Undergraduate Certificate in Strategic Leadership in Human Resource Development

University Studies offers a 12-hour Undergraduate Certificate in Strategic Leadership in Human Resource Development to provide students with the knowledge and skills necessary to build productive employee teams and lead organizations in a dynamic workplace environment. The certificate program provides knowledge and skills related to leadership in traditional, global, and virtual workplaces; team building; developing human capital; and aligning human resources with organizational goals.

The required curriculum is as follows:


2. Choose at two 3-hour electives from:
   
   AGED 3314: Team Leadership Development in Agriculture and Natural Resources.
   AGED 3315: Personal Leadership Development in Agriculture Sciences and Natural Resources.
   AGED 4308: Organizational Leadership Development in Agriculture and Natural Resources.
   COMS 3355: Communication in Organizations.
   COMS 3356: Leadership and Communication.
   HRDV 4301: Principles of Leadership in the Workplace.
   HRDV 4302: Global and Virtual Leadership in Human Resource Development.
   HRDV 4303: Strategic Leadership in Healthcare Organizations.
   HRDV 4305: Internship in Human Resource Development.
   HRDV 4306: Strategic Leadership in Human Resource Development.
   INTS 3350: Team Leadership in Interdisciplinary Problems.
   RHIM 3358: Human Resources in the Service Industry.

3. Take HRDV 4306: Strategic Leadership in Human Resource Development during your last semester in the certificate program.
Certificate in Strategic Leadership in Human Resource Development Courses

AGED 3314. Team Leadership Development in Agriculture and Natural Resources (3). Exploration of strategies and techniques for successful teams, including conflict management, facilitation, and negotiation, skill building, and experimental activities in agriculture and natural resources.

AGED 3315. Personal Leadership Development in Agriculture Sciences and Natural Resources (3). Principles, theories and application of interpersonal skills required to develop strong leadership in the agricultural and natural resource context.

AGED 4308. Organizational Leadership Development in Agriculture and Natural Resources (3). Human behavior in organizations, the role of leadership in organizational performance, and the process of organizational change and improvement.

COMS 3355. Communication in Organizations (3). Surveys theories, research, and applications of communication in all forms of organizations with emphasis on leadership, diversity, culture, technology applications, and other communication issues facing traditional and modern organizations.

COMS 3356. Leadership and Communication (3). A broad-based theoretical approach to the study of leadership and communication. Application to a variety of settings will also be discussed.

HRDV 4301. Principles of Leadership in the Workplace (3). Focuses on the essential theories, principles, processes, and techniques that can be utilized to lead people in an organization. Examines the linkages between leadership and performance and goal attainment.

HRDV 4302. Global and Virtual Leadership in Human Resource Development (3). Provides an introduction to leadership in a global and virtual workplace. Topics include strategies for global/virtual talent acquisition and development, leadership issues, and management strategies.

HRDV 4303. Strategic Leadership in Healthcare Organizations (3). Provides an introduction to and overview of leadership, management, and organizational behavior in the unique sector of health care. Integrates theory with practice through readings, lectures, written assignments, and presentations from different organizational perspectives.

HRDV 4304. Advanced Concepts in Human Resource Development (3). Provides an overview of advanced human resource topics, including managing human capital, strategic management, global leadership, the alignment of human resources and strategic goals, ethics in human resources, teamwork in the workplace, and conflict management.

HRDV 4305. Internship in Human Resource Development (3). Prerequisite: HRDV 2301 or consent of instructor. Supervised internship in a professional setting relating to human resource development. Students will apply their knowledge and skills to the workplace. May be repeated for credit. May be substituted for 3-6 hours in an area of concentration.

HRDV 4306. Strategic Leadership in Human Resource Development (3). Prerequisite: HRDV 4100 or consent of instructor. Advanced course in human resources development. Students will produce an in-depth independent project demonstrating their knowledge of human resource development and their ability to apply learned strategies and skills in a real-world setting.

HRDV 3350. Team Leadership in Interdisciplinary Problems (3). In this online course, students will utilize critical, analytical, and integrative approaches to interdisciplinary problem solving while emphasizing the practices of effective interdisciplinary leadership and teamwork. May be substituted for 3 hours in area of concentration. (Writing Intensive)

RHIM 3358. Human Resources in the Service Industry (3). Explore human relations theories as they pertain to managing in the hospitality industry.