



Northeastern University

College of Professional Studies

New Degree Proposal

MS in Human Resources Management

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Rationale

In early 2017, a design team mapped competencies within the HRM domain and developed a revised curriculum for both the graduate certificate and the concentrations – the curriculum is outlined below – which forms the basis for a robust core curriculum for a master’s program.

Based on market research conducted by NU’s Office of Strategic Research and Analysis, a Master’s in Human Resource Management degree offers a strong market opportunity for the College of Professional Studies and would likely attract both domestic and international students. Current and projected employment for human resource occupations, specifically Human Resource Managers, is generally large with above average growth expected into 2027. Moreover, the HR field is experiencing dramatic changes, with greater emphasis on digital tools, people analytics, strategic focus on organizational performance, and global dimensions.

Student demand for HRM master’s programs appears to be particularly robust among schools with online delivery formats. There are opportunities for CPS to differentiate against both national and regional competitors through experiential learning, concentration options, and its unique credit transfer agreement with the HR Certification Institute and the Society of Human Resource Management.

Mission of MS in Human Resources Management

In a global environment characterized by rapid change and high levels of uncertainty, the ability to mobilize talent is a major driver of organizational performance. The Human Resources Management Program in the College of Professional Studies prepares students to make the connection between an organization’s strategy and its people and other key stakeholders. The program focuses on vital human resource competencies and analytical skills -- with an emphasis on experiential learning -- required for students to serve as strategic business partners in their organizations. Students also have the opportunity to tailor their studies to support their specific career objectives.

Program Student Learning Outcomes

Students in the MS in HRM program will demonstrate competence in five broad areas:

- Specialized Knowledge SLO1: Incorporate human resource theory, skill development, and best practices to assess the role of human resource management in supporting an organization’s human capital and business strategy by influencing and the attitudes and behaviors of employees and other workforce stakeholders.
- Broad and Integrative Knowledge SLO2: Design human resource policies and initiatives at the individual, organizational, and societal levels by using an interdisciplinary focus and integrative strategic methodologies including leadership, analytics, and business acumen.
- Applied and Collaborative Learning SLO3: Integrate and apply human resource concepts, research, knowledge, and skills to address workforce challenges in a range of organizations.

- Civic and Global Learning SLO4: Develop human resource strategies and programs that can promote the building of intercultural and global networks within and outside organizations, based on high ethical standards and a deep global understanding.
- Experiential Learning SLO5: Synthesize and transfer learning to new, complex situations and contexts.

Profile of Target Student Population

The MS in HRM program is designed to meet the needs of a wide range of students: early career HR professionals, career changers, and recent graduates who are interested in a career in the field of HR. As with most College of Professional Studies graduate programs, applicants must submit an undergraduate transcript with a GPA of at least 2.7, a statement of purpose, and a professional resume. These requirements differentiate the CPS applicant pool from those of other Northeastern colleges.

We expect a portion of applicants who current enroll in the HRM concentration within the Corporate and Organizational Communication and Leadership master's programs to opt for a full-fledged MS in HRM – but overall, we expect a net enrollment gain of at least 80 students in the first full year of program implementation.