HUMAN RESOURCES & INDUSTRIAL RELATIONS, PHD

for the degree of Doctor of Philosophy Major in Human Resources and Industrial Relations

The Ph.D. is an interdisciplinary degree, which typically leads to a career in teaching and research, especially at business schools or industrial relations schools. Research-oriented careers outside the academic world are also available. The program can be completed in six years beyond the baccalaureate degree or five years beyond the master’s degree. Doctoral students are required to complete 96 graduate hours of credit beyond the baccalaureate degree. Coursework is usually completed in two years. There is a second year paper requirement, one examination that focuses on the candidate’s selected area of specialization, and the preliminary and final exams. Examples of areas of specialization include the effects of technological change on the human resource function; motivation, morale, and job satisfaction; labor-management relations in the public sector; labor markets and employment; and international comparative labor problems. Each student’s program of study is chosen in consultation with their advisor and the Ph.D. Advisory Committee at the School.

Graduate Degree Programs in Labor & Employment Relations

Human Resources and Industrial Relations, MHRIR (http://catalog.illinois.edu/graduate/ler/human-resources-industrial-relations-mhrir/) (on-campus & online)

Human Resources and Industrial Relations, PhD (p. 1) (on-campus only)

Joint Degree Programs with Human Resources and Industrial Relations, MHRIR (on-campus only):

Law, (http://catalog.illinois.edu/graduate/law_ler/joint-degree/human-resources-industrial-relations-mhrir-law-jd/) JD (http://catalog.illinois.edu/graduate/law_ler/joint-degree/human-resources-industrial-relations-mhrir-law-jd/)

The School of Labor and Employment Relations offers graduate work leading to both a master’s and a doctoral degree. Graduate study in Human Resources and Industrial Relations (HRIR) is based on a multidisciplinary approach to human resources/industrial relations problems and a flexible curriculum. To achieve this, the School has joint faculty appointments or course cross-listings with economics, psychology, law, business administration, and history.

Admission

Students must meet the general admission requirements of the Graduate College, as well as the specific requirements of the School. Admission to the master’s program in either the fall or spring semester is based on an applicant’s undergraduate record, letters of reference, a resume, a personal statement and an academic statement. The minimum requirements for admission are a course in statistics and an average grade of B in the last two years of a four-year undergraduate program. GRE/GMAT test scores are optional for both the on-campus and online programs. A deficiency in statistics may be made up by taking the required course without graduate credit during the first semester of graduate study. International applicants must meet the English Language Proficiency Requirements (https://grad.illinois.edu/admissions/instructions/04c/) as outlined by the Graduate College. It is recommended that applicants meet a minimum score of 96 on the internet-based TOEFL exam (iBT) or a 6.5 overall score on the IELTS Academic Exam. We are also temporarily accepting the Duolingo test with a minimum score of 115.

Students applying to the online program will have the same admissions criteria as the on-campus MHRIR program, with the exception of the English Proficiency Requirements. Students applying to online programs must satisfy the full status admissions requirement for the English Proficiency Requirements. For full status, applicants meet a minimum score of 103 on the internet-based TOEFL exam (iBT) or a 7.5 overall score on the IELTS Academic Exam. Full status admission on the temporarily accepted Duolingo test requires a minimum score of 135. Admission decisions for the online program are made in all semesters (Fall, Spring, and Summer).

Students with outstanding academic credentials, with or without a master’s degree, are encouraged to apply to the Ph.D. program. Applicants to the doctoral program must submit evidence of research ability, such as a master’s thesis, an undergraduate thesis, special reports, or published articles. Ph.D. applicants are also required to submit either a GRE or GMAT general test score. These materials are in addition to the other required application materials as indicated for the on-campus master’s program. Admission to the doctoral program is made for the fall semester only. An exception is made for current HRIR master’s degree students at Illinois, who may submit an internal application in the spring.

Graduate Teaching Experience

Although the School has no teaching requirement, doctoral students are encouraged to gain teaching experience in this program.

Financial Aid

The School offers research assistantships, scholarships, and fellowships to graduate students with superior academic credentials in the on-campus MHRIR and Ph.D. programs. Department research and teaching assistantships are available to Ph.D. students only. A School research/teaching assistant receives a stipend plus waiver of resident or non-resident tuition and some fees (http://www.grad.illinois.edu/gradhandbook/). The Graduate College also has fellowships that carry stipends plus tuition and service fee waivers.

The online program is self-supporting and DOES NOT accept the following tuition and fee waivers (TFWs): Non-Academic waivers (including UIUC employees and employees of other state institutions), Academic waivers from UIUC, UIC and UIS employees, Related Agency waivers, waivers granted.
through fellowships/assistantships as governed by the Graduate College at UIUC, or Retiree waivers. This program DOES accept statutory waivers (veteran grants, etc.)

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For additional details and requirements refer to the Graduate College Handbook (http://www.grad.uiuc.edu/gradhandbook/).

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>LER 542</td>
<td>Collective Bargaining</td>
<td>4</td>
</tr>
<tr>
<td>LER 556</td>
<td>Industrial Relations Theory</td>
<td>4</td>
</tr>
<tr>
<td>LER 557</td>
<td>Human Resources Theory</td>
<td>4</td>
</tr>
<tr>
<td>LER 558</td>
<td>Faculty-Student Workshop</td>
<td>4</td>
</tr>
<tr>
<td>LER 540</td>
<td>Labor Economics I</td>
<td>4</td>
</tr>
<tr>
<td>or LER 541</td>
<td>Labor Economics II</td>
<td></td>
</tr>
<tr>
<td>or LER 545</td>
<td>Economics of Human Resources</td>
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</tbody>
</table>

**One year sequence in statistics**

- PSYC 506 & PSYC 507: Statistical Methods I and Statistical Methods II
- ECON 532 & ECON 535: Econometric Analysis I and Econometric Analysis II

Or another approved sequence

**Research Methods**

- LER 559: Micro Research Methods
- LER 590: Individual Topics (Macro - Section X)

**Two theory courses in a social science discipline, one micro**

- BADM 510: Founds of Organizational Behav
- BADM 590: Seminar in Business Admin (section MK1)
- BADM 519: Seminar in Organizational Behavior and Theory
- SOC 596: Recent Developments in Soc (section EM)

Or another approved micro/macro sequence

**Two related courses outside discipline. See Course List tab.**

**Electives**

- LER 599: Thesis Seminar (min/max applied toward degree)

**Total Hours**

- 64

**Other Requirements**

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other requirements may overlap</td>
<td></td>
</tr>
<tr>
<td>Masters Degree Required for Admission to PhD?</td>
<td>No, but M.S. equivalent hours are required, in addition. Contact department for details</td>
</tr>
<tr>
<td>Qualifying Exam Required</td>
<td>Yes</td>
</tr>
<tr>
<td>Preliminary Exam Required</td>
<td>Yes</td>
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<tr>
<td>Final Exam/Dissertation Defense Required</td>
<td>Yes</td>
</tr>
<tr>
<td>Dissertation Deposit Required</td>
<td>Yes</td>
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<tr>
<td>Minimum GPA:</td>
<td>3.0</td>
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</table>

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**Courses outside of discipline**

<table>
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<tr>
<th>Code</th>
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<th>Hours</th>
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<tbody>
<tr>
<td>ACE 562</td>
<td>Applied Regression Models I</td>
<td>2</td>
</tr>
<tr>
<td>ACE 564</td>
<td>Applied Regression Models II</td>
<td>2</td>
</tr>
</tbody>
</table>

Information listed in this catalog is current as of 11/2022
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The purpose of the PhD in Human Resources and Industrial Relations is to train research competence (conducting and communicating research) and the writing of analytical papers of publishable quality. Toward this end, PhD courses and program milestones are designed to impart knowledge and skills that individuals may use to conduct world-class research, primarily in the academic subfields of Human Resources/Organizational Behavior, Industrial Relations, Economics, Psychology, and/or Sociology.

The following are intended student learning outcomes.

1. Develop skill in writing analytic papers of publishable quality, and publishing those papers.
2. Develop skill in publicly presenting analytical research of publishable quality.
4. Develop knowledge and skill in using statistics and research methods to conduct research and draw appropriate inferences.
5. Gain specialized knowledge in a social science discipline (e.g., economics, psychology, sociology).

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dean: Ingrid Fulmer
overview of school admissions & requirements: Labor & Employment Relations (http://catalog.illinois.edu/ler/)
overview of grad college admissions & requirements: https://grad.illinois.edu/admissions/apply (https://grad.illinois.edu/admissions/apply/)
school website: https://ler.illinois.edu/
school faculty: Labor & Employment Relations Faculty (https://ler.illinois.edu/about/faculty-staff/)
graduate office: 504 East Armory Avenue, Champaign, IL 61820
on-campus program contact: Becky Barker
e-mail: ebarker@illinois.edu
online program contact: Eden Haycraft
e-mail: ehaycra@illinois.edu

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