GRADUATE PROGRAMS
Executive Masters of HRM

CANADA’S LEADER IN HRM EDUCATION
Welcome to the School of Human Resource Management at York University

Dedicated to human resource management education, the School of HRM offers comprehensive and unique HRM-focused programs.

We have the largest undergraduate program in Canada, and offer both an Executive Masters in HRM and a PhD in HRM. Our programs provide a bridge between science and practice.

At the School of HRM, you’ll further develop your business and HRM knowledge while strengthening your analytical and problem solving skills.

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Why pursue your Executive Masters at the School of HRM?

**Targeted and convenient.** The School of Human Resource Management’s unique Executive Masters degree in HRM is designed specifically to meet the needs of busy professionals from a broad range of backgrounds. Classes convene outside of traditional work hours. Each course is taught in an intensive format, offered over four full-day sessions (Fridays, Saturdays, or Sundays).

**Internationally recognized faculty.** MHRM students will learn from a team of internationally recognized HR scholars. Our faculty share their teaching and research expertise acquired from top universities in Australia, Canada, China, Europe, Singapore, the United Kingdom, and the United States.

**Collaborative.** As a student of the MHRM program, you will be exposed to state-of-the-art HRM teaching by our faculty while working shoulder-to-shoulder with other HR executives from Canada and abroad.

**Flexible.** Students may complete the program on a full-time basis (within four academic terms) or a part-time basis (within eight academic terms).

Learning at the School of HRM

Classroom activities incorporate a wide range of teaching and learning methodologies, such as:

- Lectures
- Case studies
- Simulations
- Seminars
- Independent & team practical research projects

Our program includes innovative HR curriculum. MHRM students will explore:

- Strategic HRM
- Organizational change
- Training and development
- Strategic staffing
- Compensation
- International HRM
- Research methods

Students can explore electives such as:

- Career management
- Work-life balance
- Negotiations
- Labour and employment law
Executive MHRM program journey

The Executive MHRM program at the School of HRM allows for part-time or full-time study options

<table>
<thead>
<tr>
<th>STRUCTURE</th>
<th>FULL TIME</th>
<th>PART TIME</th>
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<tbody>
<tr>
<td>COURSE LOAD</td>
<td>• 2 courses per term</td>
<td>• 1 course per term</td>
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<tr>
<td></td>
<td>• up to 3 terms per year</td>
<td>• up to 3 terms per year</td>
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<tr>
<td>DURATION</td>
<td>Approx. 1.5 years</td>
<td>Approx. 2.5 years</td>
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<tr>
<td>OPTION 1</td>
<td>8 courses in total are required for completion</td>
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<tr>
<td></td>
<td>• 6 core courses</td>
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</tr>
<tr>
<td></td>
<td>• 2 elective courses</td>
<td></td>
</tr>
<tr>
<td>OPTION 2</td>
<td>• 6 core required courses</td>
<td></td>
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<tr>
<td></td>
<td>• Major Research Paper (MRP)</td>
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MHRM career outcomes

• The MHRM degree equips graduates with new tools, knowledge, skills, and professional and academic credentials to advance their careers.

• MHRM alumni have advanced into jobs with greater responsibility and compensation.

• Our alumni network of HRM professionals serves as an invaluable resource for professional connections and career growth.

Arman Zareyan
MHRM, 2012
Human Capital Consultant
Deloitte

Pursuing an MHRM over an MBA is a decision I wouldn’t change. An MHRM provided me with a unique skill set, gave me sought-after credentials, and set me apart from my peers graduating from other programs. I learned from a remarkable faculty, who continue to support me. The MHRM fortified my expertise in the workplace, and connected me with a strong network that led to my most recent career opportunity.
### Admission

#### MHRM MINIMUM REQUIREMENTS

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<th>Category</th>
<th>Description</th>
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<tr>
<td><strong>Academic</strong></td>
<td>Applicants must have an undergraduate honours* (i.e., four-year) degree from a recognized university, with a minimum B+ average in the last two years of study. Preference is given to applicants with an undergraduate honours degree in human resource management, business/commerce, administrative studies, psychology, labour studies, or sociology.</td>
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<tr>
<td><strong>Professional experience</strong></td>
<td>Applicants must demonstrate a solid practical HRM background or relevant work experience that prepares them for advanced studies.</td>
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<tr>
<td><strong>Motivation &amp; suitability for graduate work in HR</strong></td>
<td>Applicants are assessed through online application, resume, professional references.</td>
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<tr>
<td><strong>English proficiency</strong></td>
<td>Foreign students are required to demonstrate their English proficiency by meeting the minimal standards on either the York English Language Test (YELT), the Test of English as a Foreign Language (TOEFL), and/or the International English Language Testing Service (IELTS). For additional admissions information for international students, please visit: <a href="http://gradstudies.yorku.ca/prospective-students/international-students/">http://gradstudies.yorku.ca/prospective-students/international-students/</a>.</td>
</tr>
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</table>

*Applicants who have completed a three-year undergraduate degree, numerous HRM courses, and have HR work experience at a senior level may also be considered for admission.*

For program fees and funding, please visit: [http://gradstudies.yorku.ca/current-students/student-finances/funding-awards/](http://gradstudies.yorku.ca/current-students/student-finances/funding-awards/)

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**Melanie Laflamme**

MHRM, 2011

Senior Vice President
Human Resources and Organizational Development
YMCA

The program equipped me with valuable knowledge of HR's role in strategy, which enabled me as a senior executive to contribute to the strategic direction of our organization.
Marie-Hélène Budworth
Research/Teaching Expertise:
Learning, motivation, and negotiations
Degrees:
PhD Rotman School of Management, The University of Toronto (Organizational Behaviour and Human Resource Management)
MED Ontario Institute for Studies in Education, University of Toronto (Counselling Psychology)
HBSc McMaster University (Biology & Psychology)

Christopher Chan
Research/Teaching Expertise:
Cross cultural management, international human resource management, and applied statistics
Degrees:
BCom Murdoch University, Australia
MBus University of Notre Dame Australia
PhD Murdoch University, Australia

James Chowhan
Research/Teaching Expertise:
Human capital, strategy & planning, and research methods
Degrees:
PhD DeGroote School of Business, McMaster University
MA McMaster University (Economics)
BA University of Guelph (Economics)

Sabrina Deutsch
Research/Teaching Expertise:
Organizational behaviour, organizational trust, citizenship, deviant behaviours, and group processes
Degrees:
PhD Sauder School of Business, University of British Columbia (Organizational Behavior)

MA Hebrew University of Jerusalem, Israel (Economics & Business Administration)
BA Hebrew University of Jerusalem, Israel (Economics & Business Administration)

David Dooley
Research/Teaching Expertise:
Labour and employment law, industrial relations, corporate social responsibility, and legal theory
Degrees:
PhD Osgoode Hall Law School
LLM London School of Economics and Political Science
MIR University of Toronto
JD Osgoode Hall Law School
BA University of Toronto

Mary Jo Ducharme
Research/Teaching Expertise:
Research methods and selection
Degrees:
PhD University of Guelph (I/O Psychology)
MA Wilfrid Laurier University (Experimental Psychology)
HBA University of Windsor (Psychology)

Souha R. Ezzedeen
Research/Teaching Expertise:
Work and family, gender, and careers
Degrees:
PhD School of Business, George Washington University, Washington, DC
MA American University of Beirut, Lebanon
BA American University of Beirut, Lebanon

Farimah HakemZadeh
Research/Teaching Expertise:
Evidence-Based HRM, Review Methods, Professional Commitment, Work/Life Conflict and Enhancement, Health Human Resources
Degrees:
PhD DeGroote School of Business, McMaster University (Management of Organizational Behaviour and Human Resources)

MBA Sharif University of Technology (General)
BA Iran University of Science and Technology (Civil Engineering)

Len Karakowsky
Research/Teaching Expertise:
Organizational change, and leadership development
Degrees:
PhD Rotman School of Business, University of Toronto
MBA Schulich School of Business, York University
BCom University of Toronto

Soosan D. Latham
Research/Teaching Expertise:
Cross cultural leadership and qualitative research methodologies
Degrees:
PhD University of Toronto
MBA Iran Center for Management Studies (ICMS)
BA Damavand College, Iran

Kenneth J. McBey
Research/Teaching Expertise:
Leadership, staffing organizations, and disaster & emergency management
Degrees:
PhD Schulich School of Business, York University
MBA Schulich School of Business, York University
BEd University of Toronto
BA University of Toronto (Hons. Political Economy)

Kelly Pike
Research/Teaching Expertise:
Industrial relations, regulating labour in global supply chains, and qualitative research methods
Degrees:
PhD Cornell University, ILR School
BS Cornell University, ILR School
MSc Cornell University, ILR School
MBA Sharif University of Technology (General)
BA Iran University of Science and Technology (Civil Engineering)

Parbudyal Singh
Research/Teaching Expertise:
Compensation and strategic human resource management
Degrees:
PhD DeGroote School of Business, McMaster University
MBA Odette School of Business, University of Windsor
BA University of Guyana

Jing Wang
Research/Teaching Expertise:
Human resources and labour
Degrees:
PhD University of Toronto
MILR Cornell University
BA Peking University

Christa Wilkin
Research/Teaching Expertise:
Contingent workforce, work-life policies, and employment equity
Degrees:
PhD McMaster University (Organizational Behaviour and Human Resources)
MA McMaster University (Work and Society, Labour Studies)
BCom Ryerson University (Human Resources, Law)
BDipl Seneca College (Management)

Jelena Zikic
Research/Teaching Expertise:
Career management & transitions, professional identity, diversity, communication, and strategic HRM
Degrees:
PhD Rotman School of Business, University of Toronto
MSc London School of Economics, UK
BSc University of Toronto (Psychology & Italian language)
Toronto

The School of HRM at York University is located in Toronto, Ontario—Canada’s largest multi-cultural city.

Indoor, outdoor, and all year-round, Toronto has much to offer: international festivals & cuisine, dynamic nightlife, rich history, and a vibrant arts and entertainment scene.

For the outdoor enthusiast, there’s much to explore. By foot, bike, or boat, there’s an expansive network of green spaces, natural settings, and waterfront beaches.

Faith Tull
MHRM, 2011
Chief People Officer
Randstad Canada

I’ve enjoyed four promotions since completing my master’s and can certainly attribute some of that success to the emphasis on strategic and factual thinking learned during the program. I thoroughly enjoyed learning from a mix of professors with real work experiences as well as pure researchers. This allowed me to decipher what could and couldn’t work within the organizations I served, as well as allowed me to draw upon the skills and knowledge I obtained.

Eric McCallum
MHRM, 2010
Vice President, Human Resources
Kinross Gold Corporation

My experience in the MHRM program gave me great confidence in designing fact-based, practical solutions to important real-world business challenges, which has helped me advance my career. I highly recommend making this investment in yourself, which will help enhance HR’s reputation as a vital business imperative.
Get started today!

TALK TO US.
ARRANGE A TOUR.
VISIT US ONLINE.

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