

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 Northwestern 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	Northwestern Michigan College Options
1. Writing Foundations	ENG 112 (<i>minimum grade C or 2.0 required for this category</i>)
2. Formal Reasoning	CIT 110, 131; MTH 120, 131, 141
3. Arts	ART 100, 111, 112, 121; MUS 110, 111, 129
4. Language and Culture	ANI 101, 102; ASL 101, 102, 103; FRN 101, 102, 201, 202; GRM 101, 102, 201, 202; RUS 100; SPN 101, 102, 201, 202
5. Global Perspective	ANT 113; GEO 109; HUM 116; PHL 122; PLS 132
6. Literature	ENG 240, 246, 247, 254, 261, 262, 263
7. Natural Science and Technology	AST 109, 119; BIO 105, 106, 110, 115, 116; CHM 101; (150 and 150R); ENV 103, 104, 111; GEO (105 and 105L), PHY 105, (121 and 121L), (221 and 222)
8. Social Science	ANT 113; ECO 201, 202; PLS 101, 132; PSY 101; SOC 101, 291
9. Western Civilization	HST 101, 102, 111, 112, 212; PHL 101, 201, 202
10. Knowledge Applications	Must be outside of OU Major area (confirm course choice with OU adviser) ASL 103; CIT (180 and 190); FRN 201, 202; GRM 201, 202; MTH 142; PHY 122, (221 and 222); PSY 211; SPN 201, 202

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 NMC, 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 NMC 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.