DEPARTMENT OF MANAGEMENT

Overview

404 Business and Public Management Center
50 Sharpless Street
West Chester, PA 19383
610-436-2304
Department of Management (http://www.wcupa.edu/management/)
Dr. Zhu (xzhu@wcupa.edu), *Chairperson*
Dr. Ndanga (lndanga@wcupa.edu), *Assistant Chairperson*
Dr. Bozeman (jbozeman@wcupa.edu), *Graduate Coordinator*

The primary objective of the Department of Management is to provide students with the skills required to manage business and public organizations effectively.

To accomplish this objective, the faculty of the Department of Management will strive:

1. To increase the student's ability to reason analytically and critically and enhance information literacy
2. To increase the student's awareness of the concepts and terms used in current managerial practice
3. To increase the student's awareness of the international dimension of business
4. To increase the student's skills in written and verbal communication
5. To increase the student's ability to use quantitative methods and technology to analyze a business problem
6. To give the student experience in working productively as part of a team
7. To increase the student's ability to analyze ethical issues in business

Program of Study

M.S. in Human Resource Management

West Chester University's 30-credit, 100%-online Master of Science in Human Resource Management is accredited by the Association to Advance Collegiate Schools of Business (AACSB) and aligned with the curriculum standards developed by the Society for Human Resource Management (SHRM). The degree prepares individuals to advance within the human resource profession at the highest levels. It trains students in all facets of human resource management across industries and organizational types. The curriculum focuses on the development of core competencies in the areas of: compensation and benefits; employee and labor relations; ethics; global human resources; human resource metrics; leadership and change management; and workforce planning.

Most M.S. students pursue the degree on a part-time basis while continuing to work full-time. For that reason, the curriculum is offered entirely online in a seven-week format. The program is ideal for human resource professionals looking to advance in their careers, or for managers who need to acquire skills to address human resource issues within their organization.

Programs

Master's Program

- M.S. in Human Resource Management (https://catalog.wcupa.edu/graduate/business-public-management/management/human-resource-management-ms/)

Certificate

- Human Resource Management (https://catalog.wcupa.edu/graduate/business-public-management/management/human-resource-management-graduate-certificate/)

Admissions

All applicants to one of West Chester University's graduate programs will be held to the graduate admissions requirements (https://catalog.wcupa.edu/general-information/admissions-enrollment/graduate-admissions/). When applicable, additional requirements for admission into specific department program(s) may be listed below.

Admissions Policy for the M.S. in Human Resource Management

Application Requirements

A complete application to the Master of Science in Human Resource Management program and Human Resource Management Certificate program consists of the following items:

1. All official undergraduate transcripts, and any official graduate transcripts
2. A detailed, professional essay that addresses the applicant's career plans, and the applicant's professional and academic background in the human resource management
3. A current resume that addresses the applicant's relevant professional and academic background
4. Two letters of recommendation. At least one of the letters of recommendation must be from a professional supervisor or colleague. The program will accept a professor's recommendation in some circumstances.

General Admission

Successful full admission applicants meet the following criteria. Admissions decisions are made after reviewing the totality of the applicant's file. The criteria are:

1. Hold a bachelor's degree or above in any major/field from an accredited institution
2. A 3.0 GPA from the highest previous degree earned
3. A minimum of two years of relevant professional work experience is required. Students without sufficient professional experience will be required to complete an HR internship as one of their electives.

Provisional Admission

Provisional admission is available to applicants at the discretion of the MS Program Coordinator after a complete review of the applicant's file. Provisional admission will be considered if the applicant can demonstrate substantial, but not complete, satisfaction of the requirements for full admission, and if the applicant can demonstrate the strong potential for successful completion of the program.

Policies

All graduate students are held to the academic policies and procedures (https://catalog.wcupa.edu/graduate/academic-policies-procedures/) outlined in the graduate catalog. Students are encouraged to review departmental handbooks for program tips, suggested course sequences, and explanations of procedures. When applicable, additional policies for specific department programs may be listed below.

Faculty

Professors

Gerard A. Callanan (gcallanan@wcupa.edu) (2001)
B.A., Temple University; M.B.A., La Salle University; Ph.D., Drexel University

Susan Fiorentino (sfiorentino@wcupa.edu) (2013)
B.A., West Chester University; M.A., J.D., Villanova University

Brian Halsey (bhalsey@wcupa.edu) (2010)
Coordinator, MBA Program

B.A., Shippensburg University; J.D., Widener University School of Law; LL.M., Villanova University School of Law

Guohua Jiang (gjiang@wcupa.edu) (2013)
B.S., Hebei University of Economics and Business; M.S., University of Reading (UK); Ph.D., Temple University

Matthew I. Shea (mshea@wcupa.edu) (2012)
Minor Coordinator, Management
B.A., Connecticut College; M.H.A., M.B.A., University of Pittsburgh; Ph.D., Temple University

Sandra M. Tomkowicz (stomkowicz@wcupa.edu) (1993)
Director, Pre-Law Program
Minor Coordinator, Management
B.S., La Salle University; J.D., University of Pennsylvania

Ma Ga (mark) Yang (myang@wcupa.edu) (2013)
Minor Coordinator, Management
B.A., Hankuk University of Foreign Studies; M.B.A., Ph.D., The University of Toledo

Xiaowei Zhu (xzhu@wcupa.edu) (2006)
Chairperson, Management
B.S., Beijing Union University; M.A., University of Iowa; Ph.D., University of Wisconsin-Milwaukee

Monica Zimmerman (mzimmerman@wcupa.edu) (2008)
Minor Coordinator, Management
B.S., Messiah College; M.B.A., Pennsylvania State University; Ph.D., Temple University

Associate Professors

Jennifer R. Bozeman (jbozeman@wcupa.edu) (2016)
Graduate Coordinator, Management
Minor Coordinator, Management
B.A., University of Winnipeg; M.B.A., Drexel University; Ph.D., University of Manitoba

Johnna Capitano (jcapitano@wcupa.edu) (2016)
B.S., Ph.D., Drexel University; M.B.A., University of California, Los Angeles

Kelly Fisher (kfisher@wcupa.edu) (2014)
B.S., Excelsior College; M.B.A., University of North Florida; Ph.D., Monash University

Li Lu (llu@wcupa.edu) (2016)
Co-Director, Business Analytics Program
B.A., Peking University; M.S., Cornell University; Ph.D., University of Southern California

Leah Z.b. Ndanga (lndanga@wcupa.edu) (2018)
Assistant Chairperson, Management
B.S., University of Fort Hare; M.S., University of Pretoria; M.S., Purdue University; Ph.D., University of Massachusetts Amherst

David Perri (dperri@wcupa.edu) (2005)
B.A., College of the Holy Cross; M.A., Pennsylvania State University

Phuoc Pham (ppham@wcupa.edu) (2018)
B.A., Ho Chi Minh City University of Technology; M.B.A., Murray State University

Paul F. Rotenberry (protenberry@wcupa.edu) (2005)
B.A., Widener University; M.A., Ph.D., University of Akron; SHRM-SCP, The Society for Human Resource Management

Qi Zou (qzou@wcupa.edu) (2019)
B.A., Beijing Information Science & Technology University; M.B.A., University of Wisconsin-Parkside; Ph.D., University of Toledo

Assistant Professors

Yoonhee Kim (ykim2@wcupa.edu) (2024)
B.S., M.S., Ewha Womans University; Ph.D., Drexel University

Blythe L. Rosikiewicz (brosikiewicz@wcupa.edu) (2019)
B.S., Cornell University; M.B.A., Loyola University Maryland; Ph.D., Drexel University

Courses

HRM

HRM 599. Human Resource Management Transfer Credits (Graduate). 3-9 Credits.
Transfer Credits
Repeatable for credit.

HRM 601. Components of Effective Leadership. 3 Credits.
An introductory course that examines management theory and its relationship to human resource functions. Traces the development of management and organization principles and theories, with an emphasis on applying them to human resource issues. Topics covered include leadership and motivation, attitudes, selection, performance appraisal, and individual and group decision-making.
HRM 601 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 602. Employment Law & Labor Relations. 3 Credits.
This course provides an overview of major employment laws and emphasizes the relationship between employees and management in both nonunionized and unionized environments. Topics include policy formulation, employee rights, compliant systems, labor contracts, unions and the legal aspects of collective bargaining. This class is delivered in an online format, and includes video lectures, readings and discussion boards.
HRM 602 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 603. Strategic Talent Management. 3 Credits.
Examines all aspects talent acquisition and management in organizations, including workforce planning, staffing, training, career development and performance management. The importance of building an ethical culture that enhances employee engagement and organizational effectiveness is emphasized.
HRM 603 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 604. Compensation Analysis. 3 Credits.
Examines the development and implementation of strategic rewards systems in organizations. Topics covered include compensation philosophies; economic and social factors affecting compensations plans; and specific types of financial and non-financial compensation and benefits programs.
HRM 604 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 605. HR Information Systems and Analytics. 3 Credits.
Introduces students to research theory, research design, quantitative methodologies and technology to analyze and interpret data that supports effective organizational decision-making. Topics include: HRIS; data analysis techniques such as HR benchmarking, trend and ratio analysis and balanced scorecards; data mining; and risk management.
HRM 605 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 606. Ethics, Social Responsibility & Sustainability in HRM. 3 Credits.
Introduces students to management theories and practical tools related to ethical decision-making in organizations. Challenges students to consider the ethical dimension of human resource management, including the obligations of organizations to their stakeholders and current issues related to fair, ethical and humane treatment of employees.
HRM 606 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 607. Managing Diverse and Globalized Workforces. 3 Credits.
Examines dimensions of diversity and inclusivity in domestic and international organizations and the development and implementation of related HRM policies and practices. Topics include the regulatory environment and legal considerations; managing in cross-cultural environments; managing diverse team; and international assignment management.
HRM 607 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 608. Issue of Employee Health in the Workplace. 3 Credits.
This course examines the challenges facing employers dealing with issues of employee health in the workplace. Topics include: mandates under the Americans with Disabilities Act; the Family and Medical Leave Act; the Genetic Information Non-Discrimination Act; the Affordable Care Act; Workers' Compensation laws; short and long-term disability; wellness programs; medical examinations and drug testing. This class is delivered in an online format, and includes video lectures, readings and discussion boards.
Distance education offering may be available.

HRM 609. Training and Organizational Development. 3 Credits.
Examines how the training and development function fits into both the overall mandate of human resources management and the larger organizational context. Participants should gain knowledge and skills to assess training needs, design and administer training and development programs, and evaluate the effectiveness of such programs.
HRM 609 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 610. Workplace Negotiations. 3 Credits.
Negotiation is the art and science of securing agreements and resolving disputes between two or more interdependent parties. As a human resource professional, one not only needs analytical skills to discover optimal solutions to problems (the science), but also good negotiation skills to get these solutions accepted and implemented (the art). The purpose of this course is to help students develop expertise in managing negotiations that occur in a variety of workplace settings.
HRM 610 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 611. HRM Internal Business Consulting. 3 Credits.
The HR internal business consultant is responsible for performing advanced, specialized and administrative duties in a designated human resource program or area. Students will analyze and make recommendations on an HR issue, develop and manage relationships, communicate effectively to different stakeholders, and facilitate discussions.
HRM 611 Prerequisite: Successful completion of HRM 601 and advanced permission from an external supervisor and faculty member.
Distance education offering may be available.

HRM 690. Internship in Human Resource Management. 3 Credits.
The MS in HRM internship is an intensive field placement in a private, government or nonprofit organization through faculty guidance and supervision. All students with less than one year of appropriate work experience in the field of HR are required to complete the internship. The goal of the internship is to provide those students without an appropriate professional background the chance to experience the challenges and opportunities of working in the field.

HRM 699. Capstone Seminar - Strategic HRM Challenges. 3 Credits.
Students complete a directed research project in which they integrate knowledge from the across the curriculum and use it to demonstrate mastery of required competencies. Gives students the opportunity to demonstrate their ability to analyze, synthesize, think critically, and solve the problems while linking HR strategy to organizational strategy
Distance education offering may be available.