

PH.D PROGRAM  
FOR  
STUDENTS MAJORING IN HUMAN RESOURCE STUDIES

I. CURRICULUM

- A. All students are required to take a minimum of eight HR and HR-related seminars and courses (over and above ILRHR960) during their first two years in the program.
1. These must include the following seminars: ILRHR961 “Micro HR”, ILRHR 962 “Macro HR”, and ILRHR 963 “Research Methods (irrespective of previous training or experience).
  2. The other five seminars and courses can be on any HR-related topics mutually agreed upon by the students and their advisors.
- B. Additionally, all students are expected to attain proficiency in statistical techniques and software packages commonly employed in HR research, mostly during the first two years in the program.
1. Ordinarily this is achieved by taking seminars and courses covering, although not necessarily limited to, the following topics: correlation/regression/ANOVA/MANOVA; factor analysis; structural equation modeling and path analysis; hierarchical linear modeling (or other cross-level techniques); psychometrics (measurement, validity, reliability, etc.); time series analysis; and Meta analysis.
  2. As a practical matter, most students majoring in HR Studies should minor in statistics (proficiency is then assessed by means of “A” exams prepared and graded by faculty members representing this minor area).
  3. For students not minoring in statistics, the number and mix of statistics seminars and courses to be taken are mutually determined with their advisors. (Proficiency to be assumed upon satisfactory completion of these seminars and courses, subject to additional testing on the departmental “A” exam – see below).
- C. Independent studies may be used to supplement students’ development in topics of special interest, with their advisors consent, although students doing independent studies are still expected to complete eight HR and HR-related seminars and courses during their first two years in the program.

II. THE “A” EXAM

- A. Students must complete the “A” exam during the their third year in the program. The “A” Exam has three parts:
1. **Departmental Written Exam:** A standardized written take-home exam consisting of three parts, one each covering Micro HR, Macro HR, and Research Methods, to be completed within a five day period. The exam is prepared and graded by faculty members of the HR Studies

Department who are appointed by the Department Chair. There is no oral defense associated with this exam.

The Departmental Written Exam must be completed during the first semester of the third year in the program.

2. **Committee Exam:** An individualized exam that is tailored to the student's specific research interests. This examination is conducted in line with the requirements outlined in ILR School legislation. It has two parts. The first is a written exam, the content and duration of which are determined by the student's Special Committee (consisting of the chair from the HR Studies Department, a minor member from within the School but outside the HR Studies Department, and a minor member from a field other than ILR). The second part consists of an oral defense of the written exam and (often) a preliminary discussion of the student's proposed dissertation research, also conducted by the student's Special Committee.

Both the written and oral portions of the Committee exam must be completed during the second semester of the third year in the program.

3. **Dissertation Proposal Defense:** Soon after the Committee Exam is completed, the student should finalize his/her written dissertation proposal and defend that proposal in a meeting of the Special Committee.

The Dissertation Proposal Defense must be completed early in the fourth year in the program, although it is preferable, whenever possible, to combine the oral defense of the Committee Exam and the Dissertation Proposal Defense in a single meeting during the second semester of the third year in the program.

### III. THE RESEARCH PAPER

By the end of the second year of study, each student must submit a draft of a potentially publishable research paper involving an empirical study (not a literature review). This can be a collaborative effort, although the student must be the lead author, connoting a major role in the design of the study, the data analyses, and the writing of the paper. This paper is graded by a minimum of two HR Studies faculty members on a pass-fail basis (i.e., likely or not likely to be published in at least a "B" journal).

### IV. DO-OVERS

Students are limited to two tries each to pass the "A" exam and to submit a passable research paper. Failure at any point on the second go-around results in immediate dismissal from the program.

### V. TEACHING

Students are strongly encouraged to teach one complete course as part of their programs, usually during the third year.