



SOUTHWESTERN COLLEGE

PROFESSIONAL STUDIES



Category 1

Southwestern College Professional Studies
Bachelor of Science with a Major in Human Resource Management and Development
Air University ABC

In an increasingly competitive environment, organizations must compete for resources that include human capital. Roles associated with human resource management and talent development have increased in importance in recent decades with some elevated to key strategic management functions. Those seeking a comprehensive and relevant foundation for a career in human resources have the opportunity in the Human Resource Management and Development (HRMD) program to integrate knowledge of contemporary theory, concepts, and practice, and develop relevant skills in demand by employers. The program provides knowledge and skills that encompass topics such as performance management, compensation and benefits, developing and recruiting workforce talent, human resource information systems and technologies, human resource analytics, ethical and legal issues in human resource management, and negotiation and conflict resolution. Empowered with success in the program and understanding the strategic importance of human resources to the organization, the HRMD graduate will be on the cutting edge and prepared for professional advancement in the field.

Academic Residency- 30 semester credit hours

DEGREE REQUIREMENTS			Hours Required	CCAF Hours Transferred	Hours Completed with SC
General Education			27 SH	15	3
ENGL	101	English Composition I (CCAF)	3	3	
ENGL	102	English Composition II	3		3
MASC	115	*College Math (CCAF)	3	3	
CORE	101	Developing Academic and Professional Strengths	3		Waived
CORE	110	Information Literacy	3		Waived
COM	301	Professional Communication	3		Waived
		Oral Communications Course (CCAF)	3	3	
		Social Science Course (CCAF)	3	3	
		Humanities Course (CCAF)	3	3	
**Lower Division Academic Courses (CCAF military hours)			49 SH	49	
Total CCAF Transfer				64	
Required Prerequisites			6 SH		6
HUM	201	Ethics	3		3
MASC	110	Statistics & Probability	3		3
Upper Division Major and Competency Requirements			39 SH		39
HRD	301	Principles of Human Resource Management and Development	3		3
HRD	310	Legal and Regulatory Environment of Human Resources	3		3
HRD	321	Compensation and Benefits	3		3
HRD	324	Performance Management	3		3
HRD	335	Understanding Personnel Characteristics and Group Dynamics	3		3
HRD	420	Developing Workforce Talent for Current and Future Roles	3		3
HRD	430	Recruiting Workforce Talent for Current and Future Roles	3		3
HRD	440	Human Resource Information Systems	3		3
HRD	497	Human Resource Management and Development Capstone	3		3
BSAD	415	Negotiation & Conflict Resolutions	3		3
ISM	465	Data Acquisition & Analytics	3		3
ISM	475	Data Visualization & Reporting	3		3
OMGT	444	Project Management	3		3
***Upper Division Major-Related Electives - Suggested			12 SH		12
HRD	323	Finance for Non-Financial Managers	3		3
COT	330	Microsoft Office Applications	3		3
CPT	285	Introduction to Computer Programming	3		3

DEGREE REQUIREMENTS			Hours Required	CCAF Hours Transferred	Hours Completed with SC
ISM	431	Enterprise Security	3		3
Total Credits			124	64	60

Notes: Learners are eligible to begin a degree program with a major in Business Quality Management when they have accumulated a total of 6 credit hours from an accredited institution. Hours from CLEP and DANTES tests may be included in that 6 hour requirement if transcribed by a previously attended institution. Additional CLEP and DANTES hours (up to 30 credit hours) may be used for elective credit if transcribed by Southwestern College.

-Full credit is given for hours on a CCAF transcript up to a maximum of 64 hours of college credit.

*Any College Math that is accepted as part of the completed CCAF degree will be accepted as a Foundation Course. However, certain upper division required course do require College Algebra as a prerequisite and must be fulfilled prior to the requisite course enrollment.

**Lower Division Academic Courses: Any lower division academic courses will satisfy this requirement. Air University ABC learners are encouraged to take courses in an area of interest for their major field of study.

***Upper Division Major-Related Electives: Any academic courses from an accredited baccalaureate degree granting institution will satisfy these electives or they may be completed with Southwestern College. Air University ABC learners are encouraged to take courses in an area of interest for their field of study. In addition, any military training designated by ACE as upper division credit may be used to satisfy the academic elective requirement.

Effective date as of 11/01/2019