

# M.P.A. - Human Resource Management Concentration

The Master of Public Administration (MPA) degree program is for students with professional goals related to the management of public service organizations. Areas include government agencies, health organizations, justice administration/law enforcement as well as not-for-profit organizations. The program takes a multifaceted approach to management that includes leadership, personnel management, policy/program evaluation, diversity, and ethical governance. This process links theory, policy and practice, giving students the opportunity to learn and utilize skills required for leadership positions in both the public and the third sectors.

The concentration in Human Resource Management provides students with the knowledge and skills key to their career development and growth as HR professionals in the arena of public administration and service.

Upon completion of this program, graduates are expected to:

- Critically analyze and use knowledge of academic theory, legal issues and/or regulations to inform ethical practice and policy format within public and third sector organizations/agencies.
- Manage and apply effective standards of public and third sector governance within organizational structures.
- Assess and effectively manage sector-specific functions, programs and resources.
- Advance professional communication, public outreach and responsiveness standards in a manner that promotes accountability, inclusion and other public service values.
- Apply professional standards and practices for ethical conduct, legal requirements and regulatory guidelines in the administration of human resource policies and procedures.

## Master of Public Administration — Human Resource Management Concentration

Master of Public Administration

### Core Courses

MGMT5800	Effective Leadership	3
NPM5030	Financial Management and Budgeting in Nonprofit Organizations	3
NPM5040	Program Evaluation	3
NPM6800	Strategic Planning and Leadership in Nonprofit Organizations	3
PAD5200	Public Administration and Governance	3
PAD6200	Public Personnel Administration	3
PAD6400	Public Policy Analysis	3
RSCH5700	Research and Inquiry	3

### Concentration Courses

HRM5010	Human Resource Management	3
HRM5020	Labor and Employee Relations	3
HRM5050	Strategic Recruiting, Retention and Succession	3
Choose one of the following:		3
HRM5030	Strategic Compensation and Benefits	
HRM5040	Organizational Training and Development	
HRM5060	Human Resources in a Global Environment	

**Total Credits** **36.0**