

As Revised in Spring 2003
(following our meeting with Dean Meadows)

MASTERS IN HUMAN RESOURCES AND LABOR RELATIONS

I. Broad Program Goals:

- Provide students with a multi-disciplinary education grounded in both business theory and the liberal arts.
- Prepare students to become practitioners, able to apply knowledge learned in the classroom to their workplace.
- Make our students effective communicators to enable them to become leaders in their respective fields.
- Produce graduates who are sensitive to a variety of points of view.

II. Intended Outcomes:

- Students will comprehend the outlines of the employment relationship in the United States including actors, institutions, legal environment and theories.
- Students will be sensitive to the emotional and political positions that different actors bring to the employment relationship.
- Students will gain proficiency in: a) survey design, b) data analysis and c) the presentation of research

III. Input in Revising Goals and Intended Outcomes:

A. Regular Benchmark of MHRLR relative to leading programs in the field.

B. Routine feedback on the skills needed from area practitioners. .

1. Alumni contacts
2. Active participation in the Wisconsin Industrial Relations Research Association
3. Advisory Council (Alumni Council)
4. Employer contacts
5. Coordinating Committee

-Recent examples of program changes motivated by this process were the creation of the new tools class and the increased emphasis on international aspects of employment relations.

IV. Tools used to Evaluate Program Success

- Every student is asked to complete a detailed exit survey (80 percent of graduates do so) and the results are examined every year.
- All alumni receive periodic surveys on particular issues of concern (example: the survey on the tools class).
- Our routine newsletter and electronic email "listserve" keep us in close contact with alumni and current students.
- All current students receive end of the semester written updates of progress toward degree and are formally invited at that time to share concerns, complaints or questions with the Assistant Director
- During registration period, each student is encouraged to meet with the Assistant Director as needed.
- We keep copies and review performance of all students in the current required entry class on the L&S side, IR 701 Industrial and Labor Relations. (This is the basic class in which students first realize that not everyone knows all the words to "Solidarity Forever" and that some people actually do know all the words. It is here that the broad outlines of the employment relationship are drawn and were class discussion and projects are designed, in part, to show the "positions" that different individuals bring to the employment relationship.
- Starting in fall 2003 we began a routine analysis of the new tools class to review performance in this required class. We collect and review the final exams in which students are to demonstrate their proficiency in research.