



CARLSON SCHOOL  
OF MANAGEMENT

UNIVERSITY OF MINNESOTA



MASTER OF

Human Resources  
*and* Industrial  
Relations

# Why the Carlson School?

When you choose the Carlson School, you're making a wise investment in yourself. You'll receive a rigorous education from world-class faculty. You'll be centered in an unparalleled business community that's home to 15 *Fortune* 500 companies and six of the largest privately held companies in the world. That contributes to unprecedented opportunities for experiential learning and networking. You may have opportunities for global exploration. And you'll build lifelong connections with a diverse community of peers. That's priceless.



# Why the Master in Human Resources and Industrial Relations?

Workplaces are constantly evolving, and organizations need human resources leaders who can effectively guide them through adjustments and change. They need strategic thinkers grounded in strong business acumen who want to grow an organization through its people.

Widely considered to be one of the top programs of its kind in the nation, the Carlson School Master in Human Resources and Industrial Relations (MHRIR) will prepare you for a wide range of career possibilities. Through engaging coursework, world-renowned faculty, and a robust network of alumni that spans the globe, you'll become a leader in the dynamic field of human resources.

Whether you complete your master's full-time in just three semesters or take it part-time at your own pace, you'll have the opportunity to study all aspects of the human resources and industrial relations field with an internationally known faculty committed to providing each student with a rich educational experience.

# Program Overview

The MHRIR program will provide you with a thorough understanding of underlying theories and contemporary practices covering the major areas of human resources and industrial relations. The curriculum is rooted in social science, economics, and business. It provides foundational knowledge through our core classes and allows you to curate your degree with our array of elective courses.

The program is offered in two formats. The full-time program can be completed in three semesters—just 16 months. Or extend your time one semester to add on a graduate minor or pursue our unique study abroad options. Those who need more flexibility can choose the part-time option—a program with the same rigorous curriculum but that can be completed at your own pace. Part-time students typically take 4-8 credits per semester and complete the program in 3-4 years.



## MHRIR-MBA *Dual Degree*

The Carlson School's Human Resources and Industrial Relations & MBA (HRIR-MBA) Dual Degree Program combines the strengths of two top-ranked professional programs from the Carlson School and prepares graduates to become effective leaders in both business and human resources.

The HRIR-MBA Dual Degree will add only one additional year of study to the standalone HRIR or MBA degree and culminates in the completion of two graduate degree programs.

	FULL-TIME	PART-TIME
Start date	Fall (September)	Fall (September) or Spring (January)
Duration	16 or 20 months (3 or 4 semesters)	3-4 years
Format	Primarily on campus during the day; some evening and remote classes	On campus, evenings; some remote classes
Work Experience	Not required, although it is encouraged	Not required, although it is encouraged (Learn from your peers, most of whom are in HR)



# Faculty

When you join the MHRIR program you'll be learning from the best. Study with world-renowned faculty who are producing some of the top research in the field and are dedicated to providing you with an unparalleled educational experience. Here are just a few of our professors and instructors.



## Colleen Flaherty Manchester

Colleen Flaherty Manchester is a professor in the Work and Organizations Department and the Board of Advisors Professor. Manchester's research primarily investigates how the provision of benefits and workplace programs by employers—including retirement plans, flexible work practices, and human capital—affects employee outcomes. Much of her work draws on theories of asymmetric information and behavioral economics as well as disciplines outside economics, including social psychology and sociology, in setting up her conceptual and empirical approaches.



## Abdifatah Ali

Abdifatah Ali is an assistant professor in the Work and Organizations Department. Ali's research interests focus on understanding how individuals with stigmatized identities make sense of and communicate about those identities across different stages of the employee-organization relationship; workplace diversity and inclusion with an emphasis on establishing equitable employment opportunity practices; and how motivation and emotions shape behavior in organizations.



## Alan Benson

Alan Benson is an associate professor in the Work and Organizations Department. Benson's research is in personnel economics: the economic analysis of human resources. His research primarily involves working with companies to analyze hiring, promotions, compensation, and incentives using fieldwork, applied theory, and econometric analyses of administrative records. Although his disciplinary grounding is in economics, he also collaborates with organization researchers more broadly, particularly economic sociologists.



# Curriculum Highlights

The MHRIR program combines the theory and practical elements that you need to take your career to the next level. You'll build a solid foundation in business and all areas of HR—staffing, training and development, labor relations, compensation, and benefits. Along with this foundational knowledge about best practices and theories, you'll develop the strategic acumen to know what principles and practices to use in various workplace situations.

The program also allows you the chance to expand your knowledge and skills by choosing electives, both in HR and in disciplines such as operations, marketing, and strategy along with public health and training education. This ensures a well-rounded and diverse educational experience.

Experiential learning is embedded into the MHRIR program. Our top-ranked faculty and instructors weave cases, speakers, and projects throughout their classes. Additionally, the program has three required courses that include experiential learning as a highlight: the Leadership Practicum courses and the MHRIR Experiential Learning Capstone.

And in a world increasingly framed by the global economy, it's more important than ever to examine business issues in an international context. The Carlson Global Institute offers flexible education abroad programs that can take both full-time and part-time students to other countries for a few weeks or an entire semester. In addition, you'll receive international perspectives through coursework, discussions, and your classmates; often, about half of program participants are international students.

# Career *Impact*

With the support of our Carlson Business Career Center (CBCC) team and their strong connections with alumni, businesses, and other organizations, you'll be able to develop your professional skills to help you stand out from the crowd.

Through a wide range of services and resources, the CBCC prepares Carlson School students for successful internship and job searches and connects students to top companies across the country. The center will help you with all aspects of your career development, from career coaching and mock interviews to internship placement and negotiation strategies. Alumna Emily Sauey says of the CBCC: "I've never felt more prepared for a job search."

A vast variety of companies—ranging from small to large and local to national—recruit our MHRIR students. They include Ecolab, General Mills, Honeywell, Land O'Lakes, Microsoft, Amazon, Deloitte, and Bristol Myers Squibb, to name a few.



96%

OF 2022 GRADUATES  
RECEIVED EMPLOYMENT  
OFFERS WITHIN 6 MONTHS  
AFTER GRADUATION

\$82,500

MEDIAN BASE SALARY FOR  
CLASS OF 2022 (WITH U.S.  
WORK AUTHORIZATION)

\$74,000

MEDIAN BASE SALARY  
FOR ALL OF THE MHRIR  
CLASS OF 2022

\$10,000

MEDIAN SIGNING BONUS  
ON JOB OFFERS FOR THE  
CLASS OF 2022

86%

OF THE CLASS OF 2023  
ACCEPTED INTERNSHIP  
OFFERS



# Carlson School *Alumni Network*

As an MHRIR student, you'll gain access to the illustrious Carlson School alumni network. Our alumni know the rigor of our program firsthand and look to us for the most talented recruits. That means a new world of connections for you.



60,000

ALUMNI IN MORE THAN  
100 COUNTRIES



“

The program really enriched my life and enriched my understanding of HR. It also brought me closer and closer to my career goals. ... This program is really well-situated in that if you do invest the time and money and energy, it'll pay off in the end.

*Lua Davis*

'22 MHRIR, COMPENSATION/TOTAL REWARDS,  
BRISTOL MYERS SQUIBB



“

I felt like I received a world-class education at the Carlson School of Management. My professors were very passionate and compassionate, and I feel like learning from them was a privilege in that they felt like good people. They created a rich learning environment where people can kind of connect and collaborate, but then also really show up as their true authentic selves.

*Peter Dinh*

'22 MHRIR, PEOPLE TEAM DEVELOPMENT ASSOCIATE,  
UNITEDHEALTH GROUP



“

One thing I really enjoyed about this MHRIR program was my cohort members. We really are truly there to help each other out. ... Each one of us has our own set of goals that we want to accomplish, but at the same time, we really are there to help and support each other.

*Ching Lin*

'23 MHRIR, SENIOR TALENT ACQUISITION SPECIALIST/  
SENIOR RECRUITER - USA AND CANADA, 3M



# Living in *Minneapolis*

Join a thriving business community

The Twin Cities metropolitan area is renowned for its business community, including the headquarters of 15 *Fortune* 500 companies. It's home to Target, Medtronic, Best Buy, General Mills, and UnitedHealth Group—among many others—and also boasts a thriving entrepreneurial scene. Enjoy connections to endless learning opportunities through student programs, internships, mentoring, networking, and more.

15

FORTUNE 500  
COMPANY  
HEADQUARTERS

#8

BEST CITY FOR  
YOUNG PROFESSIONALS  
(NICHE, 2022)

#3

TOP CITY IN THE WORLD  
FOR ATTRACTING RECENT  
GRADUATES (LINKEDIN)



## An unmatched *quality of life*

What's beyond the business climate here? More than you can possibly imagine. The Twin Cities features more arts, culture, sports, and nature opportunities than you could explore in a lifetime.

### MUSIC, ARTS, AND CULTURE

The array of music, theater, and art options in Minneapolis is staggering. Catch a concert at a venue large or small (from Orchestra Hall to First Avenue), check out an independent bookstore, or find a street fair or festival geared toward your particular tastes. The people-watching is great and the cultural opportunities endless.

### SPORTS AND THE GREAT OUTDOORS

The metropolitan area is one of the few in the nation that's home to six professional sports teams, so whatever the time of year you can catch the action. And if being outdoors is your choice, it doesn't get any better than here. The park systems in St. Paul and Minneapolis are ranked #2 and #3 in the nation! With so many parks, lakes, and trails, you won't want to stay inside.

### FOOD, DRINK, AND SHOPPING

From fine dining with James Beard-winning chefs to food trucks with devoted followers, you'll find the culinary scene here to be colorful and diverse. Tap rooms, taverns, and craft distilleries dot the neighborhoods. And take advantage of tax-free Minnesota clothing with a visit to the Mall of America or any of the area's hundreds of merchants.



# Admissions

Our admissions committee takes a holistic approach to reviewing applications and is dedicated to building a diverse class of well-qualified students. A GRE is not required (academic readiness essay in its place). You can attend an information session to learn more, hear from a student, and have your questions answered.



## ADMISSION CHECKLIST

- Online application and processing fee
- GMAT or GRE score, or Academic Readiness Statement
- Transcripts
- Current resume
- Personal statement
- Diversity statement
- Three professional recommendations
- English Language Testing Score (if applicable)



## APPLICATION DEADLINES

	PT-HRIR (Fall admission)	PT-HRIR (Spring admission)	FT-HRIR
ROUND 1	May 15	October 15	December 1
ROUND 2	June 15	November 15	February 1
ROUND 3	July 15	December 15	April 1
ROUND 4			June 1
ROUND 5			July 15



*Apply Now*

[choose.umn.edu/apply](https://choose.umn.edu/apply)







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OF MANAGEMENT

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UNIVERSITY OF MINNESOTA

**MASTER OF HUMAN RESOURCES AND INDUSTRIAL RELATIONS**

Carlson School of Management  
University of Minnesota

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