) is a broad-based program designed to provide students with specific knowledge and practical skills within a variety of human resource fields. The curriculum is designed to meet the needs of individuals with varied academic backgrounds and professional experience. The program emphasizes the application of theory and research to practical human resource issues within business, government, nonprofit organizations and education.

The HRD plan of study is designed for individuals seeking to enter the human resource field, mid-career professionals seeking opportunities for professional development and career advancement, working adults seeking a career change, and recent undergraduates who wish to pursue graduate study. Applicants do not need prior work experience in human resources to be eligible for conditional admission.

Admission Requirements

This program admits fall and spring terms only.

- No specific undergraduate major is required.
- The minimum GPA required for admission is 3.00. Students who have a minimum GPA of 2.80 may be considered for conditional admission.

Submit the application online, including the following:

- A resume
- Two letters of recommendation are required from individuals who can attest to the applicant's academic background, professional experience and/or personal qualities.
- A three- to four-page essay (double-spaced) that includes:
  a. your reason for pursuing the degree and desired emphasis of study;
  b. your past work and/or volunteer experiences;
  c. yourself as a learner, including what learning activities you undertake outside of or since your undergraduate study;
  d. your expectations for graduate study; and
  e. your projected career goals.

The essay must be an original sample of the applicant's writing proficiency.

Non-immigrant International Students

Program Enrollment: F-1 and J-1 students are required to be enrolled full-time. The majority of their classes must be in-person and on campus. See the list of programs that satisfy these requirements (https://www.towson.edu/academics/graduate/admissions/international/programs-complying-j1-f1-regulations.html), and contact the International Student and Scholars Office (https://www.towson.edu/academics/international/isco) with questions.

Admission Procedures: See additional information regarding Graduate Admission policies (https://www.towson.edu/academics/graduate/admissions/policies.html) and International Graduate Application (https://www.towson.edu/academics/graduate/admissions/international) online.

Degree Requirements

Students must complete a minimum of 36 units as prescribed by the curriculum and approved by an adviser. In addition, students must provide evidence of completing a minimum required level of professional-level work experience in the HR field. This requirement can be met by providing a portfolio of one's work in a suitable HR position or by completing the Internship (HRD 696) or Practicum (HRD 697) course. Students with a minimum of 3 years experience as an HR manager or director may request to waive HRD 601 and replace it with an approved elective. Students who complete a thesis project in compliance with Towson University’s Graduate Thesis Guidelines can substitute HRD 699 (3) and three units of electives with PSYC 897 (6) or PSYC 898 (6).

### Code | Title | Units
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**Required Courses**
HRD 601 | INTRODUCTION TO HUMAN RESOURCES | 3
HRD 605 | APPLIED RESEARCH IN HRD | 3
HRD 606 | ORGANIZATIONAL BEHAVIOR | 3
HRD 607 | MANAGING ORGANIZATIONAL CHANGE | 3
HRD 627 | TRAINING AND DEVELOPMENT | 3
HRD 699 | CAPSTONE IN HUMAN RESOURCE DEVELOPMENT | 3
**Electives**
Select a minimum of 12 units (4 courses) from the following list; the additional 6 units can be from this list or from another department with prior approval.

### Code | Title | Units
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HRD 629 | STAFFING, RECRUITMENT AND SELECTION | 1
HRD 630 | COMPENSATION AND BENEFITS MANAGEMENT FOR THE HRD PROFESSIONAL | 1
HRD 635 | MANAGING EMPLOYEE RELATIONS | 1
HRD 639 | HUMAN RESOURCE INFORMATION SYSTEMS | 1
HRD 640 | LEADERSHIP THEORY AND PRACTICE | 1
HRD 643 | BUSINESS MANAGEMENT FUNDAMENTALS FOR THE HRD PROFESSIONAL | 1
HRD 644 | GROUP DYNAMICS AND TEAM BUILDING | 1
HRD 646 | ADVANCED TOPICS IN ORGANIZATION DEVELOPMENT: CONFLICT MANAGEMENT AND RESOLUTION | 1
HRD 650 | EMPLOYEE WELLNESS AND HEALTHY WORKFORCE MANAGEMENT | 1
HRD 655 | TALENT MANAGEMENT AND HUMAN CAPITAL | 1
HRD 658 | MANAGING WORKPLACE DIVERSITY | 1
HRD 660 | HUMAN RESOURCES RISK MANAGEMENT AND REVENUE GENERATION | 1
HRD 665 | INTERNATIONAL HUMAN RESOURCES: ISSUES AND APPLICATIONS | 1
HRD 679 | SPECIAL TOPICS IN HUMAN RESOURCE DEVELOPMENT | 1
HRD 695 | INDEPENDENT STUDY | 1
HRD 696  INTERNSHIP IN HUMAN RESOURCE DEVELOPMENT
HRD 697  PRACTICUM IN HRD
ISTC 541  FOUNDATIONS IN INSTRUCTIONAL TECHNOLOGY
ISTC 605  WEB-BASED INSTRUCTION IN EDUCATION
ISTC 655  MULTIMEDIA DESIGN
ISTC 667  INSTRUCTIONAL DEVELOPMENT
ISTC 702  EDUCATIONAL LEADERSHIP AND TECHNOLOGY
PSYC 606  CAREER DEVELOPMENT
PSYC 623  PSYCHOLOGICAL ISSUES IN THE WORKPLACE
PSYC 687  ADVANCED EXPERIMENTAL DESIGN I
PSYC 688  ADVANCED EXPERIMENTAL DESIGN II
PSYC 897  PSYCHOLOGY THESIS
PSYC 898  PSYCHOLOGY THESIS

Total Units 36

NOTE: Students may earn no more than 6 units in total from HRD 695, HRD 696 and/or HRD 697.

Students can complete the 36-unit requirement of the program by selecting from courses provided in other programs and departments. Prior written approval from the director of the Professional Track program is required.

1. Demonstrate knowledge of the human resources management and development, and the organizational behavior and change fields;
2. Demonstrate presentation skills in order to communicate ideas and information effectively and clearly in a variety of written, public-speaking, and technology-mediated venues and formats;
3. Demonstrate interaction skills in working effectively with others in such a way as to be influential in a leadership capacity, to work well with others in team formats, and to respect and constructively support others in a diverse operating workplace;
4. Access and apply information relevant to the HR field using appropriate technology.