

# 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/>)

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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)

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**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/](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/](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.)