LEADERSHIP AND HUMAN RESOURCE MANAGEMENT, B.S.

Effectively leading and managing workers is one of the critical challenges for organizations and can be the basis of a sustained competitive advantage. Leaders and human resource managers do this by fostering positive interpersonal relationships and organizational cultures. The leadership and human resource management major at the Richard A. Chaifetz School of Business (https://www.slu.edu/business/) helps students develop the skills to effectively select, develop, reward and lead others.

Curriculum Overview

SLU’s leadership and human resource management undergraduate program is designed to give students experiential opportunities both within and outside of classes to enhance their understanding of interpersonal and organizational dynamics. In learning about both the technical and behavioral aspects of leadership and human resources, students will gain an appreciation of the art and science of management.

Internships/Student Organizations

St. Louis’ metropolitan location provides many internship opportunities that allow students to gain career-related work experience while applying classroom experiences to practice. Most are paid, and students may earn academic credit. Supervised by a representative from the organization and a faculty mentor, students have interned with defense contractors, insurance institutions and multinational corporations.

The management department supports the Society for Human Resource Management Club, which provides students with the opportunity to learn about the different career paths in human resource management as well as the opportunity to network with professionals from the area.

Careers

Graduates join a global network of nearly 20,000 alumni from the Richard A. Chaifetz School of Business having careers in fields, such as:

- Strategic consultant
- Project management
- Leadership development
- Business process re-engineering consulting
- Compensation and benefits management
- Recruiting
- On-boarding and orientation
- Not-for-profit volunteer coordination

Admission Requirements

Freshman

Begin your application for this program at www.slu.edu/apply (http://www.slu.edu/apply.php). Saint Louis University also accepts the Common App.

All applications are thoroughly and carefully reviewed. Solid academic performance in college preparatory coursework is a primary criterion in reviewing a freshman applicant’s file. College admission test scores (ACT or SAT) are used as an additional indicator of your ability to meet the University’s academic requirements and to qualify for certain University scholarship programs.

To be considered for admission to any Saint Louis University undergraduate program, you must be approaching graduation from an accredited high school or have an acceptable score on the General Education Development (GED) test.

Transfer

Begin your application for this program at www.slu.edu/apply (http://www.slu.edu/apply.php).

All admission policies and requirements for domestic students apply to international students along with the following:

- You must demonstrate English Language proficiency (https://catalog.slu.edu/academic-policies/office-admission/undergraduate/english-language-proficiency/).
- Proof of financial support must include:
  - A letter of financial support from the person(s) or sponsoring agency funding your time at Saint Louis University.
  - A letter from the sponsor’s bank verifying that the funds are available and will be for the duration of your study at the University.
- Academic records, in English translation, of students who have undertaken postsecondary studies outside the United States must include the courses taken and/or lectures attended, practical laboratory work, the maximum and minimum grades attainable, the grades earned or the results of all end-of-term examinations, and any honors or degrees received. WES and ECE transcripts are accepted.

Scholarships and Financial Aid

There are two principal ways to help finance a Saint Louis University education:

- **Scholarships**: Awarded based on academic achievement, service, leadership and financial need.
- **Financial Aid**: Provided in the form of grants and loans, some of which require repayment.
For priority consideration for merit-based scholarships, apply for admission by Dec. 1 and complete a Free Application for Federal Student Aid (FAFSA) by March 1.

For information on other scholarships and financial aid, visit the student financial services office online at https://www.slu.edu/financial-aid/ (https://www.slu.edu/financial-aid/).

**Accreditation**

The Richard A. Chaifetz School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB), the world’s largest business education alliance and accrediting body of business schools, ensuring continuous quality improvement in terms of curriculum, instructional resources, student selection, career placement and intellectual contributions and qualifications of the faculty. Fewer than 5 percent of business schools worldwide have achieved AACSB accreditation.

**Learning Outcomes**

1. Graduates will be able to understand essential business concepts and how the various functional areas of business are related.
2. Graduates will be able to demonstrate knowledge of ethical concepts and corporate social responsibility and be able to evaluate business problems from multiple ethical perspectives.
3. Graduates will be able to identify and structure business problems and propose actionable solutions to business problems and when applicable utilizing appropriate technology.
4. Graduates will be able to demonstrate effective written communication.
5. Graduates will be able to understand how cultures, politics, laws, ethics, and economies influence and impacts business and use tools and concepts to analyze and formulate an international business strategy.
6. Graduates will be able to demonstrate the ability to work effectively in teams.
7. Graduates will be able to assess and promote organizational diversity.

**Requirements**

Eighteen credits in addition to CBK requirements.

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<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ITM 3800</td>
<td>Project Management</td>
<td>3</td>
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<tr>
<td>MGT 3200</td>
<td>Managing Ideas in Entrepreneurial Firms §</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3201</td>
<td>Social Entrepreneurship§</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3400</td>
<td>Intro to Sports Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4500</td>
<td>Legal Environment of Business II</td>
<td>3</td>
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Any option from the Leadership and Human Resource Management Elective list not used to satisfy that requirement can be taken as a breadth elective.

**Leadership and Human Resource Management Breadth Electives**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 3301</td>
<td>Negotiations and Conflict Resolution</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4102</td>
<td>Failing Forward: Leadership in Turbulent Times</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4103</td>
<td>Current Problems in Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4301</td>
<td>Talent Management</td>
<td>3</td>
</tr>
</tbody>
</table>

**Continuation Standards**

Leadership and human resource management students must maintain a 2.0 cumulative GPA in all courses used to fulfill the major.

Students will be on program probation if their GPA in major courses used to fulfill major requirements falls below a 2.00. Students will have one semester to increase their major cumulative GPA to a 2.00; if not, students will not be allowed to register for 3000 or 4000 level major courses.

Students will be automatically placed on university probation if any of the following occur:

- Their Saint Louis University cumulative grade point average falls below 2.00
- Their Saint Louis University semester grade point average is below a 1.00
- More than two ‘incomplete’ or two ‘in-progress’ grades on their academic transcript

During the probationary period, advisors help students achieve academic success by closely monitoring their academic performance. In order to improve scholastically and demonstrate their ability to make progress toward a degree, students on probation may not register for more than 12 credits in the fall and spring semesters, three credits in the winter term, and no more than one course/four credits in any single summer session term.
The conditions under which a student is dismissed from the school include:

1. Inability to eliminate probationary status within the two semesters subsequent to the assignment of probation or
2. A grade point average deficit of more than 15 points.

For more information, see University Academic Policies and Procedures (https://catalog.slu.edu/academic-policies/academic-policies-procedures/).

**Business Common Body of Knowledge (CBK)**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 2200</td>
<td>Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 2220</td>
<td>Accounting for Decision Making</td>
<td>3</td>
</tr>
<tr>
<td>BIZ 1000/1001</td>
<td>Business Foundations</td>
<td>1</td>
</tr>
<tr>
<td>BIZ 1002</td>
<td>Business Foundations Excel Lab</td>
<td>0</td>
</tr>
<tr>
<td>BIZ 3000</td>
<td>Career Foundations</td>
<td>1</td>
</tr>
<tr>
<td>BIZ 4000</td>
<td>Business Capstone</td>
<td>1</td>
</tr>
<tr>
<td>ECON 1900</td>
<td>Principles of Economics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 3120</td>
<td>Intermediate Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 3140</td>
<td>Intermediate Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 3010</td>
<td>Principles of Finance</td>
<td>3</td>
</tr>
<tr>
<td>IB 2000</td>
<td>Introduction to International Business</td>
<td>3</td>
</tr>
<tr>
<td>ITM 2000</td>
<td>Information Technology with Supply Chains</td>
<td>3</td>
</tr>
<tr>
<td>MGT 2000</td>
<td>Legal Environment of Business I</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3000</td>
<td>Management Theory and Practice</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4000</td>
<td>Strategic Management and Policy</td>
<td>3</td>
</tr>
<tr>
<td>MKT 3000</td>
<td>Introduction to Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>OPM 2070</td>
<td>Introduction to Business Statistics</td>
<td>3</td>
</tr>
<tr>
<td>OPM 3050</td>
<td>Introduction to Management Science and Operations Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Credits: 45

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1. All other Business CBK courses must be completed prior to taking BIZ 4000 Business Capstone (1 cr) and MGT 4000 Strategic Management and Policy (3 cr).

**Arts and Sciences Core Requirements**

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<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ENGL 1900</td>
<td>Advanced Strategies Of Rhetoric and Research</td>
<td>3</td>
</tr>
</tbody>
</table>

Select one of the following:

- ENGL 2250 Conflict, Social Justice and Literature
- ENGL 2350 Faith, Doubt and Literature
- ENGL 2450 Nature, Ecology & Literature
- ENGL 2550 Gender, Identity & Literature
- ENGL 2650 Technology, Media & Literature
- ENGL 2750 Film, Culture and Literature
- ENGL 2850 Nation, Identity and Literature

*Foreign Language Literature*

Select one of the following:

- ENGL 4000 Business and Professional Writing (strongly recommended)

English Literature

Fine Arts (Art, Art History, Dance, Film Studies, Music, Theatre)

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**Graduation Requirements**

To be certified for graduation, a student must complete all course requirements and meet all of the following conditions:

- Apply to graduate.
- Earn a minimum 2.00 cumulative GPA in all SLU coursework; accounting students must earn a minimum 2.70 cumulative grade point average (GPA) in all SLU coursework and earn grades of “C” or higher in all courses that fulfill the major requirements; for all other majors, students must earn a minimum 2.00 cumulative GPA in all major courses that fulfill the major requirements.
- Earn a minimum 2.00 cumulative GPA in all business coursework taken at Saint Louis University.
- Complete the Arts and Sciences core as specified in the business school curriculum.
- Complete 30 of the final 36 credits at the St. Louis campus or an approved study abroad program.
- Complete at least 50% of business coursework in residence at the St. Louis campus.*
- Complete major course requirements in residence at the St. Louis campus.*

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2. Must be completed by the end of the sophomore year in order to enroll in business courses junior year. MATH 1510 Calculus I (0.4 cr) or higher-level calculus course may be substituted for MATH 1320 Survey of Calculus (3 cr).

3. Upper division foreign language may be substituted; however, students for whom English is a second language may not complete this requirement in their native language.

4. Students who place out of MATH 1200 College Algebra (0.3 cr) (based on a Math Index score) must replace it with another approved math course.

5. MATH course must be approved.
Students transferring from the Madrid campus must complete a minimum of 40 credits of coursework, including a minimum of 30 credits of business coursework in residence at the St. Louis campus.* Students may pursue the Economics, International Business or Marketing majors at the St. Louis campus and/or at the Madrid campus. The residency requirement then applies to courses taken at either campus.

Roadmap

Roadmaps are recommended semester-by-semester plans of study for programs and assume full-time enrollment unless otherwise noted.

Courses and milestones designated as critical (marked with !) must be completed in the semester listed to ensure a timely graduation. Transfer credit may change the roadmap.

This roadmap should not be used in the place of regular academic advising appointments. All students are encouraged to meet with their advisor/mentor each semester. Requirements, course availability and sequencing are subject to change.

### Year One

#### Fall
- MATH 1200: College Algebra 3
- BIZ 1000/1002: Business Foundations 1
- ENGL 1900: Advanced Strategies Of Rhetoric and Research 3

#### Spring
- MATH 1320 or MATH 1510: Survey of Calculus or Calculus I 3
- ECON 1900: Principles of Economics 3
- OPM 2070: Introduction to Business Statistics 3
- CMM 1200: Public Speaking 3
- Arts & Sciences Core 3
- Arts & Sciences Core 3
- Arts & Sciences Core 3

**Credits:** 16

### Year Two

#### Fall
- ACCT 2200: Financial Accounting 3
- ITM 2000: Information Technology with Supply Chains 3
- IB 2000: Introduction to International Business 3

#### Spring
- ACCT 2200: Accounting for Decision Making 3
- BIZ 3000: Career Foundations 1
- MGT 2000: Legal Environment of Business I 3
- ECON 3120 or ECON 3140: Intermediate Macroeconomics or Intermediate Microeconomics 3
- Arts & Sciences Core 3

**Credits:** 15

### Year Three

#### Fall
- MGT 3000: Management Theory and Practice 3
- ECON 3120 or ECON 3140: Intermediate Macroeconomics or Intermediate Microeconomics 3
- FIN 3010: Principles of Finance 3
- MKT 3000: Introduction to Marketing Management 3
- Arts & Sciences Core 3

**Credits:** 15

#### Spring
- MGT 3100: Organization Behavior (Major) 3
- MGT 3300: Management of Human Resources (Major) 3
- OPM 3050: Introduction to Management Science and Operations Management 3
- Arts & Sciences Core 3
- Arts & Sciences Core 3

**Credits:** 15

### Year Four

#### Fall
- MGT 4101: Fundamentals of Leadership (Major) 4
- Major: Major Elective 3
- Elective 3
- Elective 3
- Arts & Sciences Core 3

**Credits:** 15

#### Spring
- Major: Major Elective 3
- MGT 4101: Fundamentals of Leadership (Major) 4
- BIZ 4000: Business Capstone 3
- MGT 4000: Strategic Management and Policy 3
- Elective 3

**Credits:** 13

**Total Credits:** 120

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1. Must have completed by end of sophomore year
2. See list of A&S core required for business students
3. Must take 2nd semester sophomore year unless studying abroad
4. See list of LHRM breadth electives
5. See list of LHRM major electives
6. Must have completed all other Business Common Body of Knowledge courses