SCHOOL OF HUMAN RESOURCES & LABOR RELATIONS
Educating and developing outstanding talent
In pursuit of our vision to be the leading school of our kind, the MSU School of Human Resources & Labor Relations offers:

- a premier graduate education with a world-class curriculum and faculty
- exceptional placement opportunities for meaningful and high-income careers
- an extraordinary professional network of distinguished alumni
- high-impact leadership development and educational programs for HR/labor relations professionals
- cutting-edge knowledge and analyses from original research and scholarship
Universally regarded as one of the premier professional programs of its kind, the Master of Human Resources & Labor Relations is our signature graduate program.

Dedicated to educating and preparing the future global leaders in our field, the highly talented students in our program obtain:

• a comprehensive, contemporary foundation in human resources (HR) and labor relations
• a broad global perspective
• the ability to act strategically as business leaders

An Engaging Student Experience

Students can take on numerous leadership roles, including serving as officers and members of committees of our Graduate Student Association, our award-winning, student chapter of the Society of Human Resource Management, and our Labor & Employment Relations Association. These organizations sponsor social events, student-to-student mentoring and coaching, annual professional conferences and a bi-monthly executive speaker series.

Students also lead and serve on various special project teams focused on student orientation, recruitment, diversity, communications and classroom technology. Promoting engagement and leadership, student leaders are recognized through our annual ‘Student Leadership Awards’ ceremony—funded by corporate gifts and alumni endowments.

In addition to classroom instruction, nearly all of our students take paid summer internships with companies between their first and second year in our program. Through these summer internships, students receive invaluable mentoring and on-the-job learning by working on specific project teams and individual assignments.

To gain a deeper exposure to international HR and employment relations challenges, students also enroll in study abroad courses offered around the world.

By bridging theory and research with real-world challenges, our students learn how to:

• think analytically and strategically
• apply best practices
• lead organizational change
Our students enjoy outstanding placement and advancement opportunities upon graduation and throughout their careers. In fact, the vast majority of our alumni rise to upper-level management, executive or equivalent professional positions.

These professional opportunities not only provide personally meaningful and rewarding careers, they offer salaries that are among the highest of any profession.

Thanks to the reputation of our master’s degree, and a loyal, well-placed alumni base, our students are actively recruited by both Fortune 100 firms and mid-sized organizations—across most industries—located throughout the U.S. and abroad. To prepare for these opportunities, students receive extensive counseling and assistance from our Career Development and Placement Office, as well as from our alumni, including how to prepare for interviews, write resumes, communicate with recruiters and evaluate fit with prospective employers.

The career paths of our graduates are typically marked by a series of advancements that require broader and more demanding responsibilities. Graduates usually begin as HR/labor relations specialists serving in a range of functions—typically on a fast-track rotational, basis—to gain a more comprehensive understanding of employer operations, policies and challenges. Following this development stage, which may last for several years, most graduates move on to become managers and directors of various specific functions and operations. As their responsibilities grow over time, they advance into upper-level positions as directors of business units, divisions and regional or international operations of companies.

Based on very conservative estimates, the return on investment of our master’s degree is exceptional—with an average net present value well exceeding $2 million over the life of one’s career.

An Extraordinary Professional Network of Alumni

Our more than 2500 exceptionally well-placed alumni form a unique network stretching across the U.S. and around the globe. Through our exclusive LinkedIn site and regional associations formed by our highly dedicated Alumni Relations Board in major cities, we have established an extraordinary professional network that our graduates can draw on for support throughout their careers.

Our alumni give generously of their time and actively engage as:

- guest speakers in our classrooms and bi-monthly executive speaker series
- sponsors of special workshops
- coaches in preparing students for interviews with recruiters
- mentors to our graduates as they embark on their careers

Our more senior alumni serve on our distinguished Advisory Board which is comprised of 32 highly experienced, upper-level executives and professionals. The Advisory Board plays a vital role in helping us translate our strategic goals and objectives into reality. In addition to annual and special meetings of the full Board, four standing committees meet regularly with our faculty to evaluate and make recommendations in pursuit of our strategic planning and branding and to continuously improve our curriculum, student recruitment, and placement/career opportunities.

As top executives, our alumni also play an influential role in their respective organizations by promoting our master’s program as a preferred source of talent—ensuring a robust demand for our students for both summer internships and full-time positions upon graduation. They also champion corporate financial support for scholarships, awards and student activities.
We pride ourselves on fostering a strong culture of community and engagement. Both in and outside the classroom, students enjoy a highly supportive peer network, and regularly come together with faculty and alumni through social events hosted throughout the year.
Our commitment to educating and developing outstanding talent extends well beyond the regular classroom.

We provide high-impact programs for working professionals seeking to:

• gain knowledge of evolving best practices
• enhance their leadership skills
• improve the performance of their organizations

Our HR Executive Education unit offers programs focused on helping professionals develop the right strategies, content expertise and leadership skills to effectively align HR policies and practices with business and operational plans to achieve competitive advantage. Our open enrollment programs provide training and leadership development across the full spectrum of:

• human resource management
• contemporary collective bargaining and negotiation
• workers compensation

In addition to our open enrollment programs, we offer numerous customized programs tailored to meet the specific needs of organizations as well as executive coaching designed to meet the personal development interests of individuals.

Our labor outreach faculty are actively engaged in assisting unions and companies in sustaining competitiveness and enhancing the employment opportunities and work lives of employees by providing:

• facilitation for contract negotiations and joint union-management decision making
• training in contract administration and high performance work systems
• consultation on union and organizational strategies

In addition, we are partners with the Building & Construction Trades Department in providing leadership training to workers through the Building Trades Academy.

Cutting-Edge Research & Scholarship

With the complexity of human and organizational behavior and the ever-changing dynamics of a global economy, educating and developing outstanding talent requires cutting-edge knowledge and analyses. Supported by a vibrant, scholarly culture, our faculty stays at the forefront of research and scholarship to address current and emerging HR and LR issues.

Recipients of external funding from major foundations and organizations (including the National Science Foundation, National Institute of Health as well as the Sloan, Rockefeller and Russell Sage foundations), our faculty participate on interdisciplinary teams that study a wide range of issues of national importance. We also bring together faculty and doctoral students—from within and outside our school—to share research and advance knowledge through our research workshop series.

Taking into account broader organizational contexts and stakeholders, our faculty:

• engage in interdisciplinary analyses that span local to global inquiries
• conduct research examining the effects of varying HR/LR strategies and practices on individual, group and organizational behaviors
• determine the effects of those behaviors on employment, workplace and performance outcomes

Our distinguished faculty present their research at national/international conferences, are authors and editors of field-related books and publish their work in leading academic and professional journals.
To learn more about the MSU School of Human Resources & Labor Relations and our programs, please visit our website at www.hrlr.msu.edu or contact us directly by email or phone.

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