

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.

OCC and OU currently have an [articulation agreement](#) that allows students to transfer in more credits than usual. Meet with an OCC counselor to learn more about this opportunity.

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 OCC 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 | Oakland Community College Options |
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| 1. Writing Foundations | ENG 1520 (<i>minimum grade C or 2.0 required for this category</i>) |
| 2. Formal Reasoning | CIS 1060, 1500, 1722, 2862; MAT 1500, 1525, 1580, 1600, 1730, 2540; PHI 1710, 2710 |
| 3. Arts | ART 1510, 1550, 1560, 2600; FSH 1500; HUM 1510, 1520, 1900; MUS 1560, 1585, 1590; THE 1561 |
| 4. Language and Culture | ARB 1510, 1530; CHI 1510; FRE 1510, 1530, 2610, 2620; GER 1510, 1530; ITA 1510, 1530; JPN 1510, 1530, 2610, 2620; SLI 1000, 1010, 1020, 1030; SPA 1510, 1530, 2610, 2620 |
| 5. Global Perspective | ANT 1540; GEO 1520; GLS 2510, 2520; HIS 1550; HUM 1710; POL 2530, 2610 |
| 6. Literature | ENG 1610, 1710, 1720, 2300, 2510, 2520, 2540, 2550, 2560, 2570, 2750, 2760, 2770; HUM 2720, 2900 |
| 7. Natural Science and Technology | BIO 1500, 1511, 1530, 1560, 1600, 2540; CHE 1000, 1510; GEO 1510 (if transferred before Fall 2022); GSC 1530, 1580, 1590, 1620; PHY 1031, 1610, 2400; PSC 1560 |
| 8. Social Science | ANT 1520, 1540; COM 1290; ECO 2610, 2620; POL 1510, 2530, 2610; PSY 2510; SOC 2510 |
| 9. Western Civilization | HIS 1510, 1520, 2510, 2520, 2610, 2620; PHI 1510, 1610 |
| 10. Knowledge Applications | Must be outside of OU Major area (confirm course choice with OU adviser) ART 1530, 1570; CIS 1440, 2454; COM 1600; ENG 2200; FRE 2610, 2620; JPN 2610, 2620; MAT 1740; PHI 1520; PHO 1220, 1700; PHY 1620, 2500; PSY 2740; SLI 1020, 1030; SOC 2530; SPA 2610, 2620 |

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 OCC, 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 OCC counselor 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.