Twin Cities Campus

Accountancy M.Acc.
Accounting
Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
Department of Accounting, 3-110 Carlson School of Management, 321 19th Avenue South, Minneapolis, MN 55455 (612-624-7511; fax: 612-626-7795)
Email: macct@umn.edu
Website: http://www.carlsonschool.umn.edu/master-accountancy

- Program Type: Master's
- Requirements for this program are current for Fall 2011
- Length of program in credits: 30
- This program does not require summer semesters for timely completion.
- Degree: Master of Accountancy

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

The M.Acc. program offers students a one-year program with a broad selection of graduate courses in accounting, taxation, finance, operations management, and information systems, including master of business taxation (M.B.T.) and M.B.A. courses.

The curriculum has been designed and developed by Carlson School faculty with extensive input and ongoing consultation with executives from the professional community. The ongoing collaborative efforts with the professional community are a key component in the pursuit of the mission for the M.Acc. program. For the students, such efforts ensure relevant, practical, and challenging courses that enhance their professional development.

Program Delivery
This program is available:
• via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission
The preferred undergraduate GPA for admittance to the program is 3.00.

Application to the M.Acc. program requires a baccalaureate degree with a major in accounting (or equivalent) from an accredited U.S. institution (or a foreign equivalent). Students may apply during their senior year, but must complete the baccalaureate degree prior to entering the M.Acc. program.

The undergraduate degree program should include at least 24 semester hours (36 quarter hours) in accounting, including coverage of, but not necessarily separate courses in, financial accounting, intermediate accounting, auditing, taxation, and management accounting; and the student should have completed at least an additional 24 semester hours (36 quarter hours) in business-related or accounting courses.

Special Application Requirements:
Three letters of recommendation from persons qualified to evaluate most recent work and potential for graduate study. Either an in-person, telephone, or e-mail interview with program director, depending on applicant's location. Applicants are considered for admission for fall and spring semesters.

Results of the GMAT are required. Admitted Carlson School of Management undergraduate students are exempt from taking the GMAT.

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.
Program Requirements

Plan C: Plan C requires 12 major credits and 18 credits outside the major. There is no final exam.

This program may not be completed with a minor.

Use of 4xxx courses towards program requirements is not permitted.

A minimum GPA of 3.00 is required for students to remain in good standing.

The M.Acc. program requires 30 credits, including 12 required credits with courses in advanced accounting topics; 8-10 credits in accounting and tax electives; 8-10 credits in general business electives such as operation management science, finance, information and decision sciences, and master of business administration.

Refer to Accounting (ACCT), Tax (MBT), Supply Chain and Operations (SCO), Finance (FINA), Marketing (MKTG) and Information and Decision Sciences (IDSC) in the course section of this catalog or in Twin Cities Courses on the University Catalog website for courses pertaining to the program.
Twin Cities Campus
Business Administration M.B.A.
Graduate Business Career Center
Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
M.B.A. Programs Office, 1-110 Carlson School of Management, 321 19th Avenue South, Minneapolis, MN 55455 (612-625-5555; fax: 612-626-7582)
Email: mba@umn.edu
Website: http://www.carlsonschool.umn.edu/MBA

- Program Type: Master's
- Requirements for this program are current for Fall 2011
- Length of program in credits: 57 to 64
- This program does not require summer semesters for timely completion.
- Degree: Master of Business Administration

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

At the Carlson School, students tailor their education to meet their career objectives. Supported by outstanding faculty, cutting-edge coursework, and extensive networking opportunities, students compile an impressive record of professional achievements even before they graduate.

The master of business administration can be achieved in any one of three ways: through the Full-Time M.B.A., the Part-Time M.B.A., or the Executive M.B.A. The program offers courses on the west bank of the University of Minnesota Twin Cities campus at the Carlson School of Management and in Hanson Hall. Most Full-Time M.B.A. courses meet Monday-Friday between 8 a.m. and 5:25 p.m.; Part-Time M.B.A. courses meet Monday-Thursday evenings from 5:45 to 9:05 p.m. and on Saturdays from 8-11:20 a.m. and 12:30-3:50 p.m.; Executive M.B.A. courses meet predominately on alternate weekends.

Accreditation
This program is accredited by AACSB International.

Program Delivery
This program is available:
- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission
Applicants must have a bachelor's degree from an accredited college or university.

Please review the Admissions Checklist online for detailed admissions requirements.

Special Application Requirements:
Applicants must have an acceptable score on the GMAT. In addition, international students must have an acceptable score on the Test of English as a Foreign Language (TOEFL), the International Language Testing System (IELTS), or the Pearson Test of English Academic (PTE).

Applicants must submit their test score(s) from the following:
- GMAT
- Pearson Test of English Academic (PTE Academic)

International applicants must submit score(s) from one of the following tests:
- TOEFL
- IELTS

Key to test abbreviations (GMAT, TOEFL, IELTS).

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.

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Information current as of October 22, 2012
Program Requirements

Plan C: Plan C requires 33 to 42 major credits and 22 to 24 credits outside the major. There is no final exam.

This program may not be completed with a minor.

Use of 4xxx courses towards program requirements is not permitted.

A minimum GPA of 2.80 is required for students to remain in good standing.

The Carlson Full-Time M.B.A. program offers an intense curriculum of coordinated core courses that provide a sound foundation in essential managerial disciplines, along with electives customized to fit the student's career path. The Full-Time M.B.A. involves a rigorous time commitment, varying from 30 to 50 hours spent on campus per week, with students expected to complete the 64 credits required for the degree in two years.

The Carlson Part-Time M.B.A. curriculum includes a set of core courses that offer an in-depth study of the foundational and functional areas of business, as well as advanced electives, international study options, and areas of emphases which allow students to tailor a program to their long-term career goals.

The Carlson Executive M.B.A. is built on a foundation of time-tested business principles. By emphasizing a global perspective, the rigorous curriculum helps students develop a deeper understanding of theory and practice. Each class moves through the program together as a cohort, following set schedules. From orientation to graduation, it takes about 21 months to complete the program. Classes are held Fridays and Saturdays, predominately on alternate weekends, and do not meet during the summer.

Program Sub-plans

Students are required to complete one of the following sub-plans. Students may not complete the program with more than one sub-plan.

Full-Time Master of Business Administration

The Carlson Full-Time M.B.A. program offers an intense curriculum that gives students a distinct edge. They start by taking coordinated core courses that provide a sound foundation in essential managerial disciplines, while at the same time, customizing their education to fit their career paths. The full-time program involves a rigorous time commitment. While the amount of time spent on campus varies from 30-50 hours per week, all students are expected to complete the degree in two years with 64 credits.

Full-Time M.B.A. Core Requirements
- MBA 6300 - Strategic Management (3 cr)
- MBA 6150 - Managerial Communications (1 cr)
- MBA 6120 - Data Analysis and Statistics (3 cr)
- MBA 6030 - Financial Accounting (3 credits)
- MBA 6220 - Operations Management (3 cr)
- MBA 6230 - Financial Management (3 cr)
- MBA 6210 - Marketing Management (3 cr)
- MBA 6235 - Managerial Accounting (2 cr)
- MBA 6110 - Management and Organizational Behavior (2 cr)
- MBA 6140 - Managerial Economics (2 cr)
- MBA 6240 - Information Technology Management (2 cr)
- MBA 6315 - Business Ethics (2 cr)
- IBUS 6400 - Global Discovery (3 cr)

Carlson Enterprise (10 credits)

Electives (22 credits)

Part-Time Master of Business Administration

The Carlson Part-Time M.B.A. curriculum includes core courses that offer an in-depth study of the foundational and functional areas of business. Advanced electives, international study options, and areas of emphases allow students to tailor a program that meets their long-term career goals. To graduate, students must earn 48-57 credits. Up to 9 credits of core courses may be waived based on prior academic coursework.
Part-Time M.B.A. Core Requirements in Recommended Sequence
MBA 6300 - Strategic Management (3 cr)
MBA 6120 - Data Analysis and Statistics (3 cr)
MBA 6030 - Financial Accounting (3 cr)
MBA 6220 - Operations Management (3 cr)
MBA 6230 - Financial Management (3 cr)
MBA 6210 - Marketing Management (3 cr)
MBA 6035 - Managerial Accounting (3 cr)
MBA 6110 - Management and Organizational Behavior (2 cr)

Information Technology Management Coursework (2 credits)
Choose 1 of the following:
IDSC 6040 - Information Technology Management (2 cr)
IDSC 6050 - Information Technology and Solutions (2 cr)

Economics Coursework (2-4 credits)
Choose 1 of the following:
MBA 6140 - Managerial Economics (2 cr)
FINA 6341 - World Economy (4 cr)

Ethics Coursework (2 credits)
MBA 6315 - Business Ethics (2 cr)

International Experience (4 credits)
All students are required to complete international course work or participate in an experiential learning abroad program.

Elective Courses
After completion of the core courses, M.B.A. students pursue a number of elective courses to reach the 48-57 credits required for degree completion. Elective courses are chosen from a broad range of department offerings.

Carlson Executive Master of Business Administration
The Carlson Executive M.B.A. is built on a foundation of time-tested business principles. By emphasizing a global perspective, the rigorous curriculum helps students develop a deeper understanding of theory and practice. Each class moves through the program together as a cohort, following set schedules. From orientation to graduation, it takes about 21 months to complete the program. Classes are held Fridays and Saturdays, predominately on alternate weekends, 7:30 a.m. to 4:30 p.m., and do not meet during the summer.

China Executive M.B.A.

Full-time Dual Degree
Juris Doctor/Master of Business Administration

Hamline Law/M.B.A. Dual Degree

Doctor of Medicine/Master of Business Administration

Master of Healthcare Administration/Master of Business Administration

Master of Public Health/Master of Business Administration

Vienna Masters of Business Administration

Vienna
This sub-plan is optional and does not fulfill the sub-plan requirement for this program.
Twin Cities Campus

Business Administration Minor
Curtis L. Carlson School of Management - Adm
Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
Ph.D. Program in Business Administration, Carlson School of Management, Suite 4-205, 321 19th Avenue South, Minneapolis, MN 55455 (612-624-0875 or 612-624-5065; fax 612-624-8221)
Email: brons003@umn.edu
Website: http://www.carlsonschool.umn.edu/phd-BA

- Program Type: Graduate minor related to major
- Requirements for this program are current for Fall 2011
- Length of program in credits (Doctorate): 16
- This program does not require summer semesters for timely completion.

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

The Ph.D. Program in Business Administration offers full-time advanced graduate education for students seeking academic placement at leading universities or research-oriented positions in business or government. The program is for individuals who have the intellectual capacity for advanced study, enjoy independent research and analytical thinking, and who wish to master a discipline within business administration.

Students working toward a doctoral minor within the program complete a cohesive program of study in one of six areas of specialization: accounting; finance; information and decision sciences (including the management information systems and decision science subfields); marketing; supply chain and operations; and strategic management and organization (covering the subfields of strategy, organizational behavior, and international management-entrepreneurship).

Accreditation
This program is accredited by AACSB International

Program Delivery
This program is available:
- via classroom (the majority of instruction is face-to-face)

Program Requirements
Use of 4xxx courses towards program requirements is not permitted.

For a doctoral minor, students must complete a cohesive program of at least 16 credits (minimum of four courses, preferably at the Ph.D. level) of graduate work in one of the six business administration areas of concentration. This program of study is developed in consultation with the Ph.D. coordinator for the area of concentration chosen for the minor.
Twin Cities Campus
Business Administration Ph.D.
Curtis L. Carlson School of Management - Adm
Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
Carlson School of Management, Business Administration Ph.D. Program, Suite 4-205, 321 19th Avenue South, Minneapolis, MN 55455
(612-624-0875; fax: 612-624-8221)
Email: brons003@umn.edu
Website: http://www.carlsonschool.umn.edu/phd-BA

- Program Type: Doctorate
- Requirements for this program are current for Fall 2011
- Length of program in credits: 64
- This program does not require summer semesters for timely completion.
- Degree: Doctor of Philosophy

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

This program offers full-time advanced graduate education for students seeking academic placement at leading universities or research-oriented positions in business or government. The program is for individuals who have the intellectual capacity for advanced study, enjoy independent research and analytical thinking, and who wish to master a discipline within business administration.

Students choose to concentrate in one of six areas of specialization: accounting; finance; information and decision sciences (including the management information systems and decision science subfields); marketing; supply chain and operations; and strategic management and organization (covering the subfields of strategy, organizational behavior, and international management-entrepreneurship).

Accreditation
This program is accredited by Association to Advance Collegiate Schools of Business (AACSB)

Program Delivery
This program is available:
- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission
The preferred undergraduate GPA for admittance to the program is 3.00.

Applicants must have completed a four-year undergraduate degree in any relevant field of study.

Admission depends on the applicants grades, test scores (GMAT or GRE), and strength of both the letters of recommendation and the statement of purpose.

Preferred test scores are 650 or above on the GMAT, 1380 combined on the verbal and quantitative sections of the GRE General test, or 320 total on revised GRE general test.s

Special Application Requirements:
Applicants should submit to the Carlson School Ph.D. Program Office the following items: (1) an official copy of the GMAT or GRE from a test taken no more than five years prior to application to the Ph.D. Program in Business Administration; and (2) official TOEFL or IELTS scores (international applicants only) from a test taken within the last two years. All other application materials (official application, application fee, statement of purpose, resume/vita, three letters of recommendation and transcripts should be entered directly or uploaded into the ApplyYourself online application system. The application deadline is December 31 each year for fall admission consideration only. Applications are evaluated on a rolling basis beginning late January and continuing through April 15.

Applicants must submit their test score(s) from the following:
- GRE
International applicants must submit score(s) from one of the following tests:

- **TOEFL**
  - Internet Based - Total Score: 100
  - Internet Based - Speaking Score: 25
  - Paper Based - Total Score: 600

- **IELTS**
  - Total Score: 7

The preferred English language test is Test of English as Foreign Language (TOEFL). Key to test abbreviations (GRE, GMAT, TOEFL, IELTS).

For an online application or for more information about graduate education admissions, see the [General Information](#) section of the catalog website.

### Program Requirements

24 credits are required in the major.

16 credits are required outside the major.

24 thesis credits are required.

This program may be completed with a minor.

Use of 4xxx courses toward program requirements is permitted under certain conditions with adviser approval.

A minimum GPA of 3.30 is required for students to remain in good standing.

At least 4 semesters must be completed before filing a Degree Program Form.

Degree requirements vary by area of concentration. Each student's coursework is determined in consultation with an adviser, but in general, a degree program includes courses in the field of specialization, in research methodology, and in a minor or supporting program. Students in all areas must complete at least 40 semester credits of graduate coursework. While some areas may require a first-year examination or presentation, all areas require a written and oral preliminary examination at the end of the second year, as well as a research paper requirement and dissertation proposal defense.

### Areas of Concentration

#### Accounting

This area of concentration requires a minimum of 12 credits from accounting Ph.D. seminars and a total of at least 40 credits of degree program coursework. Students may take a minimum of 16 credits in a minor area outside the Carlson School of Management, or at least 16 credits in supporting programs taken across fields relevant to their research interests, e.g. finance, economics, statistics, etc. Students also must choose to work under one of two research paradigms: analytical or empirical.

- **OR**-

#### Finance

The Ph.D. program views finance as a subfield of applied economics. Students achieve a strong foundation in economic theory and empirical methods, while taking required finance seminars and supporting coursework. Forty credits are required to move to the prelim stage. Supporting coursework typically consists of a sequence in micro-economic theory and econometric analysis. In addition, students complete at least 8 elective credits in fields such as economics, statistics, and accounting.

**FINA 8802 - Theory of Capital Markets I: Discrete Time (2.0 cr)**
**FINA 8803 - Theory of Capital Markets II: Continuous Time (2.0 cr)**
**FINA 8812 - Corporate Finance I (2.0 cr)**
**FINA 8813 - Corporate Finance II (2.0 cr)**
**FINA 8822 - Empirical Methods in Finance (2.0 cr)**
**FINA 8823 - Empirical Corporate Finance (2.0 cr)**

- **OR**-

#### Information and Decision Sciences

Students are required to complete at least 46 semester credits of degree program coursework, including 14 credits of IDSC Ph.D. seminars, 8 credits of research methodology, and 16 credits of supporting or minor field coursework. Students are required to take IDSC 8511, 8521, 8711, and both section 1 and 2 of 8801. Research methods courses that students can take include regression, experimental design, multivariate statistics, and econometric modeling.
IDSC 8511 - Conceptual Topics and Research Methods in Information and Decision Sciences (4.0 cr)
IDSC 8521 - System Development (2.0 cr)
IDSC 8711 - Cognitive Science (4.0 cr)
IDSC 8801 - Research Seminar in Information and Decision Sciences (2.0 cr)

- OR -

Marketing
Students are required to complete all scheduled marketing Ph.D. seminars plus a minimum of 12 credits of research methodology courses outside the department. Minor or supporting program coursework is determined by the student and adviser, and must total at least 16 credits (these credits could overlap with the research methods coursework requirements).

- OR -

Supply Chain and Operations
This area of concentration requires seven (21 credits) supply chain and operations (SCO) Ph.D. seminars (SCO 8651, 8652, 8711, 8721, 8735, 8745, and 8755) and a minimum of 40 credits of degree program coursework. Beyond the 21 credits, students take at least 16 credits of supporting or minor coursework, which should include relevant methods coursework.

SCO 8651 - Experimental Design (3.0 cr)
SCO 8652 - Regression Analysis (3.0 cr)
SCO 8711 - Research in Operations Strategy (3.0 cr)
SCO 8721 - Management of Technological Operations (3.0 cr)
SCO 8735 - Supply Chain Management (3.0 cr)
SCO 8745 - Research on Quality Management (3.0 cr)
SCO 8755 - Behavioral Operations (3.0 cr)

- OR -

Strategic Management and Organization
Students are required to take at least five core MGMT Ph.D. seminars (20 cr), including at least one course each from the areas of strategy, organization studies, and international management-entrepreneurship. As part of the supporting field requirement, students must take a strong methods sequence, which can be tailored to individual student needs, as well as coursework that leads to a good understanding of the fundamentals of a specific external discipline (e.g., economics, sociology, etc).
Twin Cities Campus

Business Taxation M.B.T.

Accounting
Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
Department of Accounting, 3-110 Carlson School of Management, 321 19th Avenue South, Minneapolis, MN 55455 (612-624-7511; fax: 612-626-7795)
Email: mbt@umn.edu
Website: http://www.carlsonschool.umn.edu/master-business-taxation

- Program Type: Master's
- Requirements for this program are current for Fall 2011
- Length of program in credits: 30
- This program does not require summer semesters for timely completion.
- Degree: Master of Business Taxation

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

This program helps students acquire a conceptual understanding of taxation and develop technical competence in the practical application of the rules of taxation in business and personal decision making.

Offered only in the evenings, the program accommodates both part-time and full-time students. Historically, more than 80 percent of students are employed in the business community and take courses on a part-time basis. Graduates of the program possess a common body of knowledge in traditional business areas such as accounting, finance, and marketing. In addition, courses in business, government, and economic tax policy provide breadth to complement the technical tax courses that make up the majority of credits. Students enrolled part-time can expect to complete the program in approximately two to three years. Students enrolled full-time can complete the program in a shorter period.

Program Delivery
This program is available:
- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission

Special Application Requirements:
Results of the GMAT or the Law School Admission Test (LSAT) are required. Applicants are considered for admission for fall, spring, and summer terms.

The results from one of the following English language tests are required: TOEFL, IELTS, MELAB, or MN Batt.

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.

Program Requirements

Plan C: Plan C requires 18 to 30 major credits and 12 credits outside the major. There is no final exam.

This program may not be completed with a minor.

Use of 4xxx courses toward program requirements is permitted under certain conditions with adviser approval.

A minimum GPA of 3.00 is required for students to remain in good standing.

The M.B.T. requires 30 credits, including 12 required credits in specified courses and 18 elective credits in accounting, taxation, and business law. ACCT 2050, BLAW 3058, and ACCT 5135 or equivalent courses are prerequisites to taking M.B.T. courses. Students without these prerequisites may be admitted to the program, but these prerequisites must be completed before M.B.T. courses are taken. Usually students who enter the program with business degrees have completed most, if not all, of this coursework.
Courses--Refer to Master of Business Taxation (MBT) in the course section of this catalog or in Twin Cities Courses on the University Catalog website for courses pertaining to the program.
Human resources and industrial relations (HRIR) studies the employment relationship. Teaching and research are guided by the belief that the employment relationship must be investigated through the lenses of different disciplines using systems thinking. The professional master of arts degree is for individuals interested in private and public sector careers in human resource management, labor relations, and related fields.

The curriculum is structured around the core HRIR areas of staffing, training, and development; compensation and benefits; and labor relations and collective bargaining. It is rooted in key concepts from the social and behavioral sciences and business, such as organizational behavior and theory, labor market analysis, leadership, and strategy. Quantitative analysis of employment problems and issues are also included. Master's candidates are encouraged to choose electives to support a generalist orientation with key business knowledge.

Accreditation
This program is accredited by Association to Advance Collegiate Schools of Business (AACSB).

Program Delivery
This program is available:
- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission
Entering students have undergraduate degrees in many subjects ranging from the fine arts to engineering. The most common undergraduate majors of incoming students are in the areas of psychology, business, economics, human resource development, and speech communication.

An undergraduate course in microeconomics must be completed with a grade of at least C before enrolling.

Special Application Requirements:
Applicants must submit three letters of recommendation, a complete set of transcripts, a résumé, a personal statement and GRE or GMAT scores. Applicants whose native language is not English must also submit score results from the TOEFL or IELTS.

Students may enter the full-time M.A. program in the fall and the part-time M.A. program in either the fall or spring semesters. The application deadlines are June 15 for fall admission and October 15 for spring admission. The M.A. financial aid deadline for fall semester is February 1. Applicants are encouraged to apply early.

International applicants must submit score(s) from one of the following tests:
- TOEFL
  - Internet Based - Total Score: 90
  - Internet Based - Writing Score: 21
- Internet Based - Reading Score: 19
- Paper Based - Total Score: 550
- IELTS - Total Score: 7
- MELAB

Key to test abbreviations (TOEFL, IELTS, MELAB).

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.

**Program Requirements**

**Plan C:** Plan C requires 40 major credits and 8 credits outside the major. There is no final exam.

This program may be completed with a minor.

Use of 4xxx courses towards program requirements is not permitted.

A minimum GPA of 2.80 is required for students to remain in good standing.

At least 2 semesters must be completed before filing a Degree Program Form.

The M.A. is offered as a coursework-only program with day (full-time) and evening (part-time) options. Major coursework includes 8001, 8011, 8031, 8141/8241, 8051, 8071, 8101, and elective credits in HRIR. At least 8 credits must be earned in related fields. Commonly selected related fields include accounting, finance, operations management, managerial communications, economics, human resource development, law, psychology, public affairs, sociology, and research methods.

**Program Sub-plans**

A sub-plan is not required for this program.

Students may not complete the program with more than one sub-plan.

**Evening**
Human Resources and Industrial Relations Minor
Industrial Relations Center
Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
Department of Human Resources and Industrial Relations, Suite 3-300, 321 19th Avenue South, Minneapolis, MN 55455 (612-624-5704; fax: 612-624-8360)
Email: hrirgrad@umn.edu
Website: http://www.carlsonschool.umn.edu/phd-human-resources/index.aspx

- Program Type: Graduate minor related to major
- Requirements for this program are current for Fall 2011
- Length of program in credits (Doctorate): 14
- This program does not require summer semesters for timely completion.

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

Human resources and industrial relations (HRIR) studies the employment relationship. Teaching and research are guided by the belief that the employment relationship must be investigated through the lenses of different disciplines using systems thinking. The doctoral degree is a research degree for individuals interested in academic careers.

The curriculum is designed to expose students to a multidisciplinary view of work-related research in terms of research questions, theory, methods, and analytic approaches, while allowing for in-depth and focused research within particular domains based on faculty expertise and student interest. The curriculum is rooted in key theorizing from the social and behavioral sciences and business, such as industrial-organizational psychology, organizational behavior, personnel and organizational economics, and industrial relations; and is complemented by intensive coursework in research methods and by seminars that focus on specific areas of applied research.

Accreditation
This program is accredited by Association to Advance Collegiate Schools of Business (AACSB).

Program Delivery
This program is available:
• via classroom (the majority of instruction is face-to-face)

Program Requirements
Use of 4xxx courses towards program requirements is not permitted.

A doctoral minor requires completion of HRIR 8801, 8802, and 8803; and at least 2 credits of HRIR 8820.
Twin Cities Campus

Human Resources and Industrial Relations Ph.D.

Industrial Relations Center

Curtis L. Carlson School of Management

Link to a list of faculty for this program.

Contact Information:
Department of Human Resources and Industrial Relations, Suite 3-300, 321 19th Avenue South, Minneapolis, MN 55455 (612-624-5704; fax: 612-624-8360)
Email: hrirgrad@umn.edu
Website: http://www.carlsonschool.umn.edu/phd-human-resources/index.aspx

- Program Type: Doctorate
- Requirements for this program are current for Fall 2011
- Length of program in credits: 66
- This program requires summer semesters for timely completion.
- Degree: Doctor of Philosophy

Along with the program-specific requirements listed below, please read the General Information section of the catalog website for requirements that apply to all major fields.

Human resources and industrial relations (HRIR) studies the employment relationship. Teaching and research are guided by the belief that the employment relationship must be investigated through the lenses of different disciplines using systems thinking. The doctoral degree is a research degree for individuals interested in academic careers.

The curriculum is designed to expose students to a multidisciplinary view of work-related research in terms of research questions, theory, methods, and analytic approaches, while allowing for in-depth and focused research within particular domains based on faculty expertise and student interest. The curriculum is rooted in key theorizing from the social and behavioral sciences and business, such as industrial-organizational psychology, organizational behavior, personnel and organizational economics, and industrial relations; and is complemented by intensive coursework in research methods and by seminars that focus on specific areas of applied research.

Accreditation
This program is accredited by Association to Advance Collegiate Schools of Business (AACSB).

Program Delivery
This program is available:
- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission
International applicants must submit score(s) from one of the following tests:
- TOEFL
  - Internet Based - Total Score: 90
  - Internet Based - Writing Score: 21
  - Internet Based – Reading Score: 19
  - Paper Based - Total Score: 580
- IELTS
  - Total Score: 7
- MELAB

Key to test abbreviations (TOEFL, IELTS, MELAB).

For an online application or for more information about graduate education admissions, see the General Information section of the catalog website.

Program Requirements
24 credits are required in the major.
18 credits are required outside the major.
24 thesis credits are required.

This program may not be completed with a minor.

Use of 4xxx courses towards program requirements is not permitted.

A minimum GPA of 3.00 is required for students to remain in good standing.

Students must complete at least 12 credits of research methods (most complete 18 or more credits), a 12-credit major core sequence, and at least 8 credits of human resources and industrial relations special topics seminars. Specific coursework is planned in consultation with the student's adviser and the director of graduate studies. Students must pass subject-related and research methods preliminary exams.