

HUMAN RESOURCES & INDUSTRIAL RELATIONS, PHD

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

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

email: ebarker@illinois.edu

online program contact: Eden Haycraft

email: ehaycra@illinois.edu

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 five years beyond the baccalaureate degree or four 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 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)

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

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

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, Graduate Record Examination (GRE) or Graduate Management Aptitude Test (GMAT) scores, a resume and a statement of interest and career goals. 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. 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 provide Test of English as Foreign Language (TOEFL) test results with a recommended minimum score of 96 on the internet-based IBT (590 on the written test) or IELTS with minimum overall score of 6.5.

Students applying to the online program will have the same admissions criteria as the on-campus MHRIR program. However, a waiver of the GRE or GMAT requirement may be available to applicants with 3 or more years of direct HR/IR experience or 5 years of related managerial experience. Eligibility of this waiver will be assessed by the Associate Director, Online Programs. 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. This is 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. 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 awards minority 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.)

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

For additional details and requirements refer to the department's Student Handbook (https://ler.illinois.edu/wp-content/uploads/2015/01/CurrentStudents_LERHandbook.pdf) and the Graduate College Handbook (<http://www.grad.uiuc.edu/gradhandbook/>).

Code	Title	Hours
LER 542	Collective Bargaining	4
LER 556	Industrial Relations Theory	4
LER 557	Human Resources Theory	4
LER 558	Faculty-Student Workshop	4
LER 540 or LER 541 or LER 545	Labor Economics I Labor Economics II Economics of Human Resources	4
One year sequence in statistics		8
PSYC 506 & PSYC 507 or ECON 532 & ECON 535	Statistical Methods I and Statistical Methods II Econometric Analysis I and Econometric Analysis II	
Or another approved sequence		
Research Methods		8
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	
LER 530	Found of Ind Org Psych	
and one macro		
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.		8
Electives		0-16
LER 599	Thesis Seminar (min/max applied toward degree)	32-48
Total Hours		64

Other Requirements

Requirement	Description
Other requirements may overlap	
Masters Degree Required for Admission to PhD?	No, but M.S. equivalent hours are required, in addition. Contact department for details
Qualifying Exam Required	Yes
Preliminary Exam Required	Yes

Final Exam/Dissertation Defense Required	Yes
Dissertation Deposit Required	Yes
Minimum GPA:	3.0

Courses outside of discipline

Code	Title	Hours
ACE 562	Applied Regression Models I	2
ACE 564	Applied Regression Models II	2
BADM 504	Phil of Science and Bus Admin	2
BADM 545	Found of Strategy Research	2
BADM 546	Strategy Content Research (Entrepreneurship)	2
BADM 549	Current Strategy Research (Management of Technology)	2
BADM 549	Current Strategy Research (Economic Foundations of Strat)	2
BADM 549	Current Strategy Research (Corporate Strat Research)	2
BADM 549	Current Strategy Research (Empirical Meth in Strat Res)	2
CMN 529	Seminar Communication Theory (Social Sci Theory Construction)	4
PSYC 594	Multivar Anlys in Psych and Ed	4
PSYC 587	Hierarchical Linear Models	4
PSYC 588	Covar Struct and Factor Models	4
PSYC 501	Best Psych Research Practices (Applied Structural Eq Modeling)	2 to 4
PSYC 581	Applied Regression Analysis	4
SOC 581	Survey Research Methods (Survey Research Methods I)	4
EPSY 586	Theories of Measurement II	4
EPSY 590	Advanced Seminar in Educational Psychology (section BAY)	0 to 4
EPSY 590	Advanced Seminar in Educational Psychology (section GCM)	0 to 4
EPSY 590	Advanced Seminar in Educational Psychology (section SEM)	0 to 4
EPSY 582	Advanced Statistical Methods	4
PSYC 541	Personality and Behav Dynamics	2 or 4
PSYC 593	Seminar (Multilevel & Networks in Orgs)	2 or 4
PSYC 490	Measurement & Test Develop Lab (section AL1)	4
STAT 542	Statistical Learning	4