

MEMO

Date: December 21, 2009

To: School of Business and Nonprofit Management (SBNM) graduate students

From: Wesley E. Lindahl, Dean SBNM

Re: Changes to Curriculum for Human Resource Management program

Each year SBNM makes changes to its curriculum through a process of continual improvement. We do this because we strive to offer a curriculum that responds to the essential knowledge and skills needs of our students. We constantly reevaluate the efficacy of our program with the student in mind and make changes as appropriate.

Given this philosophy of continual improvement, several changes recently were made to the Master of Human Resource Management degree and Human Resource certificate requirements. We have taken a great program and have made it even better! The changes take place officially at the start of the academic year 2010-2011 (August, 2010). Students currently enrolled in the program at North Park will have the option of using either the old or new requirements.

Changes to courses and the Master of Human Resource Management degree:

- (1) Change SBNM 5090 Compensation Strategy and Design so that it will cover both compensation and benefits. The name for SBNM 5090 will change to "Compensation and Benefits Administration". SBNM 5091 Employment Benefits and Services will be removed from the catalog.
- (2) Add SBNM 5590 Business Communication as a core course in the degree and change the course name to Organizational Communication to better reflect the course description. This does not affect the content of the course.
- (3) Change the prerequisites for SBNM 5095 Strategy and Metrics in Human Resource Management (capstone course for the degree) to reflect the elimination of SBNM 5091 Employment Benefits and Services. Substitute SBNM 5085 Employment Law for SBNM 5091 Employment Benefits and Services in the prerequisite list.

Specific Changes to the Human Resource Certificate:

- (1) Remove SBNM 5095 Strategy and Metrics in Human Resource Management from the Human Resource Management certificate.
- (2) Add SBNM 5035 Strategic Human Resources Planning and Staffing and SBNM 5085 Employment Law to the Human Resource Management certificate.

Old Certificate:

SBNM 5030	Principles of Human Resources
SBNM 5060	Talent Development and Retention
SBNM 5090	Compensation Strategy and Design
SBNM 5091	Employee Benefits and Services
SBNM 5095	Strategy and Metrics in Human Resource Management

New Certificate:

SBNM 5030	Principles of Human Resources
SBNM 5035	Strategic Human Resources Planning and Staffing
SBNM 5060	Talent Development and Retention
SBNM 5085	Employment Law
SBNM 5090	Compensation and Benefits Administration

SBNM 5091 Employment Benefits and Services will only be offered (for the last time) in Spring B. Students under the old requirements will want to make sure they take (or have taken) this course. Since the content of 5090 and 5091 will merge, we strongly recommend that students who took 5090 in the past two years also take 5091 to make sure they have exposure to the full content of these two courses. All current students will have the option of using the new requirements for the certificate or the degree. All students entering the program in August 2010 or later will be under the new curriculum.

Our SBNM graduate student advisor, Melissa Patterson (mpatterson2@northpark.edu) is available to discuss your individual situations and give advice for completing your degree or certificate in Human Resource Management. Please contact her with specific questions about your program.

I hope this change will be a positive one for you as you work to complete your program. If you have general questions about these changes, please feel free to contact me directly (wlindahl@northpark.edu).