DePaul University School for New Learning

Expedited Independent Learning Pursuit (ILP) Competence Articulations

for Professional Human Resources Certifications

Approved Certifications for Competence:

- Professional in Human Resources (PHR)
- Senior Professional in Human Resources (SPHR)
- Global Professional in Human Resources (GPHR)

Overview:

Based on a review of HRCI’s examination programs, the School for New Learning (SNL) has approved competence credit for undergraduate students who have successfully received certifications in the areas of PHR, SPHR, and GPHR. Students who wish to apply certifications to their B.A. programs may do so by submitting copies of their certification notifications along with completed Expedited ILP assessment forms to their academic committees for approval.

Students who did not previously earn HRCI certifications but are interested in doing so are encouraged to consider DePaul’s Continuing and Professional Education programs: [http://learning.depaul.edu/eCS/CourseGroup.aspx?group_number=143&group_version=1](http://learning.depaul.edu/eCS/CourseGroup.aspx?group_number=143&group_version=1)

Documentation of SNL’s review and authorization of the HRCI examination programs is available from SNL’s Teaching, Learning and Assessment (TLA) committee.

Approved SNL Competence Statements:

For each of the programs, the competence statements which follow are pre-authorized. For application of certification areas to alternative competences, students should first consult with their Academic Committees. The statements are adapted from the corresponding HRCI bodies of knowledge and the 2013 Certification Policies and Procedures Handbook of the Human Resources Certification Institute (HRCI).

**Professional in Human Resources (PHR):**

*FX: HR Business Management and Strategy, Can implement objectives, practices and policies regarding an organization’s mission, vision, values, strategic goals and the organization’s overall effectiveness.*

*FX: Workforce Planning and Employment, Can develop, implement and evaluate sourcing, recruitment, hiring, orientation, and organizational exit programs*
necessary to ensure the workforce’s ability to achieve the organization’s goals, objectives and values.

**FX: Human Resource Development**, Can develop, implement, and evaluate activities and programs that address employee training and development, performance appraisal, and talent and performance management in alignment with current and future organizational and individual needs.

**FX: Compensation and Benefits**, Can develop, select, implement, administer, and evaluate compensation and benefits programs for all employee groups in order to support the organization’s goals, objectives, and values.

**FX: Employee and Labor Relations**, Can develop, implement, administer, and evaluate the workplace in order to maintain relationships and working conditions that balance employer/employee needs and rights in support of the organization’s goals and objectives.

**FX: Risk Management**, Can implement, administer, and evaluate programs, procedures, and policies in order to provide a safe, secure working environment and to protect the organization from potential liability.

**Senior Professional in Human Resources (SPHR)**:

**FX: HR Business Management and Strategy**, Can formulate and implement objectives, practices and policies regarding an organization’s mission, vision, values, strategic goals and the organization’s overall effectiveness. Can lead change processes in support of those activities.

**FX: Workforce Planning and Employment**, Can develop, implement and evaluate sourcing, recruitment, hiring, orientation, succession planning, retention, and organizational exit programs necessary to ensure the workforce’s ability to achieve the organization’s goals and objectives.

**FX: Human Resource Development**, Can develop, implement, and evaluate activities and programs that address employee training and development, performance appraisal, and talent and performance management in alignment with current and future organizational and individual needs.

**FX: Compensation and Benefits**, Can develop, select, implement, administer, and evaluate compensation and benefits programs for all employee groups in order to support the organization’s goals, objectives, and values.

**FX: Employee and Labor Relations**, Can develop, implement, administer, and evaluate the workplace in order to maintain relationships and working conditions that balance employer/employee needs and rights in support of the organization’s goals and objectives.
FX: Risk Management, Can develop, implement, administer, and evaluate programs, procedures, and policies in order to provide a safe, secure working environment and to protect the organization from potential liability.

Global Professional in Human Resources (GPHR):

FX: Global Strategic HR Management, Can develop and implement global HR strategies to support long and short term business goals.

FX: Global Talent Acquisition and Mobility, Can develop, implement, and evaluate global staffing strategies to support organizational objectives in a culturally sensitive way.

FX: Global Compensation and Benefits, Can develop, implement and evaluate global compensation, benefit, job assessment and mobility programs to be aligned with organizational goals while ensuring compliance with applicable laws and regulations.

FX: Organizational Effectiveness and Talent Development, Can design, implement and enhance organizational structures, programs, and processes to effectively develop and engage a global workforce aligned with the organization’s business needs, culture, and values.

FX: Workforce Relations and Risk Management, Can develop, implement and evaluate processes and practices to mitigate organizational risk while assuring global employee rights and acknowledging employee needs.

Instructions for Submitting HRCI Certifications for SNL Competence Credit:

Students who seek SNL competences for any of the three HRCI certifications authorized above should submit to their Academic Committees the certifications on Expedited ILP forms, available on the SNL website, with copies of HRCI Certification notifications attached. (Certification verification can be obtained online at HRCI.) The assessment fee per certification is $150.

Step 1: Students should complete the Expedited ILP Submission Form for the certification they want to submit for competence. Students should submit their forms to their Faculty Mentors.

Step 2: Faculty Mentors should review and approve the forms, obtain the Professional Advisors’ approval, and then submit the approved documents to the SNL Assessment Center.