

HUMAN RESOURCES (MPS)

Graduate School

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

CIP: 52.1001 | HEGIS: 0515.00 | NYSED: 36471

Graduate Field

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

Program Description

Administered by the Graduate School, the Human Resources (MPS) (Executive Master of Human Resource Management) program is ideal for high-potential human resource professionals who have 8+ years of experience. This selective 15-month program, leading to a graduate MPS degree in Human Resources, will give you the advanced knowledge and skills needed to move into senior HR roles, and enable you to develop and execute human capital strategy on a global scale. Online coursework allows you to complete the program without interrupting your career.

Program Information

- Instruction Mode: In Person
- Location: Ithaca, NY
- Minimum Credits for Degree: 30
- Program Length: 15 months

Program Requirements

Code	Title	Hours
Online Courses		10.5
ILRHR 8105	HR Strategy	0.5
ILRHR 8107	Strategic Talent Analytics	0.5
ILRHR 8108	Business Strategy for HR Leaders	0.5
ILRHR 8109	Finance and Accounting Principles	0.5
ILRHR 8309	Navigating Power Relationships	0.5
ILRHR 8313	Navigating Labor Relations	0.5
ILRHR 8314	Preparing for Labor Negotiations	0.5
ILRHR 8402	Results Through Talent Management	0.5
ILRHR 8404	Managing and Leading Hybrid Teams	0.5
ILRHR 8408	Coaching Skills for Leaders	0.5
ILRHR 8409	Executive Compensation Essentials	0.5
ILRHR 8410	Valuing HR Initiatives	0.5
ILRHR 8411	Diversity, Equity and Inclusion in Practice for HR	0.5
ILRHR 8412	Analyzing Formal Organizational Structure	0.5
ILRHR 8413	Facilitating Staffing Decision	0.5
ILRHR 8414	Adopting Inclusive Hiring Practices	0.5
ILRHR 8601	Human Resources Leadership	0.5
ILRHR 8604	Strategic Decision Making	0.5
ILRHR 8702	Using Design Thinking in Human Resources	0.5
ILRHR 8703	Agile Project Management Approaches	0.5
ILRHR 8704	Conversations in HR	0.5

Code	Title	Hours
Ithaca, NY Courses		10.5
ILRHR 8201	Strategic Human Resource Management	3.5
ILRHR 8501	Managing Talent	3.5
ILRHR 8801	HR Leadership	2
ILRHR 8802	Conflict Resolution	1.5

Code	Title	Hours
Capstone Case Project Courses		9
ILRHR 8901	Case Project: Identifying the Business Case and HR Challenges	2.5
ILRHR 8902	Case Project: Developing an HR Intervention and Change Plan	2.5
ILRHR 8903	Case Project: Final Report and Presentation	4

Total Credits and GPA Requirements

- Minimum total credits required to graduate: 30 credits over fifteen months.
- Students of the EMHRM program are expected to maintain a minimum cumulative GPA of 2.70 with no single course or seminar grade below a letter grade C.

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

The learning goals of the ILR curriculum can be summarized as follows. Upon graduation, students in the School of Industrial and Labor Relations should have the ability to:

- Engage in critical, reasoned analyses of issues and ideas
- Explain ideas and analyses through written and oral communication
- Evaluate and apply theories and assumptions of the social science disciplines to workplace issues
- Analyze workplace issues from a variety of perspectives, including the historical, cultural, institutional and ethical perspectives
- Access, evaluate and analyze qualitative and quantitative data, so as to enhance understanding and inform decision-making
- Work independently and in cooperation with others

Program Calendar

2026 Cohort

Fall 2025

Date	Event
August 10, 2025	First Day of Term
August 10, 2025	First Day of Instruction
November 26-30, 2025	Thanksgiving Break
December 14, 2025	Last Day of Instruction
December 14, 2025	Last Day of Term

Spring 2026

Date	Event
January 4, 2026	First Day of Term
January 4, 2026	First Day of Instruction
March 14-20, 2026	Residential Session in Ithaca, NY
March 28-April 5, 2026	Spring Break
May 16, 2026	Last Day of Instruction
May 16, 2026	Last Day of Term

Summer 2026

Date	Event
May 17, 2026	First Day of Term
May 17, 2026	First Day of Instruction
July 18-24, 2026	Residential Session in Ithaca, NY
July 24, 2026	Last Day of Instruction
July 24, 2026	Last Day of Term

2027 Cohort

Summer 2026

Date	Event
May 17, 2026	First Day of Term
May 18, 2026	First Day of Instruction
July 13-17, 2026	Break
July 18-24, 2026	Residential Session in Ithaca, NY
July 24, 2026	Last Day of Instruction
July 24, 2026	Last Day of Term