

SCHOOL OF HUMAN
RESOURCE MANAGEMENT

GRADUATE PROGRAMS

PhD in 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.

Contents

- 3 PhD Program
- 7 Faculty Bios



Why join the PhD program at the School of HRM?

Impactful. The PhD program in Human Resource Management at the School of HRM is designed to prepare future academics who wish to conduct impactful research and teach at major research-oriented institutions. Our students are exposed to major theories, research methods, and work-related and organizational literature.

Engaging. You will study in a vibrant and intellectually stimulating environment designed for those wishing to develop the skills necessary for a successful academic career.

Customized. As a PhD student you will work closely with faculty who share your research interests, are working on similar areas of research, or can provide a new perspective. Our diverse faculty members in HRM are well known for their research and scholarly insights on a wide range of topics.

Life in the PhD program:

- Study in small classes (seminars) and form close working relationships with other students and faculty
- Engage in rigorous scholarly training to develop high-quality research skills
- Experience leading-edge research training
- Participate at academic conferences that provide opportunities for doctoral students to share ideas and to network
- Receive the academic guidance necessary to successfully complete the program in a timely manner.

Your academic future begins here...

The SHRM PhD program is designed to provide our graduates with the necessary training to become successful researchers and educators at any major educational institution around the world.

Our program is designed to provide students with first-hand experience in:

- Co-authoring with SHRM faculty
- Designing and conducting independent research studies
- Producing and publishing independent research
- Presenting at academic conferences & developing networks of professional relationships
- Teaching our diverse and vibrant student body

Al-Karim Samnani

PhD, 2013

Assistant Professor
Odette School of Business
University of Windsor

Faculty members in this program are committed to seeing students do well. They were very flexible in allowing me to explore the research topics and questions that I was interested in. I believe that the encouragement I received to get exposed to the publication process played a meaningful role in helping me prepare for a career as a scholar.



Our graduates

In an increasingly complex global economy, our PhD graduates are ideally equipped to think through the challenges of people management and contemporary business.

Our PhD graduates are an extremely **diverse group of scholars** from many cultures and backgrounds, and are **sought after** by universities, government, and industry worldwide.

86%
of our graduates

in the last 3 years obtained reputable tenure track academic positions in Canada, the United States, and Europe.

The PhD program journey

YEARS 1 & 2	Course Work	Study in small classes (seminars) and form close working relationships with faculty.
	Teaching Experience	Engage in required teaching assistant work.
	Ongoing Research Experience	Participate in writing/research and preparation for publication of manuscripts (i.e., your own course work and collaborations with faculty members/colleagues).
	Summer RA-ships	Work closely with faculty members on their research projects.
YEAR 2 SUMMER	Summer	Write comprehensive exams.
YEARS 3 to 5	Dissertation Proposal Year 3	Work on dissertation proposal preparation and defense.
	Dissertation Work/Data Collection and Defense Years 4 – 5	
	Experience	Participate in writing/research and preparation of manuscripts for publication.
	Teaching Experience	Engage in teaching assistant work and obtain some independent teaching experience. Engage in ongoing research.

Admissions

PhD MINIMUM REQUIREMENTS

Academic	<p>The program is open to graduates with a master's degree from recognized universities. Degree can be in HRM or in a related field, with a minimum B+ average.</p> <p>Candidates must demonstrate the capacity to undertake research in the field.</p>
Other supporting documents	<p>All applicants must provide a Statement of Research Interests and three letters of reference.</p> <p>Short-listed candidates will be invited to attend an interview. When physical distance poses a problem, interviews will be conducted via York's teleconferencing facilities.</p>
Motivation & suitability for graduate work in HR	<p>Applicants are assessed through online application, essays, resume, professional references, and interview.</p>
English proficiency	<p>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).</p> <p>For additional admissions information for international students, please visit : http://gradstudies.yorku.ca/prospective-students/international-students/</p>

For program fees and funding, please visit:
<http://gradstudies.yorku.ca/current-students/student-finances/funding-awards/>

Jennifer A. Harrison

PhD, 2015

Assistant Professor
NEOMA Business School

The five years spent in the program were well worth it in terms of both my personal and professional growth. I was given the encouragement and autonomy to develop my own research program. At the same time, professional, financial, and social resources were made available—resources that I believe are essential to the successful completion and quality of a PhD degree.



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

MBA 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 Salamon**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 Doorey**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

BSc Cornell University, ILR School

MSc Cornell University, ILR School

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.

Get started today!

TALK TO US.

ARRANGE A TOUR.

VISIT US ONLINE.

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