

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

## Related Certificates

- Graduate Certificate in Mediation and Negotiation (<https://catalog.uwm.edu/letters-science/communication/mediation-negotiation-graduate-certificate/>)
- Graduate Certificate in International Human Resources and Labor Relations (<https://catalog.uwm.edu/letters-science/human-resources-labor-relations/international-human-resources-labor-relations-graduate-certificate/>)

Whether you are currently in the field, a recent college graduate or wish to change careers, the Master of Human Resources and Labor Relations (MHRLR) provides the knowledge necessary to thrive. Classes emphasize practical applications, case studies and engagement. Students apply their new knowledge to current workplace challenges.

The MHRLR program provides a thorough understanding of the core functions, contemporary practices and underlying theories of human resources and employment relations.

The MHRLR program values diversity, bringing together students from varying backgrounds and experiences to create a dynamic learning environment in the classroom and beyond.

**What you learn in class can be utilized the next morning at work.**

## 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. Statement of reasons for graduate study.
3. Students admitted to the program will be expected to present at least three credits of prior work in both principles of microeconomics and introductory statistics.
4. Students who are deficient in the areas of principles 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. Submission of GRE (<http://uwm.edu/graduateschool/admission/#gre>) or GMAT (<http://uwm.edu/graduateschool/admission/#gmat>) scores is recommended, but not required.

6. 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 College 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 (21 credits) and five elective courses (15 credits) for a total of 36 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
ECON 448G or ECON 753	Economics of Human Resources <sup>1</sup> Collective Bargaining	3
IND REL 712	Employment Law	3
IND REL 731 or BUSMGMT 731	Research Tools for Practitioners in Human Resources and Labor Relations <sup>2</sup> Research Tools for Practitioners in Human Resources and Labor Relations	3
<b>Electives (see list of approved electives below)</b>		<b>15</b>
<b>Total Credits</b>		<b>36</b>

<sup>1</sup> If ECON 448G and ECON 753 are both taken, one of these may be used to help fulfill elective requirements.

<sup>2</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) to help meet the required 15 credit minimum in each the College of Letters and Science and the Lubar College of Business.

## 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 School of Nursing, the School of Education, and the School of Social Welfare.

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 799 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 799. 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 799 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.

Code	Title	Credits
<b>Approved Electives</b>		
<i>College of Letters &amp; Science</i>		
IND REL 715	Workplace Dispute Resolution	3
IND REL 725	Total Rewards Compensation	3
IND REL 800	Current Issues in Industrial Relations:	1-3
ECON 415G	Economics of Employment and Labor Relations	3
ECON 448G	Economics of Human Resources	3
ECON 753	Collective Bargaining	3
ECON 755	Comparative Labor Markets and Employment Relations	3
COMMUN 665G	Introduction to Mediation	3
POL SCI 452G	Administrative Law	3
PUB ADM 769	Analyzing and Evaluating Public Policies and Programs	3
<i>Lubar College of Business</i>		
BUS ADM 442G	Industrial Psychology	3
BUS ADM 445G	Training & Development in Organizations	3
BUS ADM 731	Leadership in Diversity and Inclusion	3
BUS ADM 733	Organizational Development	3
BUS ADM 737	Managerial Decisions and Negotiations	3
BUSMGMT 715	Leadership, Team Building, and Effective Management	3
BUSMGMT 723	Managing and Negotiating Across Borders	3
BUSMGMT 728	Training and Development in Organizations	3
<i>Administrative Leadership (College of Community Engagement and Professions)</i>		
AD LDSP 710	Organizational Change and Team Leadership	3
AD LDSP 757	Principles and Foundations of Adult Education	3
AD LDSP 777	Leadership in Multicultural Organizations	3

## 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.

## MHRLR Learning Outcomes

Students graduating from the MHRLR program will be able to:

- Create and implement human resource strategies, programs and policies in all functional areas including talent acquisition/staffing, human resource development and training, compensation and benefits, performance management and employment/labor relations.
- Use research methodology and data collection methods needed for strategic human resource decision-making.
- Evaluate human resource practices to ensure compliance with relevant laws and regulations.
- Exhibit leadership skills that accentuate personal strengths while addressing interpersonal relationships and organization development and change.
- Work effectively with colleagues with diverse skills, experience levels and ways of thinking.