

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 non-lawyer 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 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

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 or Research (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 like 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 degree. 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.

Applicants must have a minimum cumulative GPA of 3.00 (scale is 4.00 = "A") in the last 60 hours of their first bachelor's degree program, or applicants must have a minimum cumulative GPA of 3.00 (scale is 4.00 = "A") in an applicable master's degree program.

All applicants must submit:

1. graduate admission application and application fee
2. official transcripts
3. two letters of recommendation
4. professional resume
5. personal statement
6. proof of English proficiency

Additional Application Information

An applicant whose native language is not English must provide proof of English proficiency regardless of current residency.

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.

All applicants must meet the requirements of the Graduate College, as well as those at ASU Law. 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, the applicant must provide evidence of English proficiency as indicated by acceptable scores. Most competitive applicants should have a TOEFL score of at least 66 (pBT) or 90 (iBT), 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 the thresholds above will also be considered. ASU's institutional code is 4007.

Attend Online

ASU Online

ASU offers this program in an online format with multiple enrollment sessions throughout the year. Applicants may view the program description and request more information [here](#).

Career Opportunities

Employment opportunities exist in supervisory and management positions in government agencies (federal, state and local) and the private sector including:

- 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
- ombudsman

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 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>

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. For more information, students should visit the ASU professional licensure webpage: <https://admission.asu.edu/academics/licensure>.

Contact Information

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

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[Admission Deadlines](#)