

# HUMAN RESOURCES AND LABOR RELATIONS

The Lubar School of Business and the College of Letters and Science offer and present jointly the Master of Human Resources and Labor Relations (MHRLR).

The MHRLR is an innovative master's program offering students an interdisciplinary blend of courses and faculty in the areas of human resources and labor relations. The MHRLR program prepares students for careers as practitioners, and emphasizes a firm educational grounding in both the liberal arts and business administration. This grounding includes knowledge of human resources, staffing, labor relations, the legal system, and statistics.

Elective courses and options within the core requirements allow students to gain the specialized knowledge needed to work in the human resource management and labor relations areas of: compensation and benefits, collective bargaining, alternative dispute resolution, recruitment and selection, training and development, occupational health and safety, equal employment opportunity, strategic human resource management, and international human resource management.

The program is designed for full-time and part-time students who seek careers in the private or public sectors, and with unions or management.

## Programs

- Human Resources and Labor Relations, MHRLR (College of Letters and Science) (<http://catalog.uwm.edu/letters-science/human-resources-labor-relations/human-resources-labor-relations-mhrlr>)
- International Human Resources and Labor Relations, Graduate Certificate (<http://catalog.uwm.edu/letters-science/human-resources-labor-relations/international-human-resources-labor-relations-graduate-certificate>)

## Industrial and Labor Relations Courses

### IND REL 701 Industrial and Labor Relations

3 cr. Graduate.

Industrial relations systems, unions and management as institutions, work place as a socio-economic unit, labor market analysis, human resource management and collective bargaining.

**Prerequisites:** grad st or cons instr.

**Last Taught:** Fall 2017, Fall 2016, Fall 2015, Fall 2014.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 711 Labor Relations Law

3 cr. Graduate.

Legal aspects of labor relations; operations of National Labor Relations Board, representation issues, use of economic weapons, good faith bargaining, enforcement, Wisconsin Employment Relations Commission.

**Prerequisites:** grad st or cons instr.

**Last Taught:** Summer 2014, Summer 2013, Spring 2012, Spring 2011.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 712 Employment Law

3 cr. Graduate.

Introduction to federal laws and regulations covering such topics as wage standards, unemployment compensation, osha, alien employment, social security, employee safety and prohibited discrimination.

**Prerequisites:** grad st or cons instr.

**Last Taught:** Fall 2017, Fall 2016, Fall 2015, Fall 2014.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 715 Workplace Dispute Resolution

3 cr. Graduate.

Examination of the processes for dispute resolution; their usefulness and application in both union and non-union settings.

**Prerequisites:** grad st & Econ 753(P), or cons instr.

**Last Taught:** Fall 2017, Fall 2016, Fall 2015, Fall 2014.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 716 Compensation: Theory and Practice

3 cr. Graduate.

Examination of pay policies and practices, their impact on employees, internal and external determinants, and problems of administration.

**Prerequisites:** grad st; Bus Adm 731 (P) & 738(P) or cons instr.

**Last Taught:** Spring 2015, Spring 2013, Fall 2009, Spring 2007.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 717 Employee Benefits

3 cr. Graduate.

Examination of role and scope of employee benefits, their determinants, and problems of administration.

**Prerequisites:** grad st; Econ 753(R); Ind Rel 712(R).

**Last Taught:** Spring 2016, Spring 2014, Spring 2012, Spring 2010.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 720 Economics of Personnel

3 cr. Graduate.

Use of various economic models to examine personnel practices.

**Prerequisites:** grad st; Econ 103(P) or equiv.

**Last Taught:** Fall 2015, Fall 2014.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 725 Total Rewards Compensation

3 cr. Graduate.

Advanced workplace perspective for aligning business and reward strategies including developing, administering and evaluating compensation and benefit programs.

**Prerequisites:** grad st or cons instr.

**Course Rules:** Counts as a repeat of Ind Rel 800 w/the same topic.

**Current Offerings:** <http://uwm.edu/schedule>

### IND REL 731 Research Tools for Practitioners in Human Resources and Labor Relations

3 cr. Graduate.

Planning and carrying out simple surveys; evaluating policies, programs, and procedures in organizations; interpreting, evaluating and using research conducted by others.

**Prerequisites:** grad st; Econ 210(P) or Bus Adm 210(P) or cons instr.

**Course Rules:** Ind Rel 731 and BusMgmt 731 are jointly offered; they count as repeats of one another.

**Last Taught:** Spring 2018, Spring 2017, Spring 2016, Spring 2015.

**Current Offerings:** <http://uwm.edu/schedule>

**IND REL 754 Worker Participation**

3 cr. Graduate.

Analyzes worker participation programs using history, economic and industrial relations theories, and empirical research and case studies.

**Prerequisites:** grad st; Econ 447(451)(P) or cons instr.**Course Rules:** Jointly-offered w/& counts as repeat of Econ 754.**Current Offerings:** <http://uwm.edu/schedule>**IND REL 800 Current Issues in Industrial Relations:**

1-3 cr. Graduate.

Topics course covering subjects such as quality work, innovations, employee testing, dispute resolution.

**Prerequisites:** grad st; Ind Rel 701(P) or cons instr.**Course Rules:** Retakable w/chg in topic to 6 cr max.**Last Taught:** Spring 2018, Spring 2017, Summer 2011, Spring 2011.**Current Offerings:** <http://uwm.edu/schedule>**IND REL 801 Research Project in Industrial and Labor Relations**

3 cr. Graduate.

Work with a faculty advisor on the development and preparation of a research project on a current industrial relations issue.

**Prerequisites:** completion of 24 cr in MHRLR Prog; cons instr.**Last Taught:** Fall 2017, Summer 2017, Spring 2015, Spring 2014.**Current Offerings:** <http://uwm.edu/schedule>**IND REL 888 Candidate for Degree**

0 cr. Graduate.

Available for graduate students who must meet minimum credit load requirement.

**Prerequisites:** grad st.**Course Rules:** Fee for 1 cr assessed.**Last Taught:** Fall 2016, Summer 2013, Fall 2006, Summer 2006.**Current Offerings:** <http://uwm.edu/schedule>**IND REL 921 Internship in Industrial Relations**

1-6 cr. Graduate.

An internship with a company, union or a governmental agency in the field of human resources and labor relations. Project paper required.

Retakeable to a total of 6 crs.

**Prerequisites:** grad st; 8 cr in MHRLR Prog completed.**Last Taught:** Spring 2018, Fall 2017, Spring 2017, Fall 2016.**Current Offerings:** <http://uwm.edu/schedule>**IND REL 999 Independent Study**

1-3 cr. Graduate.

Supervised investigation of a particular topic area either not covered by other industrial relations courses or a level of sophistication beyond that in other courses.

**Prerequisites:** grad st; cons instr.**Course Rules:** Retakable w/chg in topic to 9 cr max.**Last Taught:** Summer 2017, Spring 2017, Fall 2016, Summer 2016.**Current Offerings:** <http://uwm.edu/schedule>

## Faculty

Name	Rank	Degree	School	Graduate Faculty	Emeritus Faculty
Scott Adams	Professor	PhD	Michigan State University	✓	
Layth Alwan	Associate Professor	PhD	University of Chicago	✓	
Margo Anderson	Distinguished Professor	PhD	Rutgers University	✓	
Scott Drewianka	Associate Professor	PhD	University of Chicago	✓	
Sarah Freeman	Associate Professor	PhD	University of Michigan	✓	
Jeanne Hewitt	Associate Professor	PhD	University of Illinois-Chicago	✓	
John Heywood	Distinguished Professor	PhD	University of Michigan	✓	
Mark Mone	Professor	PhD	Washington State University	✓	
Belle Rose Ragins	Professor	PhD	University of Tennessee-Knoxville	✓	
Hong Ren	Associate Professor	PhD	Pennsylvania State University	✓	
Romila Singh	Associate Professor	PhD	Drexel University	✓	