

MASTER OF HUMAN RESOURCES

University of South Carolina



Darla Moore
School of Business
UNIVERSITY OF SOUTH CAROLINA

MORE THAN HIRING AND FIRING

HR DRIVES ORGANIZATIONAL CHANGE

In today's environment of rapid technological change and intense international competition, human resources, or HR, is vital to the success of every organization.

HR leaders are a key part of an organization's decision-making process and work closely with upper management to determine long-term strategic goals that will benefit the company at all levels. Some examples include:

- Driving strategic change
- Identifying the skills that will be necessary for future leaders
- Developing existing staff to optimize performance and employee outcomes
- Moving firms to team-based structures
- Restructuring departments or entire organizations
- Serving as an employee advocate to improve workplace culture and retention as well as diversity and inclusion

Established in 1983, the **Master of Human Resources (MHR) program** at the University of South Carolina Darla Moore School of Business is a national leader in human resources excellence. The program provides a **strong business foundation**, including how to manage and lead remote employees in the virtual workplace, supplemented by practical, **real-world experience**. Through our program, you'll have the opportunity to network with Chief Human Resource Officers (CHROs) and HR managers both in and outside the classroom. Combined with a **rigorous curriculum**, this real-life experience provides insight into HR issues facing companies today so that you'll be prepared to **master the exciting challenges** you'll face as an HR professional.



*Nationally Accredited by The Society
for Human Resource Management*





CHARLES S. W. PALMISTO COURT

WHERE CAN YOUR HR DEGREE TAKE YOU?

PATHWAYS FOR HR PROFESSIONALS



HR GENERALIST

- Point person in charge of all HR functions in an organization who:
 - Attracts and retains employees
 - Develops policies
 - Trains and develops employees
 - Manages conflict
 - Ensures ethical employment practices
 - Creates a culture where both the employees and the company can thrive



“I was working full time and realized I couldn’t get where I wanted to go in my career without furthering my education. The faculty here really sold me and painted a vision of the opportunities the program provides. I wanted to go somewhere where I felt I would be invested and could grow the most as a student and young professional. I’m extremely excited and hopeful for my professional future. I feel like I was meant to be here, and it couldn’t be a better fit.”

- **Mandalyn Lopez ('19 MHR)**,
**Employee Human Resources
Manager, GE Aviation**



SPECIALIST

- **Compensation and Benefits:** Design salary and benefit packages for employees
- **Diversity and Inclusion:** Create an inclusive culture that leverages the diversity of each employee and helps the company thrive
- **Employee Relations:** Manage the unexpected such as poor performance, sexual harassment or discrimination and serve as an employee mediator and advocate
- **HR Information Systems:** Manage, track and apply data in an HRIS to impact business decisions
- **Industrial Relations:** Act as a liaison between the company and labor unions to support the collective interests of employees and the company's mission
- **International HR:** Navigate the various challenges that exist when operating a global company and determine strategies for success
- **Management and Consulting:** Utilize problem-solving and creative solutions to advise on best practices for an organization
- **Recruitment:** Recruit top talent to drive future business success
- **Staffing:** Match employee skill sets and preferences with the right job to improve efficiency and employee satisfaction
- **Training and Development:** Determine the type of training necessary to enrich employees and better improve the company



“I can truly say I am not sure I would be in this position if not for the Moore School and the Master of Human Resources program. The return on investment for the MHR has paid tremendous dividends in the past five years. The Moore School placed me in a business-like environment with the ability to try and fail and learn without my job being on the line. It shaped my professionalism and how to carry myself. Boeing is a really hard company to get into, and being on the inside now, I see it even more. The Moore School opened that door for me.”

- Kelton Hall ('14 MHR),
International Human Resources
Project Manager, Boeing

WHY CHOOSE USC?



16-MONTH PROGRAM

You'll start this short-term program in August and graduate the following December, saving both time and money while gaining substantial HR experience

GUARANTEED PAID INTERNSHIP

You'll participate in a paid summer internship with a top company to further enhance your skill set prior to graduation. Learn more on page 11.

HIGH JOB PLACEMENT RATES

Our program is well known for its impressive job placement rates and higher than average starting salaries. In 2021, 100 percent of MHR graduates were placed within 90 days of graduation with an average starting salary of \$89,673. Many students also receive sign-on bonuses.

NATIONALLY RANKED FACULTY

The program is taught by faculty experts who are thought leaders in their fields. What's more, upon entry you will be assigned a faculty mentor who will support you throughout your time in the program.

SMALL CLASS SIZES

You'll benefit from small class sizes and a tight-knit cohort of peers and faculty, only taking classes with your fellow MHR students.

PROFESSIONAL AND EXECUTIVE NETWORKING

You'll have numerous opportunities to interact with executives at Fortune 500 companies as well as build an international network of MHR alumni.

TRANSFERABILITY OF SKILLS

You don't need a business degree or HR experience to apply. Our program is highly versatile, meaning that you'll be able to easily apply the skills you've gained from your undergraduate degree or previous work experience.

WHAT SKILLS MAKE A SUCCESSFUL HR MANAGER?

- Demonstrates awareness of diversity and cultural differences and works to **build inclusive environments** that foster respect, collaboration and trust
- **Demonstrates business acumen** (i.e., understands key financial, accounting, marketing and operational aspects of business and makes strategic decisions)
- **Effective time management** and organizational skills
- **Excellent communicator** with the ability to successfully manage stakeholder relationships
- **Flexible** with the ability to adapt to changing circumstances
- Demonstrates **analytical** and creative problem-solving skills
- Recognizes and adheres to appropriate **ethical and professional standards**
- **Takes initiative** and continually learns new skills to grow professionally



PERSONALIZED CAREER DEVELOPMENT

Due to incredible corporate partnerships, MHR students have the unique experience of meeting 20-30 company recruiters during their first two months of classes. These recruiters interview students for summer internships, and, in recent years, all students secured summer internship offers by the end of the first semester. Find out more about the Office of Career Management's commitment to your success through career fairs, career coaching and customized career planning at

sc.edu/moore/ocm.

BUILDING STRONG STRATEGIC LEADERS



The MHR program features a rigorous curriculum with an emphasis on the role of strategic HR, teaching you to not only manage change but

to help employers improve organizational effectiveness and ultimately become more successful in their industries.

The program takes a “generalist”-oriented approach to course content, allowing you to learn about the wide variety of career options that are available to HR professionals.

PROGRAM STRUCTURE

9

REQUIRED CORE CLASSES

4

ELECTIVES

1

INTERNSHIP

FIRST SEMESTER: FALL I

- **MGMT 701:** HR and the Global Firm
- **MGMT 721:** Employment Relations Law
- **MGMT 725:** HR Metrics and Research
- **ELECTIVE** (Recommended: ACCT 728: Financial Accounting)

SECOND SEMESTER: SPRING I

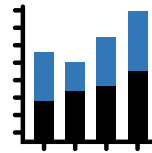
- **MGMT 719:** Management of Compensation
- **MGMT 720:** Staffing
- **MGMT 772:** Employee and Leadership Development
- **ELECTIVE** (Recommended: ACCT 729: Managerial Accounting)
- **ELECTIVE** (Recommended: MGMT 750: Finance for Human Resource Professionals)

THIRD SEMESTER: SUMMER I

- **MGMT 727:** Internship or Practicum in HR

FOURTH SEMESTER: FALL II

- **MGMT 722:** Labor Relations
- **MGMT 726:** HR and Business Strategy
- **MGMT 730:** Consulting and Organizational Development
- **ELECTIVE**



A COMPETITIVE EDGE

Enhance your degree with business analytics

MHR students can also add an optional 12-credit graduate certificate in business analytics to hone their data analytics capabilities, thus learning how to transform raw data into knowledge-based projections for accurate, informed decision making. The certificate can be completed while enrolled in the program. **Learn more at sc.edu/moore/mhr.**



DUAL-DEGREE PROGRAM: J.D. + MHR

A key factor separating successful firms from less-profitable competitors is how each manages its human resources. To be truly successful, you also have to be able to navigate increasingly complex government rules and regulations, and manage the risks associated with discipline, compliance and labor issues, that could otherwise cripple a company's reputation.

And that's where having a J.D./Master of Human Resources dual degree makes you indispensable. The program, offered through South Carolina Law and the Darla Moore School of Business, provides a solid foundation in both legal and HR theory and best practices, as well as hands-on learning experiences necessary to meet the exciting challenges you will face as an employment lawyer or as an HR professional.



REAL-WORLD EXPERIENCE AND NETWORKING OPPORTUNITIES

GUARANTEED PAID HR INTERNSHIP

All MHR students are required to complete a 10- to 12-week summer internship to provide them with relevant HR experience prior to graduation. Many internships are with Fortune 100 or Fortune 500 companies. Internships provide competitive pay, \$15,800 on average, and often provide a living stipend for relocation.

What's more, our students interview and select the companies at which they'll intern. On average, more than 30 companies visit the Moore School each fall to meet and interview our students for internship and full-time positions.

Many MHR students convert their internships to full-time positions. In 2020, 73% of students received full-time job offers from their internship employers. Those who didn't received assistance from the Moore School's Office of Career Management in their job search, which helped them secure full-time job placement by graduation.



NETWORKING INSIDE THE MOORE SCHOOL

As an MHR student, you'll have the opportunity to interact with the two on-site research centers: Riegel & Emory Human Resources Center and the Center for Executive Succession. Advisory boards at both centers consist of top executives in the field of human resources management. Centers provide input on curriculum, employment opportunities and course content.

These two centers help MHR students by:

- Offering students full-time jobs and internships
- Providing financial support for research activities and scholarships
- Engaging in creative thinking about the future of human resources to help align the curriculum and research initiatives with the needs of the profession

sc.edu/moore/rehr
sc.edu/moore/ces

START HERE, GO ANYWHERE



COLUMBIA, SOUTH CAROLINA

Snapshot

STATE CAPITAL

a.k.a “COLA” or “SODA
CITY” KNOWN FOR

- Urban amenities with Southern hospitality and charm
- Affordability and low cost of living
- Extensive dining and food options
- Arts and entertainment
- Easy access to mountains, beaches and outdoor activities

NEARBY CITIES

- Charleston, South Carolina
- Charlotte, North Carolina
- Atlanta, Georgia

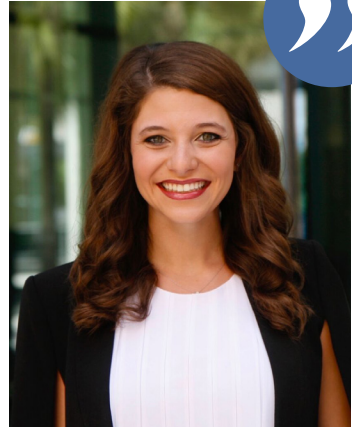


For more than a century, the **Darla Moore School of Business** at the **University of South Carolina** has provided outstanding business education to students who have gone on to become leaders in every business sector. **Known worldwide** for its **top-ranked programs in international business**, the Moore School is home to a **world-class faculty** and **12 major research centers**. Upon graduation, Moore School students join an international network of **more than 50,000 alumni** working in all 50 states and 96 countries on six continents.



“I’ve been able to build an incredible network in this program. I’ve met some of my best friends and amazingly bright people. With a cohort of 40 people who all have the same schedule for 16 months, you get close fast. You’re like a family — sometimes you don’t see eye to eye, but, in the end, you are there for each other. I’ve been able to learn beside some extraordinarily smart people who have pushed me to become better.”

**- Sasha Einziger ('18 MHR),
Business and Leadership Program – Talent and
Transformation, Synchrony**



ENRICH YOUR EXPERIENCE BY STUDYING ABROAD



One of the most unique aspects of the MHR program is the opportunity to make a one-week visit to **Singapore**. During the visit, you will get the chance to experience the **unique culture** of this City State in **South East Asia**. Led by a professor who spent many years living in the region, you will enjoy **rich cultural experiences** with **insightful visits to leading companies** with operations there. Past company visits included **Singapore Airlines, Standard Chartered Bank, Boeing, Pepsico, Shell, Eastman Chemicals, Exxon/Mobil** and **GE Aviation**.

The tuition for this course is covered in the overall fee as an elective. There is an additional cost that covers most meals, hotel accommodation, internal transport and entry fees to various sites.



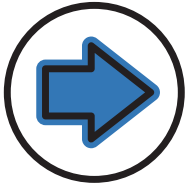


“My fondest memory by far is the study abroad trip to Singapore. I spent the majority of my childhood in Italy, and though I grew up in a very diverse community, I never gave thought to how companies operated internationally. In Singapore, we were exposed to companies such as **GE, ExxonMobil, Shell** and **Singapore Airlines**. I'm not sure how many programs offer this kind of practical experience, but I'd advise any MHR candidate to jump on this opportunity.

Aside from the business exposure, we had a phenomenal tour guide in **Professor Dalzell**, and because of his familiarity, we really saw Singapore up close. The architecture, food and culture were some key highlights for me.”

- Gary Donald ('17 MHR)
HR Business Partner - IT and
Data Analytics, Boeing

JOB SUCCESS FROM DAY ONE



In the MHR program, student success in the classroom transfers to the job market. In just 16 months, our students see an immediate return on investment with excellent job placement, high starting salaries and the opportunity for students to make a positive and lasting impact as leaders within the companies they serve.

OUTSTANDING JOB PLACEMENT FOR GRADUATES

100%

of Dec. 2022 MHR graduates were placed within 90 days of graduation

\$89,673

Average starting salary for Dec. 2022 MHR graduates within 90 days of graduation

HEAR FROM THE EMPLOYERS WHO HIRE OUR STUDENTS



“At AbbVie, we are always looking for our unfair share of the best talent. Students from UofSC’s MHR program who join AbbVie’s HR Leadership Development Program, or work on special

projects for us as part of the MHR program, have the opportunity to partner with senior HR leaders on topics that span talent management, employee relations, employee engagement and work/life effectiveness strategies. These partnerships bring fresh perspectives to our business challenges, help us have meaningful impact on business outcomes, and provide students practical experience.”

- **Tim Richmond, Chief Human Resources Officer, AbbVie**

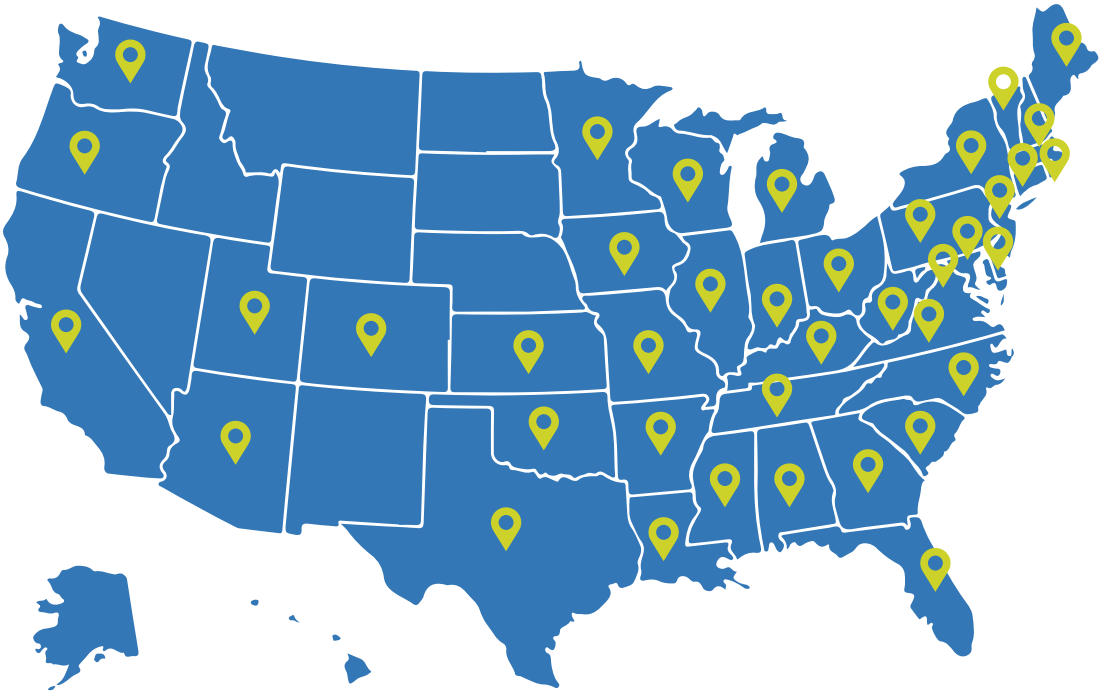


“We view the University of South Carolina as a strategic business partner. Their Center for Executive

Succession is world class and the caliber of students in their Master of Science in Human Resources is exceptional. The men and women we hire from this university have a tremendous impact on the company’s business outcomes, and we look forward to continuing this successful partnership.”

- **Perry Stuckey, Senior Vice President, Chief Human Resources Officer, Eastman Chemical Company**

WHERE OUR ALUMNI WORK



NO LIMITS

Your MHR degree can take you wherever you want to go. Study in South Carolina before securing your dream job at a company or organization that matches your vision and career goals. MHR graduates work across the country and around the world. Recent companies hiring our graduates include:

**ABBVIE ADM BOEING BRIDGESTONE CHEVRON COLLINS AEROSPACE
COMPASS GROUP DUPONT EASTMAN CHEMICAL COMPANY
EATON CORPORATION EXXONMOBIL FRITO LAY GE HALLIBURTON
HONEYWELL IBM INGERSOLL RAND (TRANE) INTERNATIONAL PAPER
LEAR JET MARATHON MICROSOFT PEPSICO PRUDENTIAL SHELL
SYNCHRONY TIAA**

GET STARTED

Apply online at sc.edu/moore/mhr



ADMISSION REQUIREMENTS



Undergraduate Degree
(all majors welcome)

*No work experience of business degree required



Optional Competitive GMAT or GRE score*

*Students have the option of submitting GRE/GMAT scores to enhance their chances of being considered for admission, fellowships, and graduate assistantships.



Official transcripts



Current resume



Two letters of recommendation



Online application and essay



TOEFL or IELTS test scores for international applicants

*Test waivers may be available for candidates with substantial work experience or another master's degree. Contact us to learn more.



APPLICATION DEADLINES

Round 1: Dec. 3

Round 2: Feb. 11

Round 3: April 22*

**Followed by rolling admission until the program is full.*

PROGRAM COST



\$27,000*

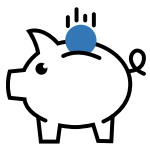
In State



\$40,405*

Out of State

**Tuition and fees are subject to change at the discretion of a UofSC Board of Trustees mandate.*



MERIT-BASED FINANCIAL AWARDS

All applicants are considered for merit-based financial awards upon admission. Awards include:

- Individual fellowship awards (amounts vary)
- In-state tuition scholarships: most qualified out-of state candidates receive in-state tuition
- Graduate assistantships: students receive a stipend and work 10 hours per week for the department



START YOUR HR CAREER TODAY

Contact

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Managing Director

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COLUMBIA, SOUTH CAROLINA



Snapshot

STATE CAPITAL a.k.a. “COLA” or “SODA CITY”



RIVERBANKS ZOO AND GARDEN
and COLUMBIA RIVERWALK

KNOWN FOR:

- Urban amenities with Southern Hospitality and charm
- Affordability and low cost of living
- Extensive dining and food options
- Family-friendly activities like the Riverbanks Zoo and nearby state parks
- Vibrant arts, music and entertainment scene
- Close proximity to Fort Jackson for military families' amenities and services

HOME TO USC

- Founded in 1801
- Top-ranked research institution
- College athletics (Fighting Gamecocks)
- 54 nationally ranked academic programs*
- Nation's Best Public University Honors College**

**U.S. News & World Report*

***Inside Honors 2018-2019: Ratings and Reviews of 50 Public University Honors Programs*

NEARBY CITIES



CHARLESTON,
SOUTH CAROLINA

Charlestoncvb.com



GREENVILLE,
SOUTH CAROLINA

visitgreenvillesc.com



CHARLOTTE,
NORTH CAROLINA

charlottenc.gov

