

NEW YORK UNIVERSITY
SCHOOL OF CONTINUING
AND PROFESSIONAL STUDIES

MASTER OF SCIENCE IN
HUMAN RESOURCE
MANAGEMENT AND DEVELOPMENT

DIVISION OF PROGRAMS IN BUSINESS



MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT

Human resource management is rated among the top five professions in the U.S., according to recent surveys by *Money* magazine and Salary.com. With a projected annual growth rate of 32,300 human resource job openings per year over the next 10 years, the **Master of Science in Human Resource Management and Development** offered through the **NYU-SCPS Division of Programs in Business** was created to satisfy the critical demand for human resource leaders who can think strategically and implement globally.

By combining leading-edge thought with best-practice methodology, the M.S. in Human Resource Management and Development provides students with a distinct competitive advantage as they gain the strategies, insights, tools, and practical applications necessary to make a real difference in this evolving profession—both today and tomorrow.



AN EXCEPTIONAL DEGREE PROGRAM

The Association to Advance Collegiate Schools of Business (AACSB) and the Society for Human Resource Management (SHRM) both believe that students are best prepared for a career in human resources when the subject is taught within the business context. The cornerstone of the business-based M.S. in Human Resource Management and Development is strategy, which is integrated into every course and project. The program also meets the rigorous accreditation standards of SHRM.

The program provides the fundamental knowledge needed to invest in human capital, including recruiting and hiring new employees, overseeing compensation and benefits, improving employee relations, and ensuring compliance with labor laws. In addition, the master's program and graduate certificates have been approved for continuing education credit by SHRM for professionals seeking CEU credits to recertify their PHR, GPHR, and SPHR certifications.

For more information on the NYU-SCPS M.S. in Human Resource Management and Development curriculum, faculty, and events, visit www.scps.nyu.edu/mshr.

“I recently had a situation on the job similar to the case studies presented in class. Everything we learned is happening in real life, and I was able to create a strategic report showing the true impact on a balance sheet.”

Rachelynn See,
American Express;
M.S. in Human
Resource
Management and
Development,
2009



IN AND OF THE CITY

For those interested in global HR or industry-specific HR issues—such as healthcare, government, nonprofit, real estate, publishing, or marketing—New York City offers unparalleled opportunities to build professional relationships. To combine the theoretical learning of the classroom with real-life experiences, students hone their skills in research, strategic planning, technology, execution, and evaluation in the metropolitan area’s rich human resources environments. At a university that draws strength from its city and the wider world, the School carefully cultivates internship and mentoring opportunities to enrich the master’s program. Through these experiences and a capstone project, students learn from industry leaders in one of the world’s most vigorous and challenging human resource marketplaces.



ABOUT THE NYU SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES (NYU-SCPS)

The Division of Programs in Business is one of several comprehensive academic divisions within NYU-SCPS. Established in 1934, the School is one of NYU’s 14 schools and colleges dedicated to academic excellence and innovation. NYU-SCPS captures the expertise of key sectors where New York leads globally: Real Estate; Hospitality, Tourism, and Sports Management; Global Affairs; Philanthropy; Communications Media, Publishing, Digital Arts, and Design; Business, Marketing, and Finance; and the Liberal and Allied Arts, among others. Vibrant professional and academic networks attract full-time undergraduate and graduate students immersed in university life, working professionals in 14 graduate programs, and New Yorkers and visiting students of all backgrounds enrolled in 2,500 continuing education courses, certificate programs, conferences, and seminars annually. NYU-SCPS is widely considered to be the most complete example of NYU’s founding commitment to be “In and of the City”—and of the World.

M.S. IN HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT CURRICULUM

The M.S. in Human Resource Management and Development is a 42-credit program that can be completed in two years of full-time study or up to five years of part-time study. Designed to accommodate the busy schedules of professionals and executives, the program is offered during evenings and on weekends, and students have the option to take courses online or on-site.

The program consists of eight core courses; four courses from one of three concentrations; one elective chosen from any of the courses offered in the program including an array of special topics courses; and a capstone project.

The curriculum is frequently updated to ensure that students learn at the leading edge of this dynamic field. For the latest information, visit www.scps.nyu.edu/mshr.

CORE COURSES

- Managing in a Global Economy
- Quantitative Models for Decision-Makers
- Financial Management
- Information Technology
- Foundations of Human Resource Management
- Organizational Behavior
- Business Strategy and Ethics
- Research Process and Methodology

CONCENTRATIONS (CHOOSE ONE)

HUMAN RESOURCE MANAGEMENT


- Communication Skills for the Human Resource Professional
- Managing Inclusion and Cultural Diversity
- International Human Resource Management
- Dispute Resolution and Conflict Management
- Compensation and Benefits: Strategy and Plan Design
- Advanced Employee Recruitment, Selection, and Retention
- Advanced Labor Relations and Employment Law

ORGANIZATIONAL EFFECTIVENESS

- Managing Inclusion and Cultural Diversity
- Human Resource Metrics
- Transformational Leadership and Team Building
- Managing Complex Change Initiatives
- Organizational Theory
- Organizational Assessment and Analysis
- Applications in Organizational Development:
Trends, Tools, and Techniques

HUMAN RESOURCE DEVELOPMENT

- Communication Skills for the Human Resource Professional
- Human Resource Metrics
- Foundations of Coaching and Coaching Theory
- Coaching Skills and Techniques
- Executive Coaching
- Small Business Coaching
- Principles and Practices in Online Course Production and Delivery



“In class, I am surrounded by new HR leaders and peers. Not only does this strengthen my understanding of HR strategy, but the best practices, innovative ideas, and enthusiasm I bring back to my organization is incredible.”

Jaclyn M. DeCicco,
University
Recruiting and
Relations Manager
IBM; M.S. in
Human Resource
Management and
Development,
2009



ELECTIVES: SPECIAL TOPICS IN HUMAN RESOURCES

Personal and Life Coaching
Rapid Change and the Entrepreneurial Organization
Resizing the Organization
Mergers and Acquisitions
Human Resource Issues in Industry
Total Rewards Management
Strategic Benefits Planning
Compensation: Strategy and Practice
Executive Compensation
Design and Management of Healthcare and Insurance Plans
Design and Management of Retirement Plans
Variable Pay: Incentives, Recognition, and Bonuses
Negotiation Skills
Benefits and Compensation
Career Coaching

CAPSTONE (CHOOSE ONE)

Special Project in Applied Human Resource Strategies
Research Project: Thesis

GRADUATE CERTIFICATES IN HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT

Graduate certificates are ideal for those who want to acquire a broader knowledge of the material the concentration courses offer, without committing to the complete M.S. in Human Resource Management and Development curriculum. NYU-SCPS offers three distinct graduate certificates in this area, which require students to complete six courses from the master's curriculum. The majority of students transfer into the degree program.

The **Graduate Certificate in Benefits and Compensation** prepares HR professionals to make a considerable impact on an organization's effectiveness by developing and retaining talent, formulating performance management systems, and designing competitive compensation plans.

The **Graduate Certificate in Human Resource Management** provides students with a strong foundation to advance within the evolving HR profession, with coursework in employment law and international human resource recruitment, selection, and retention.

The **Graduate Certificate in Organizational and Executive Coaching** provides the foundation for a comprehensive understanding of business coaching theory, methodology, and techniques. The program also teaches students coaching skills essential to motivate employees and executives to realize their full potential.





A COMMUNITY OF SCHOLARS AND PROFESSIONALS

With the largest international student population of any university in the country and a faculty that represents a similar diversity in background and education, NYU's classrooms come alive with cultural, professional, and intellectual discourse. Some students are already working in the field as human resource generalists, specialists, managers, directors, and executives, while others are setting forth on a new professional path.

The academic excellence experienced in the classroom is the product of a world-class faculty. These scholar-practitioners draw their expertise largely from metropolitan-area industries. They include current and former senior executives of preeminent global corporations and Fortune 500 companies with experience in human resource management, organizational development, training and facilitation, organizational behavior, coaching, and human capital strategies. Through classes, workshops, and industry events, students experience their professors' dedication to academic discovery, eagerness to share their knowledge, and commitment to mentoring and professional advisement.

NETWORKING AND PROFESSIONAL EVENTS

Networking is integral to the program, and we maintain strong industry connections that serve our students' career goals. Individual consultations with advisors, discussions about job opportunities and trends, and access to alumni in strategic positions are important aspects of the graduate experience. Various events, centered around key topics and presented by industry executives, provide opportunities for students to meet practitioners, develop insight into other aspects of the industry, and cultivate a network of colleagues in different sectors of human relations and development.

The Division of Programs in Business regularly hosts conferences, seminars, and industry events that address pertinent topics in today's global business environment. In our Human Capital Master Practitioner Series, top-level business leaders explore a range of critical issues with students, alumni, and prominent guests. Past topics have included "What's Really New in Executive Assessment?," "The Top 10 Strategic Issues in Human Capital," and "The Evolution of Executive Coaching: A Panel Discussion."

PROSPECTS FOR GRADUATES

The M.S. in Human Resource Management and Development program cultivates relationships with leading professional organizations that provide students with invaluable connections to further their careers. Our graduates go on to become leaders in the profession and are helping to redefine the human resource management industry in roles at firms and major corporations around the world. We nurture this extensive worldwide network of alumni for the benefit of the School and its current students.

ADMISSION

We seek applicants who are confident in their ability to master the required material, who have strong written and oral communication skills, and who have the courage to ask challenging questions. Those with two or more years of work experience in this field are given preference, but students may come from a variety of professional backgrounds. For detailed information on admission requirements and application deadlines, or to apply to the program online, visit www.scps.nyu.edu/gradadmissions or call (212) 998-7100.

FINANCIAL AID

Aid for graduate students at NYU-SCPS is available in many forms. Fellowships, merit scholarships, and loans are based on financial need, academic merit, or both. We work with members of the lending community to provide qualified students with low-interest education loan options, including loans for international students. It is recommended that students file for aid as early in the admissions process as possible. Decisions on financial aid are made after admission to NYU. For more information on financial aid opportunities and deadlines, visit www.nyu.edu/financial.aid.

“Every class I took in the program exceeded my expectations in content and the caliber of the professors, who were all experienced practitioners. They brought the perfect mix of theoretical frameworks and practical experiences.”

Scott P. Reiss,
Director Human Resources, A.P. Moller-Maersk Group; alumnus, M.S. in Human Resource Management and Development, 2008

THE DIVISION OF PROGRAMS IN BUSINESS

The NYU-SCPS Division of Programs in Business offers numerous opportunities for students to become familiar with the latest developments in their industries, expand their professional networks, and advance their business expertise under the guidance of instructors who are leading practitioners in their fields. The Division consists of five departments: Accounting, Taxation, and Legal Programs; Finance; Leadership and Human Capital Management; Marketing and Public Relations; and Management and Information Technology.

Offering four Master of Science degrees, six graduate certificates, two diploma programs, and a multitude of continuing and preparatory courses and certificate programs, the Division of Programs in Business is dedicated to servicing lifelong learners who want to reach the pinnacle of their respective business professions.

In addition to hosting national conferences, seminars, and industry practitioner series, the Division has also become a major provider of corporate learning and training services to multinational business organizations, government agencies, and educational institutions in the U.S. and abroad.

For more information about the Division of Program in Business, call (212) 992-3600 or visit www.scps.nyu.edu/business.





NEW YORK UNIVERSITY

A private university in the public service

School of Continuing and Professional Studies
Office of Student Enrollment Services
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SCHOOL OF CONTINUING & PROFESSIONAL STUDIES

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For more information visit:

www.scps.nyu.edu/mshr