The field of Industrial and Labor Relations is multi-disciplinary focusing broadly on work and employment relationships from a variety of social science perspectives, including political science, history, sociology, psychology, and economics. The ILR MS/PhD is a research based program designed to train the next generation of scholars in Industrial and Labor Relations. The field comprises four departments: Department of Organizational Behavior, Department of Human Resource Studies, Department of Labor Relations, History, and Law, and the Department of International and Comparative Labor. The field admits MS/PhD students to one of these departments and students select the chair of their select committee from the department to which they are admitted. Upon completion of the MS/PhD program students are very successful in securing tenure-track positions at leading colleges and universities in the US and internationally. Recent graduates, for example, hold academic positions at John Hopkins University, Washington University, New York University, Harvard University, Rutgers University, University of Illinois, Michigan State University, Ohio State University, University of Toronto, Cardiff University, University of Singapore, London School of Business, University of British Columbia, University of Montreal, and University of London.

In assessing the ILR MS/PhD, the graduate faculty proposes to assess students’ progress related to the following objectives:

- Make an original and substantial contribution to the field
  - Think originally and independently to develop concepts and methodologies
- Demonstrate advanced research skills
  - Synthesize existing knowledge, identifying and accessing appropriate resources and other sources of relevant information and critically analyzing and evaluating one's findings and those of others
  - Master application of existing research methodologies, techniques, and technical skills
- Complete degree in timely fashion
- Placement in tenure track position

The field’s learning objectives can be assessed within the context of its normal evaluation practices. During the spring semester, the ILR Graduate office collects data on the progress of its MS/PhD students, and each department meets to discuss the progress of each student in the program. Annually, the Graduate Office collects from each student data on formation of his/her committee, publications, conference papers, MS thesis and defense, completion of the A exam, completion of qualifying exam, and PhD dissertation and defense. All of these materials are used to assess students’ progress. Select committee chairs will be asked to assess each student’s mastery of the field’s knowledge and methods using the following rubric:

1. Unacceptable: Gaps in basic knowledge and methods of the field.
2. Fair: Displays basic understanding of the field’s knowledge and methods.
3. Very good: Displays solid understanding of the field. Uses appropriate theory, methods, and techniques.
4. Outstanding: Demonstrates thorough mastery of knowledge and methods as well as creativity in drawing on multiple sources.

The departments and select committee chairs can also use these data to evaluate each student’s timely progress toward completion of the program, which can be reported as either satisfactory or not satisfactory. In addition, each department and select committee chair will be asked to:

1. Identify factors that may be contributing to the attainment or lack of attainment of the field’s objectives.
2. Suggest initiatives for addressing identified factors hindering the attainment of the field’s objectives.

Currently, the DGS and the ILR Graduate Office track students’ progress through the program and their placement into tenure-track positions. Annually, the DGS will collect the departments’ and select committee chairs’ assessments, share that material with the ILR Graduate Committee, and write an annual report for the ILR graduate faculty, and Dean of the ILR School. The DGS’s annual report and feedback from the ILR graduate faculty will be the basis for the DGS’s bi-annual summary report to the Graduate School. According to the Graduate School, fields will provide a bi-annual summary report:

- describing what they have identified as important factors contributing to attainment or lack of attainment of the field and program learning objectives, the initiatives the graduate faculty identify and implement to address any areas requiring attention, and the results of those initiatives.

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1 ILR faculty in the Department of Labor Economics and the Department of Social Statistics are members of the ILR graduate faculty. The Department of Labor Economics admits its students through the field of Economics. The Department of Social Statistics admits its students through the field of Statistics.