



September 22, 2009

Dr. Richard W. Scholl  
Director, Schmidt Labor Research Center  
University of Rhode Island  
36 Upper College Road  
Kingston, RI 02881

Dear Dr. Scholl:

On behalf of the Society for Human Resource Management (SHRM), I am pleased to send you this letter officially confirming that the University of Rhode Island's Master of Science in Labor Relations and Human Resources degree program fully aligns with the SHRM HR curriculum guides established in 2005. SHRM has enjoyed working with you to assess the topics, courses, business context and delivery methods of your HR degree program courses to confirm the program follows SHRM's recommended guidelines for HR education.

Based on results derived from and identified using a multiple quantitative and qualitative research methodology, SHRM devised the SHRM HR Curriculum Guidebook and Templates in 2005. The goal is to provide colleges and universities a resource for tracking HR curricula against a common, minimum skill set needed by employers who seek to fill HR professional positions. An important feature of the HR curriculum template is that it offers HR academics flexibility in devising HR courses while providing a minimum level of standardization for HR content being taught. To increase flexibility, creativity and innovation to universities in designing HR curricula, the Guidebook identifies 13 minimum core HR topics that should be required curriculum in every HR degree program, as well as 11 elective HR topics to complement the required core. The sample course module templates identify a variety of options to aid universities when developing courses that combine HR content, personal competencies essential to HR, and the application of relevant business or policy skills. All sample modules allow faculty to organize topics in a variety of different ways.

SHRM has also gained the support of AACSB International in an effort to bring a similar level of commonality to HR degree programs that is required of AACSB accredited Schools of Business. In support of SHRM's efforts, AACSB's Chief Knowledge Officer, Daniel R. LeClair, Ph.D., has said "The guidebook and associated templates developed by SHRM are the result of a highly interactive, multiyear process involving practitioner

and academic communities. It represents a significant effort to build a bridge between theory and practice. Like AACSB accreditation standards, it is flexible and focused on outcomes. AACSB encourages its member schools to utilize the templates as a guide to developing and reformulating HR degree programs.” Thus, a basic assumption of the SHRM guides is that the HR program should be housed in the business school. SHRM, consequently, is honored to have AACSB’s support of the guidebook and associated templates.

As an accredited school, University of Rhode Island already bears the well-earned hallmark that accompanies rigorous accreditation standards. SHRM believes that the HR student is best prepared for a career in HR when HR content is taught within a business context. This business focus will better prepare students to practice HR in a variety of sectors such as for-profit, nonprofit, government, or private organizations.

Based on all these principles, SHRM conducted an analysis of the Master of Science in Labor Relations and Human Resources degree program at University of Rhode Island, engaged you in discussions and information sharing, and then determined that the program fully aligns with the suggested minimum core content guidelines. We hope this letter serves as a welcome addition to your university’s credits, and that future students will not only recognize your university because of the quality and thoroughness of its HR degree program, but will potentially seek more information about becoming a degree candidate at your university. SHRM will additionally send a formal certificate to the faculty in the HR program acknowledging and recognizing that the program follows the established guidelines. If the SHRM staff may provide additional information about this process or the benefits available to your university because of your program’s alignment, your direct point person is Nancy Woolever. She may be reached at [nancy.woolever@shrm.org](mailto:nancy.woolever@shrm.org) or directly via telephone at 703.535.6457.

Congratulations!

Sincerely,



Debra J. Cohen, Ph.D., SPHR  
Chief Knowledge Officer  
Society for Human Resource Management

P.S. I grew up in R.I. and attend URI  
for 2½ years!





SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

THE SOCIETY FOR  
HUMAN RESOURCE MANAGEMENT  
HEREBY CONFIRMS THAT CURRICULUM TAUGHT AT  
UNIVERSITY OF RHODE ISLAND'S IN ITS  
MASTER OF SCIENCE IN  
LABOR RELATIONS AND HUMAN RESOURCES  
ALIGNS WITH THE RECOMMENDED  
REQUIREMENTS FOR HR DEGREE PROGRAMS  
AS OUTLINED IN THE  
SHRM HR CURRICULUM GUIDEBOOK AND TEMPLATES.

WITNESS THE SIGNATURE OF THE  
DULY AUTHORIZED OFFICER OF THE SOCIETY.

ATTEST:

DEBRA J. COHEN, PH.D., SPHR  
CHIEF KNOWLEDGE OFFICER

INCEPTION DATE  
SEPTEMBER 2009

EFFECTIVE PERIOD

SEPTEMBER 2009 – DECEMBER 2012