**BUSINESS: MANAGEMENT AND HUMAN RESOURCES, MBA**

Graduates of the School of Business possess highly sought-after technical and specialized expertise in a functional area of business as well as general leadership, problem-solving, analytical, and decision-making skills. Utilizing these skills, many of the school's 30,000 alumni have achieved remarkable success in business, government, service, and academic arenas worldwide.

The high scholarly productivity and leadership of the school's 84 faculty are regularly noted in national rankings. Recent studies of U.S. and worldwide scholarly research productivity rated UW—Madison School of Business faculty among the top graduate business schools in the country. In addition to world-renowned recognition for research, the School of Business faculty bring a variety of real-world experience to the program.

**NAMED OPTION IN STRATEGIC HUMAN RESOURCES MANAGEMENT**

The Wisconsin program in strategic human resource management (SHRM) produces leaders who are equipped with the necessary skills to change tomorrow. The curriculum combines expertise in human resources with the knowledge required to be a strategic business partner. Many of the functional areas of HR and core competencies are covered through academic courses and program activities outside the classroom. The combination of core MBA learning, specialized courses, applied learning opportunities, and human resources internships sets the Wisconsin SHRM program apart from its competitors. See the program website (http://beta.bus.wisc.edu/programs/mba-programs/full-time-mba/career-specializations/strategic-human-resource-management) for more information.

**FUNDING**

Prospective students should see the program website for funding information.

**REQUIREMENTS**

**MINIMUM DEGREE REQUIREMENTS AND SATISFACTORY PROGRESS**

To make progress toward a graduate degree, students must meet the Graduate School Minimum Degree Requirements and Satisfactory Progress (http://guide.wisc.edu/graduate/#policiesandrequirementstext) in addition to the requirements of the program.

**MASTER’S DEGREES**

MBA, with available named option Strategic Human Resource Management

**MINIMUM GRADUATE DEGREE CREDIT REQUIREMENT**

30 credits

**MINIMUM GRADUATE RESIDENCE CREDIT REQUIREMENT**

16 credits

**MINIMUM GRADUATE COURSEWORK (50%) REQUIREMENT**

Half of degree coursework (15 credits out of 30 total credits) must be completed in: courses numbered 700 or higher.

**PRIOR COURSEWORK REQUIREMENTS: GRADUATE WORK FROM OTHER INSTITUTIONS**

No credits of prior coursework are allowed to satisfy requirements.

**PRIOR COURSEWORK REQUIREMENTS: UW—MADISON UNDERGRADUATE**

No credits from a UW—Madison undergraduate degree are allowed to count toward the degree.

**PRIOR COURSEWORK REQUIREMENTS: UW—MADISON UNIVERSITY SPECIAL**

No credits of prior coursework are allowed to satisfy requirements.

**CREDITS PER TERM ALLOWED**

15 credits

**PROGRAM-SPECIFIC COURSES REQUIRED**

Contact the program for information on any additional required courses.

**OVERALL GRADUATE GPA REQUIREMENT**

3.00

**OTHER GRADE REQUIREMENTS**

The Graduate School requires an average grade of B or better in all coursework (300 or above, not including research credits) taken as a graduate student unless conditions for probationary status require higher grades. Grades of Incomplete are considered to be unsatisfactory if they are not removed during the next enrolled semester.

**PROBATION POLICY**

The Graduate School regularly reviews the record of any student who earned grades of BC, C, D, F, or Incomplete in a graduate course (300 or above), or grade of U in research credits. This review could result in academic probation with a hold on future enrollment or in being suspended from the Graduate School.

**ADVISOR / COMMITTEE**

Every graduate student is required to have an advisor. To ensure that students are making satisfactory progress toward a degree, the Graduate School expects them to meet with their advisor on a regular basis.

An advisor generally serves as the thesis advisor. In many cases, an advisor is assigned to incoming students. Students can be suspended from the Graduate School if they do not have an advisor. An advisor is a faculty member, or sometimes a committee, from the major department responsible for providing advice regarding graduate studies.
A committee often accomplishes advising for the students in the early stages of their studies.

**ASSESSMENT AND EXAMINATIONS**

Contact the program for information on required assessments and examinations.

**TIME CONSTRAINTS**

Master's degree students who have been absent for five or more consecutive years lose all credits that they have earned before their absence. Individual programs may count the coursework students completed prior to their absence for meeting program requirements; that coursework may not count toward Graduate School credit requirements.

**LANGUAGE REQUIREMENTS**

Contact the program for information on any language requirements.

---

Full-time MBA students may be allowed to enroll in up to 18 credits per term in the 2016–2017 academic year. Contact the Wisconsin School of Business for more information.

**ADMISSIONS**

Admission consideration for the MBA program requires a four-year undergraduate degree or the equivalent, in any discipline, from an accredited institution. The School of Business seeks a minimum of two years of full-time work experience along with a strong undergraduate performance. In addition to academic credentials, GMAT scores and work experience, personal achievements, motivation, communication skills (written and oral), international exposure and recommendation letters are considered in the admission process at both the master’s and doctoral levels.

*Note:* The Graduate Management Admission Test (GMAT), taken within five years of the starting term, is required of all applicants to the School of Business; the Graduate Record Exam (GRE) may be an acceptable alternative on a case by case basis. All applicants whose native language is not English must submit scores from the Test of English as a Foreign Language (TOEFL), the Pearson Test of English (PTE), Intensive English as a Second Language (IELTS), or show the completion of an Interlink program. A minimum iBT TOEFL score of 100 or equivalent, obtained within two years of the intended start term, is required. International applicants who have completed a degree at an institution whose primary language of instruction was English may request a waiver of this requirement on the application.

**LEARNING OUTCOMES**

**KNOWLEDGE AND SKILLS**

- Understand the connection between human resource management and overall business strategy.
- Analyze organization compensation strategy to identify problems and develop solutions that support the organization's strategy.
- Discern which staffing techniques are poor, fair, and good predictors of employees' future job performance.
- Comprehend the various challenges currently facing the labor and employment relations system to be able to address these challenges.

**PROFESSIONAL CONDUCT**

- Apply appropriate tactics in competitive and cooperative negotiations individually and as part of a negotiation team.
- Design work systems and roles that allow employees to contribute to organization performance.

**PEOPLE**

**Faculty:** Professors Trevor (chair), Aldag, Coff, Dunham, Gerhart; Associate Professors Eckhardt, Ganco, Posen, Stajkovic, Terlaak, Triana; Assistant Professors Kim, Navis, Sarada, Shin