

Status: PENDING

**PROGRAM REQUEST**  
Labor and Human Resources

Last Updated: Myers, Dena Elizabeth  
05/03/2011

<b>Fiscal Unit/Academic Org</b>	Management & Human Resources - D1039
<b>Administering College/Academic Group</b>	Business
<b>Co-administering College/Academic Group</b>	
<b>Semester Conversion Designation</b>	Converted with minimal changes to program goals and/or curricular requirements (e.g., sub-plan/specialization name changes, changes in electives and/or prerequisites, minimal changes in overall structure of program, minimal or no changes in program goals or content)
<b>Current Program/Plan Name</b>	Labor and Human Resources
<b>Proposed Program/Plan Name</b>	Labor and Human Resources
<b>Program/Plan Code Abbreviation</b>	LHR-PH
<b>Current Degree Title</b>	Doctor of Philosophy

**Credit Hour Explanation**

Program credit hour requirements		A) Number of credit hours in current program (Quarter credit hours)	B) Calculated result for 2/3rds of current (Semester credit hours)	C) Number of credit hours required for proposed program (Semester credit hours)	D) Change in credit hours
Total minimum credit hours required for completion of program		135	90.0	80	10.0
Required credit hours offered by the unit	Minimum	85	56.7	36	20.7
	Maximum	100	66.7	56	10.7
Required credit hours offered outside of the unit	Minimum	35	23.3	24	0.7
	Maximum	50	33.3	44	10.7
Required prerequisite credit hours not included above	Minimum	0	0.0	0	0.0
	Maximum	0	0.0	0	0.0

**Explain any change in credit hours if the difference is more than 4 semester credit hours between the values listed in columns B and C for any row in the above table**

Our decision to move to an 80 hour requirement is to incorporate into the program the impact of the Graduate School's 2008 re-definition of full time credit hour requirements for post-candidacy doctoral students. In other words, there is no change in the Ph.D. program associated with this change to 80 credit hours. The change will reflect itself in a reduction in the number of recorded dissertation credit hours but no reduction in the actual number of hours involved in the production of these dissertations

**Program Learning Goals**

Note: these are required for all undergraduate degree programs and majors now, and will be required for all graduate and professional degree programs in 2012. Nonetheless, all programs are encouraged to complete these now.

**Program Learning Goals**

- 1. Ph.D. graduates in all programs master the core knowledge and research tools in their major field of study.
- 2. Where applicable, Ph.D. graduates also master the basic knowledge in a minor field of study. In addition, Ph.D. Graduates in Labor & Human Resources demonstrate breadth of knowledge.
- 3. Ph.D. graduates demonstrate capacity to produce research papers that: (i) constitute significant contributions in their major field of study; (ii) and that are publishable in high-quality, peer-reviewed academic journals.
- 4. Ph.D. graduates are prepared to effectively teach undergraduate and graduate students in the curriculum at high-quality, research-focused colleges and universities.
- 5. Ph.D. graduates place at high-quality, research-focused colleges and universities.

**Assessment**

Status: PENDING

**PROGRAM REQUEST**  
Labor and Human Resources

Last Updated: Myers, Dena Elizabeth  
05/03/2011

Assessment plan includes student learning goals, how those goals are evaluated, and how the information collected is used to improve student learning. An assessment plan is required for undergraduate majors and degrees. Graduate and professional degree programs are encouraged to complete this now, but will not be required to do so until 2012.

**Is this a degree program (undergraduate, graduate, or professional) or major proposal? Yes**

**Does the degree program or major have an assessment plan on file with the university Office of Academic Affairs? No**

**DIRECT MEASURES (means of assessment that measure performance directly, are authentic and minimize mitigating or intervening factors)**

**Standardized tests**

- Local comprehensive or proficiency examinations

**Classroom assignments**

- Other classroom assessment methods (e.g., writing assignments, oral presentations, oral exams)

**Direct assessment methods specifically applicable to graduate programs**

- Candidacy exams
- Thesis/dissertation oral defense and/or other oral presentation
- Thesis/dissertation (written document)
- Publications

**INDIRECT MEASURES (means of assessment that are related to direct measures but are steps removed from those measures)**

**Additional types of indirect evidence**

- Job or post-baccalaureate education placement
- Peer review of program
- External program review
- Comparison or benchmarking

**USE OF DATA (how the program uses or will use the evaluation data to make evidence-based improvements to the program periodically)**

- Meet with students directly to discuss their performance
- Analyze and discuss trends with the unit's faculty
- Analyze and report to college/school
- Analyze and report to accrediting organization
- Periodically confirm that current curriculum and courses are facilitating student attainment of program goals
- Benchmark against best programs in the field

**Program Specializations/Sub-Plans**

If you do not specify a program specialization/sub-plan it will be assumed you are submitting this program for all program specializations/sub-plans.

**Pre-Major**

**Does this Program have a Pre-Major? No**

**Attachments**

- All letters & Attachments for LHR PhD.pdf: All Letters & Attachments-LHR PhD  
*(Other Supporting Documentation. Owner: Gomez-Bellenge, Francisco X)*

**Comments**

- The Fiscal Unit/Academic Org needs to be changed to Bus Admin D1000 *(by Gomez-Bellenge, Francisco X on 02/23/2011 04:05 PM)*

Status: PENDING

**PROGRAM REQUEST**  
Labor and Human Resources

Last Updated: Myers,Dena Elizabeth  
05/03/2011

**Workflow Information**

Status	User(s)	Date/Time	Step
Submitted	Gomez-Bellenge,Francisco X	03/15/2011 12:15 PM	Submitted for Approval
Approved	Greenberger,David Burton	03/15/2011 01:00 PM	Unit Approval
Approved	Unnava,Hanumantha Rao	04/17/2011 04:27 PM	SubCollege Approval
Approved	Mangum,Stephen L	04/17/2011 10:15 PM	College Approval
Approved	Myers,Dena Elizabeth	05/03/2011 01:04 PM	GradSchool Approval
Pending Approval	Soave,Melissa A	05/03/2011 01:04 PM	CAA Approval



March 15, 2011

Provost Joseph A. Alutto  
Office of Academic Affairs  
203 Bricker Hall

Dear Joe:

RE: Proposed Semester Conversion for Ph.D. in Labor & Human Resources

On behalf of the Fisher College of Business, we recommend approval of the proposed revision to the existing PhD in Labor & Human Resources (Ph.D.-LHR) Degree Program to accommodate conversion to a semester-system schedule.

The Ph.D.-LHR program is typically a four-year program consisting of major area requirements, Social Science Theory and Applications courses, Research Methods & Techniques, the General Examination (Written & Oral), and the Dissertation/Final Oral Examination. The Ph.D. program in Labor & Human Resources offers two areas of specialization; Human Resources and Organizational Behavior.

Responsibility for the program is vested in the Graduate Studies Committee of the department of Management & Human Resources. The Ph.D. in Labor & Human Resources Committee is chaired by Associate Professor Steffanie Wilk.

The proposed Ph.D.-LHR program revisions were developed by the Graduate Studies Committee and approved by the faculty of the department of Management & Human Resources in Winter 2011.

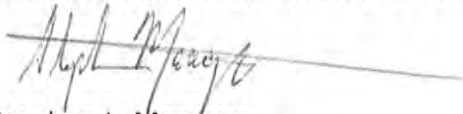
**Office of the Dean**

We concur with the recommendation of the Graduate Studies Committee and the faculty of the department of Management & Human Resources and recommend the proposed Ph.D.-LHR curriculum and courses be approved.

Sincerely,



Christine A. Poon  
Dean and John W. Berry, Sr. Chair in Business



Stephen L. Mangum  
Senior Associate Dean and Professor of MHR



March 15, 2011

Provost Joseph A. Alutto  
Office of Academic Affairs  
203 Bricker Hall

Dear Joe:

RE: Proposed Semester Conversion for Ph.D. in Labor & Human Resources

On behalf of the Fisher College of Business, I recommend approval of the proposed revision to the existing PhD in Labor & Human Resources (Ph.D.-LHR) Degree Program to accommodate conversion to a semester-system schedule.

#### Background

The Ph.D.-LHR Program has been in existence since the 1960s. It is a highly selective (<10% acceptance rate) program that places students in academically prestigious institutions. In a typical year, 2-3 students matriculate and graduate from the program.

In a recent university wide review of Ph.D. programs by the OSU Graduate School, the Ph.D.-LHR program ranked as a "high quality program that stands out in terms of overall quality, planning, focus, and potential to enhance the standing of the university." This rating was achieved by only twelve of the over 100 doctoral programs in the university.

#### Proposed Semester Curriculum

The Ph.D.-LHR program is typically a four-year program consisting of major area requirements, Social Science Theory and Applications courses, Research Methods & Techniques, the General Examination (Written & Oral), and the Dissertation/Final Oral Examination. The Ph.D. program in Labor & Human Resources offers two areas of specialization; Human Resources and Organizational Behavior.

Within these requirements, there is considerable flexibility regarding which courses students take. Specific courses are proposed by students in consultation with their advisor and approved by the department's Ph.D. coordinator.

Department of Management and Human Resources

There are two primary changes to the program under semesters: The establishment of 7-week long doctoral seminars and a reduction in the minimum number of hours required for the degree. These changes are discussed in the Degree Program Rationale statement.

Review Process


Responsibility for the program is vested in the Graduate Studies Committee of the department of Management & Human Resources. The Ph.D. in Labor & Human Resources Committee is chaired by Associate Professor Steffanie Wilk.

The proposed Ph.D.-LHR program revisions were developed by the Graduate Studies Committee and approved by the faculty of the department of Management & Human Resources in Winter 2011.

In the attachments, you will find the required materials for conversion of the Ph.D.-LHR from a quarter to a semester system.

We concur with the recommendation of the Graduate Studies Committee and the faculty of the department of Management & Human Resources and recommend the proposed Ph.D.-LHR curriculum and courses be approved.

Sincerely,



David B. Greenberger  
Associate Professor and  
Chair, Department of Management & Human Resources



Steffanie Wilk,  
Associate Professor and  
Chair, Ph.D. In Labor & Human Resources Committee

## Degree Program Rationale for Ph.D. in Labor & Human Resources

The Ph.D. in Labor & Human Resources program has maintained its overall structure for the better part of twenty years. While the program structure has been something of a constant, change is constant in the form of curriculum advances within the doctoral seminars and in terms of sizing the program to reflect changing market demands and our commitment to high quality placements.

There are two primary changes to the program under semesters, one which we see as significant and the other as more cosmetic. The significant change will be the establishment of 7-week long doctoral seminars within the college set in the context of the semester design. These seminars within the college will be taken along side any semester length courses in which our Ph.D. students may be enrolled in other colleges. The creation of 7-week courses enhances program quality by providing students with greater degrees of freedom to select from among a larger number of more tightly focused seminars and provides opportunity for exposure to a broader sample of the college's faculty.

The more cosmetic, at least in our view, change is that in moving to semester we will be moving the program from 135 quarter hours (equivalent to 90 semester hours) to 80 semester hours, or what on paper looks like a 15 quarter hour or 10 semester hour reduction in program requirements. Our decision to move to an 80 hour requirement is to incorporate into the program the impact of the Graduate School's 2008 re-definition of full time credit hour requirements for post-candidacy doctoral students. In other words, there is no change in the Ph.D. program associated with this change to 80 credit hours. The change will reflect itself in a reduction in the number of recorded dissertation credit hours but no reduction in the actual number of hours involved in the production of these dissertations.

In summary, other than the use of 7-week courses, the Ph.D. Program in Labor & Human Resources is a straightforward conversion from Quarters to Semesters.



## List of Semester Courses for Ph.D. in Labor & Human Resources

Department	Course #	Credits	Title
BUS-MHR	8001	1.5	Seminar in International Business
BUS-MHR	8002.01	1.5	Advanced Seminar: Selected Issues in International Business I
BUS-MHR	8002.02	1.5	Advanced Seminar: Selected Issues in International Business II
BUS-MHR	8201	1.5	Seminar in Organizational Behavior
BUS-MHR	8202.01	1.5	Advanced Seminar: Selected Issues in Organizational Behavior I
BUS-MHR	8202.02	1.5	Advanced Seminar: Selected Issues in Organizational Behavior II
BUS-MHR	8203	1.5	Seminar in Organizational Theory
BUS-MHR	8301	1.5	Seminar in Human Resource Management
BUS-MHR	8302.01	1.5	Advanced Seminar: Selected Issues in Human Resource Management I
BUS-MHR	8302.02	1.5	Advanced Seminar: Selected Issues in Human Resource Management II
BUS-MHR	8401	1.5	Seminar in Strategic Management
BUS-MHR	8401.01	1.5	Advanced Seminar: Selected Issues in Strategic Management I
BUS-MHR	8401.02	1.5	Advanced Seminar: Selected Issues in Strategic Management II
BUS-MHR	8501	1.5	Seminar in Entrepreneurship
BUS-MHR	8501.01	1.5	Advanced Seminar: Selected Issues in Entrepreneurship I
BUS-MHR	8501.02	1.5	Advanced Seminar: Selected Issues in Entrepreneurship II
BUS-MHR	8601	1.5	Seminar: Micro Foundations of Management
BUS-MHR	8602	1.5	Seminar: Macro Foundations of Management
BUS-MHR	8610	1.5	Preparing Manuscripts for Management Journals
BUS-MHR	8780	1.5	Introduction to Micro Research Methods in Management
BUS-MHR	8781	1.5	Introduction to Macro Research Methods in Management
BUS-MHR	8999	1-12	Research in Management & Human Resources: Dissertation
ACCT-MIS	8780	3	Doctoral Seminar in Accounting & MIS
ACCT-MIS	8782	3	Doctoral Seminar in Financial Accounting
ACCT-MIS	8783	3	Doctoral Seminar in Managerial Accounting
ACCT-MIS	8896	3	Doctoral Seminar in MIS Topics
ACCT-MIS	8890	3	Doctoral Seminar in Accounting Topics
BUS-FIN	8210	1.5	Asset Pricing Theory
BUS-FIN	8220	1.5	Empirical Asset Pricing Theory
BUS-FIN	8230	1.5	Corporate Finance Theory
BUS-FIN	8240	1.5	Empirical Corporate Finance
BUS-FIN	8250	1.5	Advanced Asset Pricing
BUS-FIN	8260	1.5	Advanced Corporate Finance
BUS-FIN	8280	1.5	Research in Finance
BUS-FIN	8290	1.5	Finance Research Topics
BUS-FIN	8999	1-12	Research in Finance: Dissertation

BUS-MGT	8230	1.5	Seminar in Operations Strategy
BUS-MGT	8231	1.5	Seminar in Technology & Innovation
BUS-MGT	8232	1.5	Seminar in Operations Planning & Control I
BUS-MGT	8233	1.5	Seminar in Operations Planning & Control II
BUS-MGT	8234	1.5	Seminar in Behavioral Operations Management
BUS-MGT	8235	1.5	Seminar in Operations Research Applications to Operations Management
BUS-MGT	8236	1.5	Seminar in Econometric Applications in Operations Management
BUS-MGT	8237	1.5	Seminar in Psychometrics
BUS-MGT	8999	1-12	Research in Management Sciences: Dissertation
BUS-M&L	8250	1.5	Consumer Behavior
BUS-M&L	8251	1.5	Marketing Strategy
BUS-M&L	8252	1.5	Marketing Models
BUS-M&L	8253	1.5	Recent Advancements in Marketing Research
BUS-M&L	8380	1.5	Seminar in Logistics & Supply Chain Management
BUS-M&L	8381	1.5	Research Seminar in Supply Chain Management
BUS-M&L	8382	1.5	Research Seminar in Transportation
BUS-M&L	8383	1.5	Optimization Modeling in Logistics
BUS-M&L	8999	1-12	Research in Marketing and Logistics: Dissertation

## Semester Advising Sheet -LHR PhD

### Proposed Coursework for Fulfilling LHR Curriculum Requirements

In consultation with your advisor, complete the following tables with the classes that you are planning on taking to fulfill the Ph.D. degree requirement of 80 credit hours. Some of the courses that you will take (or have taken) are required; those courses have already been included in the tables. Other courses that you will take are up to your discretion; please indicate your chosen courses below. When completing the tables, please reference the LHR Ph.D. Student Handbook for additional instruction with regard to which courses are acceptable choices for fulfilling the various course categories of the curriculum.

Area of emphasis (select one): \_\_\_\_\_ Human Resources      \_\_\_\_\_ Organizational Behavior

<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>	<i>Term/Year Taken</i>	<i>Grade Received</i>
<b>Labor and Human Resource Core Curriculum(18 hours Required)</b>				
<b>Required Courses</b>				
8602	Macro Foundations of Management	1.5		
8610	Preparing Manuscripts for Management Journals	1.5		
8601	Micro Foundations of Management	1.5		
8301	Seminar in Human Resources	1.5		
8302.01	Advanced Seminar: Human Resources I	1.5		
8201	Seminar in Organizational Behavior	1.5		
8202.01	Advanced Seminar: Organizational Behavior I	1.5		
<b>Elective Seminars – Select at least 5 courses</b>				
8001	Seminar in International Business	1.5		
8002.01	Advanced Seminar: International Business I	1.5		
8002.02	Advanced Seminar: International Business II	1.5		
8202.02	Advanced Seminar: Organizational Behavior II	1.5		
8302.02	Advanced Seminar: Human Resources II	1.5		
8401	Seminar in Strategy	1.5		
8402.01	Advanced Seminar: Strategy I	1.5		
8402.02	Advanced Seminar: Strategy II	1.5		
8501	Seminar in Entrepreneurship	1.5		
8502.01	Advanced Seminar: Entrepreneurship I	1.5		
8502.02	Advanced Seminar: Entrepreneurship II	1.5		
<b>Social Sciences</b> (Outside Fisher College of Business) – 12 credit required (See (A) below)				

	<b>Examples</b>			
	Strategic management			
	Quantitative psychology (additional courses beyond those required)			
	Cognitive psychology			
	Counseling psychology			
	Social psychology			
	Industrial/Organizational psychology			
	Economics			
	Communications			
	Industrial sociology			
	Educational policy and leadership			
	Workforce Development and Education			
<b>Methods - Required</b>				
8780	Micro Research Methods in Management	1.5		
8781	Macro Research Methods in Management	1.5		
<b>Statistics - (Outside Fisher College of Business) – 12 credit required</b>				
	<b>Examples:</b>			
	Statistics in Psychology			
	Analysis of Variance			
	Correlational Analysis			
	Fundamentals of Factor Analysis			
	Covariance Structure Models			
	Statistics in Psychology			
<b>Other – 20 credits</b>				
<b>Dissertation Credits – 15 required</b>				

General Layout of Program by Semester

Students entering program with baccalaureate degree, 80 credit requirement:

*Human Resources Emphasis*

The following courses may not be taught each year. There is no required class sequence. These are 1.5 credit 7-week courses.

Required Seminars:

- Micro Foundations of Management-BUS-MHR 8601
- Macro Foundations of Management-BUS-MHR 8602
- Micro Methods in Management-BUS-MHR 8780
- Macro Methods in Management-BUS-MHR 8701
- Seminar in Human Resources Management BUS-MHR 8301
- Advanced Seminar in Human Resources Management I BUS-MHR 8302.01
- Seminar in Organizational Behavior BUS-MHR 8201
- Advanced Seminar in Organizational Behavior I BUS-MHR 8202.01

Possible Class Structure:

	<i>Semester I</i>		<i>Semester II</i>	
<i>Year 1</i>	<i>Micro Foundations BUS-MHR 8601</i>	<i>Macro Foundations BUS-MHR 8602</i>	<i>Macro Methods BUS-MHR 8781</i>	<i>Human Resources Seminar BUS-MHR 8301</i>
	<i>Org. Behavior Seminar BUS-MHR 8201</i>	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE SEMINAR</i>
	<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>		<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>	
	<i>ELECTIVE</i>		<i>ELECTIVE</i>	
<i>Year 2</i>	<i>Advanced Human Resources Seminar I BUS-MHR 8302.01</i>	<i>Advanced Org. Behavior Seminar I BUS-MHR 8202.01</i>	<i>Micro Methods BUS-MHR 8780</i>	<i>ELECTIVE SEMINAR</i>
	<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>		<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>	
	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE</i>	
	<i>ELECTIVE</i>		<i>ELECTIVE</i>	

*Other courses as selected by Student and Advisor*

*Organizational Behavior Emphasis*

The following courses may not be taught each year. There is no required class sequence. These are 1.5 credit 7-week courses.

Required Seminars:

- Micro Foundations of Management-BUS-MHR 8601
- Macro Foundations of Management-BUS-MHR 8602
- Micro Methods in Management-BUS-MHR 8780
- Macro Methods in Management-BUS-MHR 8701
- Seminar in Organizational Behavior BUS-MHR 8201
- Advanced Seminar in Organizational Behavior I BUS-MHR 8202.01
- Seminar in Human Resource Management BUS-MHR 8301
- Advanced Seminar in Human Resource Management I BUS-MHR 8302.01

Possible Class Structure:

	<i>Semester I</i>		<i>Semester II</i>	
<b>Year 1</b>	<i>Micro Foundations BUS-MHR 8601</i>	<i>Macro Foundations BUS-MHR 8602</i>	<i>Macro Methods BUS-MHR 8781</i>	<i>Org. Behavior Seminar BUS-MHR 8201</i>
	<i>Human Resources Seminar BUS-MHR 8302</i>	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE SEMINAR</i>
	<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>		<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>	
	<i>ELECTIVE</i>		<i>ELECTIVE</i>	
<b>Year 2</b>	<i>Advanced Human Resources Seminar I BUS-MHR 8302.01</i>	<i>Advanced Org. Behavior Seminar I BUS-MHR 8202.01</i>	<i>Micro Methods BUS-MHR 8780</i>	<i>ELECTIVE SEMINAR</i>
	<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>		<i>METHODS (Econometrics, Psychometrics, or Statistics)</i>	
	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE SEMINAR</i>	<i>ELECTIVE</i>	
	<i>ELECTIVE</i>		<i>ELECTIVE</i>	

*Other courses as selected by Student and Advisor*

*Milestones to Degree Completion*

1. Have you completed your research proposal? If yes, indicate the committee members and their evaluation. If the committee evaluation requires that the proposal be resubmitted, indicate the intended resubmission date.
2. Did you obtain a minor in a related field? If yes, indicate the field.
3. General Examination committee members and chair:
4. Have you completed the written portion of the general exam? If so, indicate the exam date. If not, indicate the intended exam date.
5. Have you passed the oral portion of the general exam? If so, indicate the exam date. If not, indicate the intended exam date.
6. Dissertation committee members and chair:
7. Dissertation proposal defended? If yes, indicate the date of defense. If no, indicate the intended date of defense.
8. Final Oral Exam completed? If yes, indicate the date of completion. If no, indicate the intended date of completion.
9. Dissertation title:

## Quarter Advising Sheet

### Proposed Coursework for Fulfilling LHR Curriculum Requirements

In consultation with your advisor, complete the following tables with the classes that you are planning on taking to fulfill the Ph.D. degree requirement of 135 credit hours. Some of the courses that you will take (or have taken) are required; those courses have already been included in the tables. Other courses that you will take are up to your discretion; please indicate your chosen courses below. When completing the tables, please reference the LHR Ph.D. Student Handbook (available on the web at [http://www.cob.ohio-state.edu/mhr/programs/lhr\\_phd](http://www.cob.ohio-state.edu/mhr/programs/lhr_phd)) for additional instruction with regard to which courses are acceptable choices for fulfilling the various course categories of the curriculum.

Area of emphasis (select one): \_\_\_\_\_ Human Resources      \_\_\_\_\_ Organizational Behavior

*Labor and Human Resource Specialization (35 hours Required)*

<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>	<i>Quarter/Year Taken</i>	<i>Grade Received</i>
MHR 913.01	Foundations of Human Resources/Organizational Behavior	5		
MHR 913.02	Topics in Human Resources	5		
MHR 913.03	Topics in Organizational Behavior	5		
MHR 914.01	Advanced Topics in Human Resources	5		
MHR 914.02	Advanced Topics in Organizational Behavior	5		
MHR 912.01	Advanced Micro-Behavioral Research Methods	5		



*Social Science Theory and Application Courses Outside the MHR Department (15 hours Required)*

<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>	<i>Quarter/Year Taken</i>	<i>Grade Received</i>

*Other Social Science Theory and Application Courses (15 hours Required):*

<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>	<i>Quarter/Year Taken</i>	<i>Grade Received</i>

*Research Methods and Techniques (25 hours Required)*

<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>	<i>Quarter/Year Taken</i>	<i>Grade Received</i>
Psych 826	Statistics in Psychology	4		
Psych 827	Analysis of Variance	4		
Psych 828	Correlational Analysis	4		
Psych 820	Fundamentals of Factor Analysis	4		
Psych 830	Covariance Structure Models	4		
MHR 911	Introduction to Behavioral Research Methods in Business	5		

*Dissertation (45 hours Required)*

<i>Course Number</i>	<i>Course Title</i>	<i>Credit Hours</i>	<i>Quarter/Year Taken</i>	<i>Grade Received</i>
MHR 999	Research in Labor and Human Resources: Dissertation	15		
MHR 999	Research in Labor and Human Resources: Dissertation	15		
MHR 999	Research in Labor and Human Resources: Dissertation	15		



General Layout of Program by Quarter

Students entering program with baccalaureate degree, 135 credit requirement:

Quarter	Year 1	Year 2	Year 3	Year 4
Autumn	MHR 913.01 MHR 911 Psych 826	MHR 914.01 Psych 820 Elective	Electives	Dissertation
Winter	MHR 913.02 Psych 827 Elective	MHR 914.02 Psych 830 Elective	Electives General Exam	Dissertation
Spring	MHR 913.03 Psych 828 Elective	MHR 912.01 Electives	Electives	Dissertation
Summer	Research proposal			

When choosing electives to fulfill the Social Science Theory and Application portion, in addition to 800-level MHR or MBA courses, students are encouraged to consider courses in the following areas:

- Strategic management
- Quantitative psychology (additional courses beyond those required)
- Cognitive psychology
- Counseling psychology
- Social psychology
- Industrial/Organizational psychology
- Economics
- Communications
- Industrial sociology
- Educational policy and leadership
- Workforce development and education

### Milestones to Degree Completion

---

1. Have you completed your research proposal? If yes, indicate the committee members and their evaluation. If the committee evaluation requires that the proposal be resubmitted, indicate the intended resubmission date.
2. Did you obtain a minor in a related field? If yes, indicate the field.
3. General Examination committee members and chair:
4. Have you completed the written portion of the general exam? If so, indicate the exam date. If not, indicate the intended exam date.
5. Have you passed the oral portion of the general exam? If so, indicate the exam date. If not, indicate the intended exam date.
6. Dissertation committee members and chair:
7. Dissertation proposal defended? If yes, indicate the date of defense. If no, indicate the intended date of defense.
8. Final Oral Exam completed? If yes, indicate the date of completion. If no, indicate the intended date of completion.
9. Dissertation title:

## **Transition Policy for Ph.D. in Labor & Human Resources**

Because PhD programs are highly individualized, we expect no transition issues. Specific courses are proposed by students in consultation with their advisors and approved by the academic department's Ph.D. coordinator. As an example, students entering in fall 2011 will simply take the first year courses under quarters and the second and subsequent year courses under semesters.