

Bachelor of Science in Business Administration - Human Resource Management Concentration
Master of Science in Business Communication - Human Resource Management Concentration
Graduate Certificate in Human Resource Management

The Bachelor of Science in Business Administration – Human Resource Management Concentration (BSBA-HRM) and the Master of Science in Business Communication – Human Resource Management concentration (MSBC-HRM) are officially recognized as fully aligned with SHRM guidelines and standards. SHRM alignment ensures that the program prepares its students within SHRM’s recommended guidelines for Human Resource education at the graduate level across all states and territories. Graduating BSBA-HRM and MSBC-HRM students who qualify are eligible to sit for the SHRM-CP exam. To qualify, students must be in their final semester of coursework from a SHRM aligned program (BSBA-HRM and MSBC-HRM), be in good standing for graduation, and have a minimum of direct hours of hands on, real world HR experience. In order to complete the Graduate Certificate in Human Resource Management (CERT-HRM), a student must first hold a Bachelor’s degree in any field. The CERT-HRM does not provide all SHRM recommended guidelines and therefore is not SHRM aligned. Not being SHRM aligned does not preclude a student from sitting for the SHRM-CP exam and achieving SHRM-CP certification.

If interested in such certification, Spalding University strongly recommends that you review the qualification requirements before enrolling in the graduate certificate.

	Meets Educational State Req	Does Not Meet State Req for full Certification	National Board Link	Notes
Alabama (AL)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor’s or master’s HR degree program at an educational institution aligned to SHRM’s curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Alaska (AK)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor’s or master’s HR degree program at an educational institution aligned to SHRM’s curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Arizona (AZ)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor’s or master’s HR degree program at an educational institution aligned to SHRM’s curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Arkansas (AR)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
California (CA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Colorado (CO)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Connecticut (CT)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Delaware (DE)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
District of Columbia (DC)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Florida (FL)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Georgia (GA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Hawaii (HI)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Idaho (ID)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Illinois (IL)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Indiana (IN)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Iowa (IA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Kansas (KS)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Kentucky (KY)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Louisiana (LA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Maine (ME)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Maryland (MD)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Michigan (MI)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Minnesota (MN)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Mississippi (MS)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Missouri (MO)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Montana (MT)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Nebraska (NE)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Nevada (NV)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
New Hampshire (NH)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
New Jersey (NJ)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
New Mexico (NM)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
New York (NY)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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North Dakota (ND)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Ohio (OH)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Oklahoma (OK)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Oregon (OR)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Pennsylvania (PA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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South Carolina (SC)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
South Dakota (SD)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Tennessee (TN)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Texas (TX)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Utah (UT)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Virginia (VA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Washington (WA)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
West Virginia (WV)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Wisconsin (WI)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Wyoming (WY)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Territories

American Samoa (AS)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Federated States of Micronesia	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Guam (GU)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Northern Mariana Islands (MP)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Puerto Rico (PR)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.
Republic of the Marshall Islands	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.

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Virgin Islands (VI)	Y	X	https://tinyurl.com/shrmstudenteligibility	Students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam. Eligible students must be in final year of program, have a minimum of 500 hours of relevant HR experience. If you are no longer a student, SHRM -CP eligibility requirements change.