

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 Montcalm 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	Montcalm Community College Options
1. Writing Foundations	ENGL 101 (<i>minimum grade C or 2.0 required for this category</i>)
2. Formal Reasoning	MATH 102, 190, 250
3. Arts	ARTS 122, 190, 215, 216, 265; DART 220; MUSI 101
4. Language and Culture	FREN 120, 121; GERM 101, 102; SIGN 125, 126; SPAN 130, 131
5. Global Perspective	ANTH 260; HIST 257; PHIL 221; POLI 246
6. Literature	ENGL 200, 201, 220, 221
7. Natural Science and Technology	BIOL 100, 107, 115, 121, 122; CHEM 105, 220; PHYS 101, 111, 230
8. Social Science	ANTH 260; COMM 220; ECON 215, 216; POLI 240, 246; PSYC 120; SOCI 230
9. Western Civilization	HIST 250, 251; PHIL 220, 222
10. Knowledge Applications	Must be outside of OU Major area (confirm course choice with OU adviser) ARTS 125; COMM 210, 215; MATH 251; PHYS 112, 231; PSYC 235

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 Montcalm, 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 Montcalm 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.