

# 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.

## Curriculum Overview

Students will learn how to effectively select, develop, reward and lead others. 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

Saint Louis' urban 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
- Human resources management

## Admission Requirements

### Freshman

All applications are thoroughly and carefully reviewed. Solid academic performance in college preparatory course work 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 the student's ability to meet the University's academic requirements and to qualify the student for certain University scholarship programs. To be considered for admission to any Saint Louis University undergraduate program, the applicant must be approaching graduation from an accredited high school or have an acceptable score on the General Education Development (GED) test.

## Transfer

Applicants must be a graduate of an accredited high school or have an acceptable score on the GED. An official high school transcript and official test scores are required only of those students who have attempted fewer than 24 transferable semester credits (or 30 quarter credits) of college credit. Those having completed 24 credits or more of college credit need only submit a transcript from previously attended college(s). Transfer students must have a cumulative 2.70 GPA to be admitted to the accounting program and a 2.50 GPA for all other majors. In reviewing a transfer applicant's file, the office of admission holistically examines the student's academic performance in college-level coursework as an indicator of the student's ability to meet the academic rigors of Saint Louis University.

## International Applicants

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

- Demonstrate English Language Proficiency (<http://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 the time at Saint Louis University
  - A letter from the sponsor's bank verifying that the funds are available and will be so for the duration of 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, applicants should 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 <http://finaid.slu.edu>.

## Accreditation

The Richard A. Chaifetz School of Business is accredited by AACSB, the Association to Advance Collegiate Schools of Business, 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. Less than 10% 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 (18) credits in addition to MGT 2000 Legal Environment of Business I (3 cr), MGT 3000 Management Theory and Practice (3 cr) and MGT 4000 Strategic Management and Policy (3 cr), which are taken as business CBK requirements.

Code	Title	Credits
<i>Business Common Body of Knowledge (CBK)</i> (p. 2)		45
<i>Arts and Sciences Core Requirements</i> (p. 3)		48
<b>Leadership and Human Resource Management</b> †		
MGT 3100	Organization Behavior	3
MGT 3300	Management of Human Resources	3
MGT 4101	Fundamentals of Leadership	3
<b>Leadership and Human Resource Management Electives</b>		
<i>Select two of the following:</i>		6
MGT 3301	Negotiations and Conflict Resolution	
MGT 4102	Failing Forward: Leadership in Turbulent Times	
MGT 4103	Current Problems in Management	
MGT 4301	Talent Management	
MGT 4302	Compensation	
MGT 4913	Leadership & Human Resource Management Internship	
<b>Leadership and Human Resource Management Breadth Electives</b>		
<i>Select one of the following</i>		3
ITM 3800	Project Management	
MGT 3200	Managing Ideas in Entrepreneurial Firms	
MGT 3201	Social Entrepreneurship	
MGT 3400	Intro to Sports Management	
MGT 4500	Legal Environment of Business II	
Any option from the Leadership and Human Resource Management Elective list not used to satisfy that requirement can be taken as a breadth elective.		
Electives in Business or Other Areas ‡		9
<b>Total Credits</b>		<b>120</b>

- † In addition to completing lower and upper division coursework in all areas of business, each student typically selects a business major before or during the first semester of the junior year. Required credits vary between 15-21 credits and are determined by the appropriate department. To broaden their expertise, students may complete more than one major in business, or a major and a minor in business. However, where courses overlap between two business majors, the course may be counted only once and credited to one functional area, i.e. Sports Marketing may be used in either the Marketing major or the Sports Business major but not both.
- ‡ Electives may be selected from any area of study within the University, giving the student the opportunity to diversify his/her background.

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

Students whose cumulative grade point average falls below 2.00 are required to apply for probationary status, which allows for no more than two consecutive semesters to improve scholastically and to demonstrate the ability to make progress toward a degree.

During the probationary period, advisors help students achieve academic success by closely monitoring their academic performance. Students on probation may *not* register for more than 15 credits of coursework as defined by the terms of the probation.

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 total grade point deficit of more than 15 points.

For more information, see section under University Academic Policies and Procedures.

## Business Common Body of Knowledge (CBK)

Code	Title	Credits
ACCT 2200	Financial Accounting	3
ACCT 2220	Accounting for Decision Making	3
BIZ 1000/1001	Business Foundations	1
BIZ 1002	Business Foundations Excel Lab	0
BIZ 3000	Career Foundations	1
BIZ 4000	Business Capstone <sup>1</sup>	1
ECON 1900	Principles of Economics	3
ECON 3120	Intermediate Macroeconomics	3
ECON 3140	Intermediate Microeconomics	3
FIN 3010	Principles of Finance	3
IB 2000	Introduction to International Business	3
ITM 2000	Information Technology with Supply Chains	3
MGT 2000	Legal Environment of Business I	3

MGT 3000	Management Theory and Practice	3
MGT 4000	Strategic Management and Policy <sup>1</sup>	3
MKT 3000	Introduction to Marketing Management	3
OPM 2070	Introduction to Business Statistics	3
OPM 3050	Introduction to Management Science and Operations Management	3
Total Credits		45

<sup>1</sup> 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).

- <sup>2</sup> Must be completed by the end of the sophomore year in order to enroll in business courses junior year. MATH 1510 Calculus I (4 cr) or higher-level calculus course may be substituted for MATH 1320 Survey of Calculus (3 cr).
- <sup>3</sup> 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.
- <sup>4</sup> 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.
- <sup>5</sup> MATH course must be approved.

### Arts and Sciences Core Requirements

Code	Title	Credits
ENGL 1900	Advanced Strategies Of Rhetoric and Research <sup>2</sup>	3
Select one of the following:		3
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 & Literature	
Foreign Language Literature		
Select one of the following: <sup>3</sup>		3
ENGL 4000	Business and Professional Writing (strongly recommended)	
English Literature		
Fine Arts (Art, Art History, Dance, Film Studies, Music, Theatre)		
CMM 1200	Public Speaking <sup>2</sup>	3
HIST 1110	Origins of the Modern World to 1500	3
or HIST 1120	Origins of the Modern World, 1500 to Present	
PSY 1010	General Psychology	3
Select two additional courses from the following:		6
African American Studies		
American Studies		
History		
Political Science		
Psychology		
Sociology		
Women's and Gender Studies		
MATH 1200	College Algebra <sup>4</sup>	3
MATH 1320	Survey of Calculus <sup>2</sup>	3
Natural Science course		3
One additional Math or Natural Science course <sup>5</sup>		3
PHIL 1050	Introduction to Philosophy: Self and Reality	3
PHIL 2050	Ethics	3
THEO 1000	Theological Foundations	3
THEO 2xxx	Theology course	3
Total Credits		48

### 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;\*
  - 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 International Business or Economics 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.

Course	Title	Credits
<b>Year One</b>		
<b>Fall</b>		
MATH 1200	College Algebra	3

BIZ 1000/1002	Business Foundations	1
ENGL 1900	Advanced Strategies Of Rhetoric and Research <sup>1</sup>	3
Arts & Sciences Core <sup>2</sup>		3
Arts & Sciences Core <sup>2</sup>		3
Arts & Sciences Core <sup>2</sup>		3
Credits		16
<b>Spring</b>		
MATH 1320	Survey of Calculus <sup>1</sup>	3
or MATH 1510	or Calculus I	
ECON 1900	Principles of Economics	3
OPM 2070	Introduction to Business Statistics	3
CMM 1200	Public Speaking <sup>1</sup>	3
Arts & Sciences Core <sup>2</sup>		3
Credits		15

**Year Two****Fall**

ACCT 2200	Financial Accounting	3
ITM 2000	Information Technology with Supply Chains	3
IB 2000	Introduction to International Business	3
Arts & Sciences Core <sup>2</sup>		3
Arts & Sciences Core <sup>2</sup>		3
Credits		15

**Spring**

ACCT 2220	Accounting for Decision Making	3
BIZ 3000	Career Foundations <sup>3</sup>	1
MGT 2000	Legal Environment of Business I	3
ECON 3120	Intermediate Macroeconomics	3
or ECON 3140	or Intermediate Microeconomics	
Arts & Sciences Core <sup>2</sup>		3
Arts & Sciences Core <sup>2</sup>		3
Credits		16

**Year Three****Fall**

MGT 3000	Management Theory and Practice	3
ECON 3120	Intermediate Macroeconomics	3
or ECON 3140	or Intermediate Microeconomics	
FIN 3010	Principles of Finance	3
MKT 3000	Introduction to Marketing Management	3
Arts & Sciences Core <sup>2</sup>		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 <sup>2</sup>		3
Arts & Sciences Core <sup>2</sup>		3
Credits		15

**Year Four****Fall**

MGT 4101	Fundamentals of Leadership (or Breadth Elective, Major) <sup>4</sup>	3
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Major: Major Elective <sup>5</sup>		3
Elective		3
Elective		3
Arts & Sciences Core <sup>2</sup>		3
Credits		15
<b>Spring</b>		
Major: Major Elective <sup>5</sup>		3
MGT 4101	Fundamentals of Leadership (or Breadth Elective, Major) <sup>4</sup>	3
BIZ 4000	Business Capstone <sup>6</sup>	1
MGT 4000	Strategic Management and Policy <sup>6</sup>	3
Elective		3
Credits		13
Total Credits		120

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