UNIVERSITY OF MINNESOTA
Driven to Discover℠

Twin Cities Campus

Human Resource Development B.S.

Organizational Leadership, Policy and Development

College of Education and Human Development

- Program Type: Baccalaureate
- Requirements for this program are current for Fall 2023
- Required credits to graduate with this degree: 120
- Required credits within the major: 58 to 61
- Degree: Bachelor of Science

The undergraduate program in human resource development equips learners with the knowledge, skills, and abilities that enable them to make meaningful contributions to the advancement of organizational systems in a variety of sectors, based on the principles, methods, and tools of the fields of workplace learning, training, organization development, leadership development, and career development.

The BS prepares students for entry-level positions in training, career development, organization development, and workplace learning. Typical job titles include training coordinator, technical trainer, instructional designer, organization development assistant, training facilitator, or learning and development specialist. Undergraduate students also develop a foundation for graduate study, and such degrees are typically required for advancement in the field.

Students who complete the BS degree simultaneously earn a certificate in human resource development.

Program Delivery

This program is available:

- via classroom (the majority of instruction is face-to-face)

Admission Requirements

Students must complete 45 credits before admission to the program.

A GPA above 2.0 is preferred for the following:

- 2.50 already admitted to the degree-granting college
- 2.50 transferring from another University of Minnesota college
- 2.50 transferring from outside the University

Admission requirements include 45 credits, completed or in progress.

All incoming CEHD Freshman must complete the First-Year Inquiry course EDHD 1525W.

For information about University of Minnesota admission requirements, visit the Office of Admissions website.

Required prerequisites

First Year Experience

All incoming CEHD Freshman must complete the First-Year Inquiry course EDHD 1525

Take 0 - 4 credit(s) from the following:

- EDHD 1525W - CEHD First Year Experience [WI] (4.0 cr)
- EDHD 1525V - CEHD First Year Experience [WI] (4.0 cr)

General Requirements

All students are required to complete general University and college requirements including writing and liberal education courses. For more information about University-wide requirements, see the liberal education requirements.Required courses for the major or minor in which a student receives a D grade (with or without plus or minus) do not count toward the major or minor (including transfer courses).

Program Requirements

A minimum grade of C- is required for all Foundation, Major, and Supporting Program courses. The only course that can be taken S/N is OLPD 4696.

At least 16 upper-division credits in the major must be taken at the University of Minnesota Twin Cities campus.

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Foundation Courses

These courses are intended to be taken as prerequisites to the major, although this is not strictly required. Student can take some of these courses as they are taking introductory courses in HRD, however most of these courses should be completed within the first 90 credits.

Psychology

EPSY 1281 - Psychological Science Applied [SOCS] (4.0 cr)
or PSY 1001 - Introduction to Psychology [SOCS] (4.0 cr)
or PSY 1001H - Honors Introduction to Psychology [SOCS] (4.0 cr)

Public Speaking

OLPD 1461 - Presentations in Work Settings: Business & Marketing Education and Human Resource Development [CIV] (3.0 cr)
or FSOS 1461 - Presentations at Work: Families, Communities, Nonprofits, and Schools [CIV] (3.0 cr)
or COMM 1101 - Introduction to Public Speaking [CIV] (3.0 cr)

Mathematics

CI 1806 - College Algebra through Modeling [MATH] (3.0 cr)
or CI 1826 - Social Change, Social Justice: An Introduction to Applied Calculus [MATH] (3.0 cr)
or EPSY 1261 - Understanding Data Stories through Visualization & Computing [MATH] (3.0 cr)
or EPSY 3264 - Basic and Applied Statistics [MATH] (3.0 cr)
or EPSY 3801 - The Science of Human Resilience and Wellbeing: Foundational Knowledge for Career and Life Success [SOCS] (3.0 cr)
or MATH 1001 - Excursions in Mathematics [MATH] (3.0 cr)
or MATH 1031 - College Algebra and Probability [MATH] (3.0 cr)
or MATH 1051 - Precalculus I [MATH] (3.0 cr)
or MATH 1142 - Short Calculus [MATH] (4.0 cr)
or MATH 1271 - Calculus I [MATH] (4.0 cr)
or STAT 1001 - Introduction to the Ideas of Statistics [MATH] (4.0 cr)
or STAT 3011 - Introduction to Statistical Analysis [MATH] (4.0 cr)
or A higher level math course may be taken to fulfill this requirement. Consult an advisor for options.

Economics

APEC 1101 - Principles of Microeconomics [SOCS, GP] (4.0 cr)
or APEC 1101H - Principles of Microeconomics [SOCS, GP] (4.0 cr)
or ECON 1101 - Principles of Microeconomics [SOCS, GP] (4.0 cr)
or APEC 1102 - Principles of Macroeconomics (3.0 cr)
or ECON 1102 - Principles of Macroeconomics (4.0 cr)

Leadership

OLPD 1303 - Leadership in the Organizational Context (3.0 cr)

Future Studies

OLPD 2811 - Societies of the Future: Changing Work Contexts [TS] (3.0 cr)
or OLPD 2811H - Societies of the Future: Changing Work Contexts, Honors [TS] (3.0 cr)

Business Writing

OLPD 3324W - Writing in the Workplace for Education and Human Development Majors [WI] (4.0 cr)
or WRIT 3029W - Business and Professional Writing [WI] (3.0 cr)
or BA 3033W - Business Communication [WI] (3.0 cr)
or WRIT 3562W - Technical and Professional Writing [WI] (4.0 cr)
or WRIT 3562V - Honors: Technical and Professional Writing [WI] (4.0 cr)

Major Courses

Students must complete a minimum of 24 credits in the major. These 24 credits include five specific required courses (list below), one computer applications course (options listed below), a 4-credit Internship, and 3 credits of electives within the HRD major (options below).

OLPD 3202 - Introduction to Strategies for Teaching Adults (3.0 cr)
OLPD 3601 - Introduction to Human Resource Development (3.0 cr)
OLPD 3621 - Introduction to Training and Development (3.0 cr)
OLPD 3641 - Introduction to Organization Development (3.0 cr)
OLPD 3609 - Profession and Practice of Business and Marketing Education and Human Resource Development (2.0 cr)
OLPD 4696 - Applied Experience in Business Marketing Education & Human Resource Development (1.0 - 4.0 cr)

Computer Applications for Business & Industry

CI 5301 - Foundations of Computer Applications for Business and Education (3.0 cr)
or CI 1871 - Computer Literacy and Problem Solving (4.0 cr)
or IDSC 3001 - Information Systems & Digital Transformation [TS] (3.0 cr)

HRD Electives

Students must complete a minimum of 3 credits of electives from the following list of course options. OLPD 3310 must be taken for 3 credits.

Take 3 or more credit(s) from the following:

- OLPD 3305 - Learning About Leadership Through Film and Literature (3.0 cr)
- OLPD 3308 - Data-Driven Decision-Making in BME and HRD (3.0 cr)
- OLPD 3310 - Special Topics for Undergraduates (1.0 - 3.0 cr)

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•OLPD 3318 - Introduction to Project Management (3.0 cr)
•OLPD 3381 - Developing Intercultural Competence (3.0 cr)
•OLPD 3828 - Diversity in the Workplace (3.0 cr)

Supporting Program

Students must create a supporting program of at least 12 credits. These courses must be taken outside of OLPD. This is an opportunity for students to explore a related area of interest that helps strengthen their major area of study or widens the arena for application of skills and concepts. Students are strongly encouraged to consult with an OLPD program advisor before choosing supporting program courses. Common courses can include the following, but are not limited to these options:

Take 12 or more credit(s) from the following:

•ABUS 4041 - Dynamics of Leadership (3.0 cr)
•ABUS 4104 - Management and Human Resource Practices (3.0 cr)
•ABUS 4151 - Innovation for Leaders and Organizations (3.0 cr)
•ABUS 4702 - Applied Digital Marketing (3.0 cr)
•ACCT 3001 - Strategic Management Accounting (3.0 cr)
•COMM 3441 - Introduction to Organizational Communication (3.0 cr)
•FINA 3001 - Finance Fundamentals (3.0 cr)
•HRIR 3021 - Human Capital Management (3.0 cr)
•HRIR 3031 - Staffing and Selection: Strategic and Operational Concerns (2.0 cr)
•MGMT 3041 - The Individual and the Organization (2.0 cr)
•MGMT 3042 - Organizational Behavior: Groups and Teams (2.0 cr)
•HRIR 3051 - Compensation: Theory and Practice (2.0 cr)
•HRIR 3071 - Union Organizing and Labor Relations (2.0 cr)
•HRIR 3072 - Collective Bargaining and Dispute Resolution (2.0 cr)
•MGMT 3001 - Fundamentals of Management (3.0 cr)
•MGMT 3004 - Strategic Management (3.0 cr)
•MGMT 3015 - Introduction to Entrepreneurship (4.0 cr)
•MKTG 3001 - Principles of Marketing (3.0 cr)
•PA 3003 - Nonprofit and Public Financial Management (3.0 cr)
•PA 4101 - Nonprofit Management and Governance (3.0 cr)
•PSY 3711 - Psychology in the Workplace (3.0 cr)
•SCO 3001 - Sustainable Supply Chain and Operations (3.0 cr)

Upper Division Writing Intensive within the Major

Students are required to take one upper division writing intensive course within the major. If that requirement has not been satisfied within the core major requirements, students must choose one course from the following list. Some of these courses may also fulfill other major requirements.

Take 0 - 1 course(s) from the following:

•OLPD 3324W - Writing in the Workplace for Education and Human Development Majors [WI] (4.0 cr)
•WRIT 3029W - Business and Professional Writing [WI] (3.0 cr)
•BA 3033W - Business Communication [WI] (3.0 cr)
•WRIT 3562W - Technical and Professional Writing [WI] (4.0 cr)
•WRIT 3562V - Honors: Technical and Professional Writing [WI] (4.0 cr)

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