Curriculum & Courses
The curriculum provides a multidisciplinary understanding of theories and methodologies used in research on work and organizations as the foundation for focused research in specific areas of student interest. This includes a common set of core seminars as well as tailored coursework in other top-ranked departments.

Required Theory Core
- Fundamentals of Economic Analysis
- Fundamentals of Organizational Behavior
- Fundamentals of HR Research

Required Analytical Core: Econometrics I, Psychometrics, Advanced Multiple Regression, Research Methods in Work and Organizations

Special Topics – Expanding Expertise
Students take at least four special topics seminars in their first two years to deepen their expertise in specific areas.

Outside Courses – Expanding Theoretical and Statistical Expertise
Students also take courses outside WOrg to gain expertise in theoretical and statistical areas particularly suited to the student’s plan of study.

Admissions Statistics (Fall 2014)
- 9 Admissions Offers
- 4 Acceptances
- 16 Program size
- 34 Average age in program
- 1381 Average GRE (before August 2011)
- 320 Average GRE (after August 2011)
- 640 Average GMAT
Work & Organizations Faculty

Avner Ben-Ner
Professor
PhD, State University of New York-Stony Brook
Areas of Interest: Human resource management and firm performance; structure and performance in for-profit, nonprofit, and government organizations

Alan Benson
Assistant Professor
PhD, Massachusetts Institute of Technology
Areas of Interest: How firms create and sustain competitive rents through employment practices, especially recruitment, incentives and training.

John W. Budd
Chair of Work and Organizations; Professor and Industrial Relations Land Grant Chair
PhD, Princeton University
Areas of Interest: Unionism of the life cycle; the effects of labor unions; theories of work

Elizabeth Campbell
Assistant Professor
PhD, University of Maryland, College Park
Areas of Interest: Consequences of high performance and proactivity; interpersonal processes, states, and interactions within workgroups and teams; variance and disparity in collective motives, expertise, and status; multilevel phenomena with workgroups and teams

Theresa M. Glomb
Professor and McFarland Professor of Organizational Behavior
PhD, University of Illinois, Urbana-Champaign
Areas of Interest: Emotions and emotional labor in organizations; worker well-being; workplace victimization

John D. Kammeyer-Mueller
Associate Professor
PhD, University of Minnesota
Areas of Interest: New employee socialization and adaptation, individual differences, attitudes and emotions, and research methodology

Colleen F. Manchester
Assistant Professor, Honors Faculty Representative
PhD, Stanford University
Areas of Interest: Human capital, employer-provided training, retirement plans, worker mobility, work-family practices

Pri P. Shah
Associate Professor
PhD, Northwestern University
Areas of Interest: Group goal setting, negotiation, procedural justice, social networking, ultimatum bargaining

Aaron Sojourner
Assistant Professor
PhD, Northwestern University
Areas of Interest: Human capital, personnel economics in education, labor unions

Andrew Van de Ven
Professor and Vernon H. Health Chair or Organizational Innovation and Change (Joint appointment with the Department of Strategic Management and Organization)
PhD, University of Wisconsin-Madison
Areas of Interest: Organization and management theory; management of innovation and change; inter-organizational relationships; entrepreneurship

Connie Wanberg
Associate Dean of Undergraduate Programs, Professor and Industrial Relations Faculty Excellence Chair
PhD, Iowa State University
Areas of Interest: Expatriate readjustments; mental health/re-employment of out-of-work individuals; antecedents of effective mentoring programs

Le “Betty” Zhou
Assistant Professor
PhD, University of Florida
Areas of Interest: Leadership, work groups and teams, workplace training and development

Mary Zellmer-Bruhn
Associate Professor
PhD, University of Wisconsin, Madison
Areas of Interest: Team composition and its effects including cultural diversity and knowledge variety; shared cognitive structures among team members; knowledge recognition, integration and action by team members; teams in entrepreneurship; teams in healthcare; and charter school boards