

# HUMAN RESOURCES AND LABOR RELATIONS, MHRLR (LUBAR SCHOOL OF BUSINESS)

## Related Certificates

- Graduate Certificate in Mediation and Negotiation (<http://uwm.edu/graduateschool/mediation-negotiation-certificate/>)
- Graduate Certificate in International Human Resources and Labor Relations (<http://uwm.edu/graduateschool/international-human-resources-labor-relations-certificate/>)

## Overview

The Master of Human Resources and Labor Relations (MHRLR) prepares leaders to be successful professionals. Whether you are currently in the field, a recent college graduate or wish to change careers, MHRLR provides the knowledge necessary to thrive. Our classes emphasize practical application of theory, laying the foundation for your future success.

Jobs in Human Resources will grow faster than average over the next decade. The MHRLR degree allows you to capitalize on that growth and advance in an increasingly complex business environment.

While the majority of our students work full-time in the profession and attend classes part-time, many others choose to attend full time to progress more quickly through the program. Our small classes provide the opportunity to network with both the faculty and fellow human resources and labor relations professionals.

The Lubar School of Business and the College of Letters and Science jointly offer the MHRLR degree.

## Admission Requirements

### Application Deadline

Students may begin their studies in the Fall, Spring or Summer semesters. Applications are accepted on a continuous basis. The program does not have a specific deadline to apply.

### Admission

An applicant must meet Graduate School requirements (<http://uwm.edu/graduateschool/admission/>) plus the following requirements to be considered for admission to the MHRLR program:

1. Submission of two letters of recommendation to the MHRLR program.
2. Submission of GRE (<http://uwm.edu/graduateschool/admission/#gre>) or GMAT (<http://uwm.edu/graduateschool/admission/#gmat>) scores is recommended, but not required.
3. Students admitted to the program will be expected to present at least three credits of prior work in both microeconomics and introductory statistics.
4. Students who are deficient in the areas of microeconomics or statistics at the time of admission (see above), will be expected to satisfy deficiency requirements within three enrolled semesters. Deficiencies are monitored by the Graduate School and the individual

graduate program unit. No course credits earned in making up deficiencies may be counted for the degree.

5. Applicants are reviewed by the MHRLR admissions committee to assess academic achievements and the ability to do intensive graduate-level work.

## Credits and Courses

The Master of Human Resources and Labor Relations degree will be awarded upon completion of 36 credits of prescribed graduate study and appropriate prerequisite coursework. The program offers a balance between liberal arts and business-based education, requiring that at least 15 credits be taken within the College of Letters and Science and at least 15 credits be taken within the Lubar School of Business. The MHRLR Program believes in a common body of knowledge and skills necessary to be an effective Human Resource or Labor Relations professional.

The program has a required core of seven courses totaling 21 credits.

Code	Title	Credits
<b>Required Core</b>		
IND REL 701	Industrial and Labor Relations	3
BUSMGMT 706	Managing in a Dynamic Environment	3
BUS ADM 738	Human Resource Management	3
BUS ADM 735	Staffing Organizations	3
IND REL 720 or ECON 753	Economics of Personnel <sup>1</sup> Collective Bargaining	3
IND REL 712 or IND REL 711	Employment Law <sup>2</sup> Labor Relations Law	3
IND REL 731 or BUSMGMT 731	Research Tools for Practitioners in Human Resources and Labor Relations <sup>3</sup> Research Tools for Practitioners in Human Resources and Labor Relations	3
Total Credits		21

<sup>1</sup> If IND REL 720 and ECON 753 are both taken, one of these may be used to help fulfill elective requirements.

<sup>2</sup> If IND REL 711 and IND REL 712 are both taken, one of these may be used to help fulfill elective requirements.

<sup>3</sup> The required course Research Tools for Practitioners in Human Resources and Labor Relations can be taken as either IND REL 731 or BUSMGMT 731 (but not both).

### Elective Courses

The choice of electives to complete a MHRLR degree should reflect student interest. Students are not required to choose a specialization and are encouraged to select those electives that best suit their backgrounds and interests. A student may take up to 6 credits from the approved list of alternative electives in other schools such as the College of Nursing, the School of Education, and the School of Social Welfare. No student will be permitted to apply more than nine credits taken at the U/G level toward meeting MHRLR degree requirements. Please refer to the MHRLR website (<http://uwm.edu/human-resources-labor-relations/graduate/requirements/elective-courses/>) for a comprehensive listing of elective courses.

Students without prior experience in the field are encouraged to take advantage of the program's extensive contacts in the business and labor communities by undertaking one or more internships as either

BUS ADM 899 or IND REL 921. Students may also utilize the wide range of faculty expertise available within the program for a major research paper on a human resources or labor relations topic. These papers, under the direction of a faculty advisor, are taken as either IND REL 801 or BUS ADM 899. A student may graduate with honors from the MHRLR program by maintaining a 3.5 grade-point average within the program, and by writing a 3-credit major research paper (under BUS ADM 899 or IND REL 801).

Any new course development, programmatic changes, or program name change must be approved by the appropriate curricular committees and faculty in the respective units.

The program, including admissions and course staffing, is subject to the AACSB accreditation requirements.

## **Additional Requirements**

### **Major Professor as Advisor**

The assistant director of the MHRLR Program advises and supervises newly admitted students. The assistant director, in consultation with the student, reviews the student's academic background and career goals and designs an appropriate program of study consistent with degree requirements.