

# INDUSTRIAL AND LABOR RELATIONS (PHD)

Graduate School

Program Website (<https://www.ilr.cornell.edu/programs/graduate-degree-programs/doctoral-program/>)

CIP: 52.1002 | HEGIS: 0516.00 | NYSED: 13550

## Graduate Field

Industrial and Labor Relations (<https://catalog.cornell.edu/graduate-school/industrial-labor-relations/>)

## Program Description

The ILR PhD program is a full-time residential program based on our Ithaca campus and is designed to train future professors who will do academic research and teach at research universities. Students specialize in one of four areas: human resource studies; international and comparative labor; labor relations, law and history; or organization behavior. They may also minor in any of the above areas, as well as in statistics and data science.

The program typically takes 5 years to complete with the first two years often devoted to graduate-level coursework on campus and the beginning stages of developing a dissertation outline and research plan. Following the Admission to Candidacy (A Exam), the remaining time is typically devoted to dissertation research and writing, but students can also take courses throughout their program.

## Concentrations

- Human resource studies
- International and comparative labor
- Labor economics (minor)
- Labor relations, law, and history
- Organizational behavior
- Statistics and data science (minor)

## Program Information

- Instruction Mode: In Person
- Location: Ithaca, NY

## Program Requirements

- Enrollment in GRAD 9011 Doctoral Dissertation Research every term for full-time status
- Minimum Semesters for Degree: 6

## Graduate School Milestones

- Responsible Conduct of Research Training: Required
- Open Researcher and Contributor ID (ORCID): Required
- Student Progress Reviews (SPR) begin: Second Year
- Examination for admission to candidacy (A Exam): Second year or third year at the discretion of the student's Special Committee
- Defense of Dissertation (B Exam): Required at end of study

## Course Requirements

- Course requirements are determined by the student's Special Committee.
- Enrollment in GRAD 9011 Doctoral Dissertation Research is expected of all students.

## University Graduation Requirements Requirements for All Students

In order to receive a Cornell degree, a student must satisfy academic and non-academic requirements.

### Academic Requirements

A student's college determines degree requirements such as residency, number of credits, distribution of credits, and grade averages. It is the student's responsibility to be aware of the specific major, degree, distribution, college, and graduation requirements for completing their chosen program of study. See the individual requirements listed by each college or school or contact the college registrar's office (<https://registrar.cornell.edu/service-resources/college-registrar-directory/>) for more information.

### Non-academic Requirements

**Conduct Matters.** Students must satisfy any outstanding sanctions, penalties or remedies imposed or agreed to under the Student Code of Conduct (Code) or Policy 6.4. Where a formal complaint under the Code or Policy 6.4 is pending, the University will withhold awarding a degree otherwise earned until the adjudication process set forth in those procedures is complete, including the satisfaction of any sanctions, penalties or remedies imposed.

**Financial Obligations.** Outstanding financial obligations will not impact the awarding of a degree otherwise earned or a student's ability to access their official transcript. However, the University may withhold issuing a diploma until any outstanding financial obligations owing to the University are satisfied.

## Learning Outcomes

- Developing in-depth knowledge of the academic literature on organizations and work relations in order to make original and substantial scholarly contributions to the field.
- Mastering research methodologies and analytic skills required for the collection of data, analysis of those data, and interpretation of findings.
- Gaining an understanding of the processes involved in publishing original research in peer-reviewed journals and other scholarly outlets (including tacit knowledge about choosing the right outlet, responding to editors and reviewers, and disseminating publications).
- Developing presentational skills for both professional conferences and teaching - two venues that may require different sorts of skills.