

The Setting . . .

Nestled at the base of the Siskiyou Mountains in the Rogue Valley of Southern Oregon, SOU is surrounded by forests, mountains, lakes, and rivers providing a spectacular setting for outdoor sports such as hiking, rafting and skiing. In addition, the University and community are focal points of cultural activity gaining national recognition for the Oregon Shakespeare Festival and the Britt Music Festival.

Contact the Program Coordinators . .

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Certificate in Management of Human Resources

Southern Oregon
University

School of Business
Communication
Psychology

Certificate in Management of Human Resources

The Certificate in Management of Human Resources Program equips candidates with specialized skills for working with the most important resource at an organization – people. Students develop a practical knowledge base that draws from the following areas:

- Interviewing & Staff Selection
- Training Design & Implementation
- Team Building
- Employee Relations & Conflict Resolution
- Management of a Diverse Workforce
- Performance Appraisal & Management
- Compensation Design & Administration
- Employee Benefits
- Legal and Regulatory Practices
- Personnel Policies & Programs
- Labor & Union Relations
- Health & Safety

To pursue this certificate, students must be in one of the following categories . . .

- Current SOU students who are meeting the requirements for a BA or BS degree
- Students who already have a BA or BS degree (post-baccalaureate)
- Students who have significant management experience and meet the prescreening criteria for noncredit certification (Contact a Certificate Advisor)

The Management of Human Resources Certificate Program is offered jointly by the School of Business, the Communication Department, and the Psychology Department. In size and scope, the certificate is between a minor and a major. This interdisciplinary format requires the completion of a 12-credit prerequisite series, a 24-credit core, and 12 elective credits chosen from at least two of the three disciplines. This format allows the student to build an area of strength in a preferred field of focus. Each student has a CMHR advisor who facilitates an individual plan of study and success in the certificate program. All courses taken for the certificate must be completed with a grade of C or better. A minimum GPA of 2.5 must be maintained in all courses taken for the certificate. At least 20 of the 36 core and elective credits must be taken at SOU.

Program Prerequisites . . .

Comm125 Interpersonal Communication	4
or Comm 225 Small Group Communication	4
BA 374 Principles of Management	4
Psy 202 General Psychology	4

Core Requirements (20 credits)

Comm 330 Interviewing & Listening	4
Comm 475 Organizational Communication	4
Or BA 475 Organizational Behavior	4
BA 481 Principles of Human Resource Mgmt	4
BA 486 Personnel Selection and Appraisal	4
Psy 445 Organizational Psychology	4
HR Practicum (BA/Comm/Psy 409)*	4

Electives (12 credits)

Choose from at least two different departments

Comm 200 Communication Across Cultures	4
PR 331 Principles of Public Relations	4
Comm 425 Gender & Human Comm.	4
Comm 455 Negotiation and Conflict	4
BA/Comm/Psy 407 Mediation & Conflict Mgmt ...	4
BA 407 HR Certification Course	4
BA 476 Business Ethics	4
BA 482 Labor Relations	4
BA 485 Compensation Management	4
BA 487 Health, Safety & Risk Management	4
Psy 334 Social Psychology I	4
Psy 407 Problem Solving & Decision Making	4
Psy 437 Creative Thinking	4
Psy 438 Group Dynamics	4
Psy 443 Behavior Modification	4
Psy 487 Multicultural Psychology	4
BA/Comm/Psy 407 or other seminars*	

*Approval of CMHR advisor required.

The Campus . . .

Southern Oregon University combines many of the best features of both private and public colleges: small-enrollment classes; teachers who know and work directly with their students; and a faculty and staff fully committed to education, both in and beyond the classroom. In the School of Business we prepare graduates who can write clearly, think critically, work in groups and who are aware of the society issues facing business here and abroad.