

# Human Resources and Employment Law, MHREL

LWHREMHREL

## Program description

### **Degree awarded: MHREL Human Resources and Employment Law**

The MHREL is a non-JD graduate program that specifically caters to both entry-level and established nonlawyer human resources, recruitment and operations professionals who wish to understand the legal and regulatory framework that governs recruiting, hiring, maintaining, promoting and dismissing employees and independent contractors in the public and private sectors.

Students identify and solve critical employment-related problems facing organizations that only trained professionals understand by learning the complex legal and regulatory framework governing HR activities.

The Master of Human Resources and Employment Law program consists of 30 credit hours that can be completed either in-person or online in one to three years, on a full-time or part-time basis.

## At a glance

- **College/School:** [Sandra Day O'Connor College of Law](#)
- **Location:** [Downtown Phoenix](#) or [Online](#)

## Degree requirements

30 credit hours including the required capstone course (SDO 685)

### **Required Core (18 credit hours)**

SDO 501 U.S. Law and Legal Analysis: Masters (3)

SDO 531 Employment Law: Masters (3)

SDO 541 HR and Employment Law: Masters (3)

SDO 551 Duties, Obligations and Rights in the Workplace: Masters (3)

SDO 552 Employment Discrimination: Masters (3)

SDO 569 Advanced HR and Employment Law: Masters (3)

### **Electives (9 credit hours)**

### **Culminating Experience (3 credit hours)**

SDO 685 Human Resource and Employment Law Capstone (3)

### **Additional Curriculum Information**

Following completion of the six required core courses (18 credit hours), students in the Master of Human Resources and Employment Law program can select from varied elective courses (at least nine credit hours) that will count toward their degree. The pool of elective courses students can choose from include courses focused on employment law-adjacent subject areas such as privacy rights, dispute resolution and contracts. Students are also able to choose elective courses that present an opportunity to explore other legal areas that may interest them or be pertinent to their chosen career path.

The degree culminates in a three credit hour capstone course that focuses on the practical application of knowledge and skills gained during the program. During the capstone course, students evaluate the impact of various statutory and regulatory laws that affect the day-to-day operations of a human capital management professional, learn how to successfully navigate challenges these laws present, and manage relationships with varying employee groups at all organizational levels.

## **Admission requirements**

Applicants must fulfill the requirements of both the Graduate College and the Sandra Day O'Connor College of Law.

Applicants are eligible to apply to the program if they have earned a bachelor's or master's degree in a related field from a regionally accredited institution.

A minimum cumulative GPA of 3.00 (scale is 4.00 = "A") in the last 60 hours of an applicant's bachelor's degree program is preferred. Prospective students may earn admission with a cumulative GPA below 3.00 if the other assets included in the application package are strong, such as:

- a personal statement that addresses a low GPA or inconsistent academic performance
- improved academic performance in subsequent degrees
- significant work history since completing a bachelor's degree

U.S.-educated applicants can apply through the [FastApp process](#), which streamlines the application process and may allow for an offer of conditional admission to the MHREL program while the applicant continues to submit any additional requested documentation.

International or internationally educated applicants should complete the [MHREL Full Application form](#).

All applicants must submit:

1. official transcripts
2. professional resume
3. any other supporting documents (optional)
4. proof of English proficiency

### **Additional Application Information**

An applicant whose native language is not English must provide proof of [English proficiency](#) regardless of their current residency. If English is not an applicant's native language, and an applicant has not completed a bachelor's degree or higher at a regionally accredited institution in the United States, they must provide evidence of English proficiency as indicated by acceptable scores. Most competitive applicants should have a TOEFL iBT score of at least 90, an IELTS score of at least 7.0, or a PTE score of at least 64. Exceptional candidates with relevant experience and background who have scores slightly below these thresholds will also be considered. ASU's institutional code is 4007.

International applicants must also submit an official transcript, two letters of recommendation, a personal statement, a writing sample and explanations of affirmative answers to any conduct questions.

U.S.-educated applicants may also be asked by the admissions team to submit these resources to strengthen their application.

Applicants with foreign education credentials should have all transcripts evaluated by the Academic Credentials Evaluation Institute Inc. ACEI independently evaluates all academic documents issued in countries other than the United States.

## **Tuition information**

When it comes to paying for higher education, everyone's situation is different. Students can learn about [ASU tuition and financial aid](#) options to find out which will work best for them.

## **Attend online**

### **ASU Online**

ASU offers this program in an online format with multiple enrollment sessions throughout the year. Applicants may [view the program's ASU Online page](#) for program descriptions and to request more information.

## **Career opportunities**

Employment opportunities exist in supervisory and management positions in government agencies (federal, state and local) and the private sector. Graduates of the program may find positions as:

- compensation and benefits managers

- employment recruiters
- equal employment opportunity managers and specialists
- executive search consultants
- hiring managers
- human resources managers and specialists
- labor advocates
- labor relations specialists
- legal support workers
- ombudsmen

Human resources employment is projected to grow faster than average (employment increase of 5% or more) in the U.S. and to have 100,000 or more job openings nationwide over the period 2019 to 2029.

The Society of Human Resources Management, a premier HR professional organization with more than 300,000 members nationwide and globally, has recognized ASU Law as the first law school that is fully aligned with the SHRM curriculum guidelines. <https://www.shrm.org>

This alignment provides students enrolled with an emphasis in human resources and employment law the opportunity to apply for the SHRM certification professional exam. Achieving this certification is an important distinction that many employers recognize in hiring and promoting HR and employment law professionals.

Current and future students who complete this degree may be eligible for the SHRM certification exam with experiential hours. Students must have a minimum of 500 hours of relevant experience to apply for the SHRM-CP exam. Students who already have SHRM certification will receive Continuing Education credit for the courses they have completed or will complete.

## Professional licensure

ASU programs that may lead to [professional licensure](#) or certification are intended to prepare students for potential licensure or certification in Arizona. Completion of an ASU program may not meet educational requirements for licensure or certification in another state.

## Contact information

[Sandra Day O'Connor College of Law](#) | BCLS 420

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[Admission deadlines](#)