

A Degree at the Intersection of HR and the Law

**ONLINE MASTER OF JURISPRUDENCE
IN LABOR & EMPLOYMENT LAW**

As a human resources (HR) professional, you navigate the law every day.

HR leaders must rise to the challenge of understanding—and complying with—complex and rapidly changing labor and employment laws at local, state and federal levels.

[Read more](#) on mastering the complexities of employment law.

Possessing a strong grasp of the law is crucial for HR professionals, especially when dealing with sensitive issues such as discrimination, [sexual harassment](#), [intellectual property](#) and the ever-evolving conversation around privacy.

By understanding the nuances of employment law, you can create a welcoming, transparent work environment—and help your company avoid costly legal nightmares.



Hear associate professor Elizabeth Townsend-Gard discuss the various ways law interacts with the HR profession on a day-to-day basis.

[Watch Video](#)

“

In the HR world, there's been this kind of division... You speak legal, I speak HR. This [program] is literally somewhere right in between, so you can become a translator to speak both sides. I really think that the program is going to be the next phase of human resources.

”

CRYSTAL KELLY (MJ '18), VICE PRESIDENT OF HUMAN RESOURCES,
FORD FRY RESTAURANTS

[Read more](#) about Crystal Kelly.

Bridge the Gap

Until recently, no viable alternative to the Juris Doctor (J.D.) existed for HR leaders looking for a substantial legal education. **But as the HR profession evolves, so too does professionally driven legal education.**

Now you can [earn an advanced credential](#) that reflects your changing role, greatly expands your knowledge of HR and employment law, and increases your credibility in the workforce.

Become the indispensable linchpin of your organization with [Tulane University Law School's online Master of Jurisprudence in Labor & Employment Law \(MJ-LEL\)](#).



Student Spotlight: Natalia Hernandez (MJ '19)

Hear how this MJ-LEL student is working toward her goal: VP of HR.

[Watch Interview](#)

A Degree That Works in Any Industry

HR professionals work across a variety of industries, and the [online MJ-LEL from Tulane](#) can have near-immediate applicability in any of the following fields:

- Healthcare
- Government
- Educational services
- Financial services
- Small business
- Consulting
- Technology
- Nonprofits



Student Spotlight: Crystal Kelly (L '18)
Bridge the Division Between HR and the Law
[Watch Interview](#)

“

This degree will boost my professional credibility, and clients are already impressed that I'm taking classes in this discipline.

”

AMANDA HADDAWAY (MJ '18), MANAGING DIRECTOR,
LEAD CONSULTANT AND TRAINER, HR ANSWERBOX

Career Outcomes by the Numbers

\$110,120

HUMAN RESOURCE MANAGER
MEDIAN PAY IN 2017¹

\$241,371

AVERAGE SALARY FOR A TOP
HR EXECUTIVE²

From 2016-2026, HR managers can expect to see a **9 percent job growth rate**.¹

¹ Retrieved on October 16, 2018, from www.bls.gov/ooh/management/human-resources-managers.htm

² Retrieved on October 16, 2018, from www1.salary.com/Top-Human-Resources-Executive-Salary.html



Student Spotlight: Janet Bashen (MJ '19)
Building a CV with a degree in Labor and
Employment Law.
[Watch Interview](#)

Different Perspectives Foster Richer Experiences

In the online MJ-LEL program, you'll join a [cohort](#) comprising students from myriad industries, locations and backgrounds. In the past, we've welcomed entrepreneurs; executives; union representatives; small business owners; and HR consultants, managers and directors.

[Read more](#) on why Tulane University Law School can be great for you.

And while many of our students come into the program with an HR background, it's not required.

In fact, many students use our program as a way to transition from their current roles into one with HR responsibilities by branching their knowledge out to this new area of expertise.



Student Spotlight: Erika Hathaway (MJ '19)

Making a Career Change From Public Health to HR

[Watch Video](#)



Meet Our Students*

11%

LOUISIANA RESIDENT

82%

FEMALE

18%

MALE

22%

HOLD A GRADUATE
DEGREE

12 years

OF WORK EXPERIENCE
ON AVERAGE

3.2 avg

UNDERGRAD GPA
(ON A 4.0 SCALE)

*Self-reported by Tulane Online MJ-LEL students and graduates, from 2017-2018.



Top Career Industries Represented

- Healthcare
- Government
- Educational services
- Financial services
- Consulting
- Manufacturing
- Military
- Technology
- Transportation/Rail



[Learn more](#) about ownership of intellectual property

Honoring Tradition, Driving Forward

As a potential master's degree candidate, you should feel confident in the [quality and credibility](#) of the program you're considering. As a student at Tulane University Law School, you'll benefit from the prestige of one of the most historic and highly regarded law schools in the country.

- Established in 1847
- 12th-oldest law school in the U.S.
- Accredited by the American Bar Association since 1925
- First in the country to require pro bono legal work for all J.D. candidates
- Hub for a powerful network of nearly 12,000 alumni



“

This is one of the most well-known law schools in the world... The beauty of [this online program is that] we have the resources of the entire law school. This is a tremendous opportunity that you can't find anywhere else.

”

JOEL WM. FRIEDMAN, JACK M. GORDON PROFESSOR OF PROCEDURAL LAW & JURISDICTION AND PROGRAM DIRECTOR



Interview with Joel Wm. Friedman

Learn about the importance of legal education for individuals in the field of human resources in this interview with Joel Wm. Friedman.

[Watch Full Interview](#)



Expert Faculty Committed to Excellence

In the online MJ-LEL, you'll take courses with [highly respected and experienced law professors and attorneys](#), including [Program Director Joel Wm. Friedman](#), a national and international authority on labor and employment issues and author of the most widely adopted law school textbook on employment discrimination law.



“

I'm very passionate about helping students transform from HR professionals to HR legal professionals and to be able to be successful and confident in integrating legal analytical and writing skills into their professional toolkits.

”

JENNIFER COOPER, PROFESSOR, LEGAL ANALYSIS I AND II



[Read more](#) about Jennifer Cooper and our other experienced faculty.

A Legal Education on Your Terms

This program, which you can **complete in as few as two years**, is designed for working professionals who need the flexibility of online coursework but crave the collaboration of a traditional on-campus program.

The Importance of
HR in Compliance



Featured Article

The Importance of HR in Compliance

[Read Article](#)



In the online MJ-LEL program, you can:

- Complete your coursework on your own time—the program is fully online
- Connect to your peers and [faculty](#) during periodic live classes
- Keep your day job—most students are full-time working professionals
- Engage with a faculty dedicated to interactive learning

The Best of Both Worlds

While you'll complete 100 percent of your coursework online, we also require students to attend one [Immersion Weekend](#) on campus to meet your peers and faculty face to face.



“

This program has really changed my perspective on distance learning. I of course thought that the program was going to be excellent, because Tulane's a top law school, but it really has surpassed my expectations.

”

MONICA MANOLAS (MJ '18), PRESIDENT, SUWANNEE AMERICAN CEMENT

[Read the full Q&A](#) with Monica Manolas.

Immerse Yourself in the Big Easy

One of the most exciting aspects of the program, [Immersion Weekend](#), serves as an opportunity for you to connect in person with your MJ classmates and professors.



The MJ-LEL Immersion Weekend

Get an inside look at the Immersion Weekend experience.

[Watch Video](#)

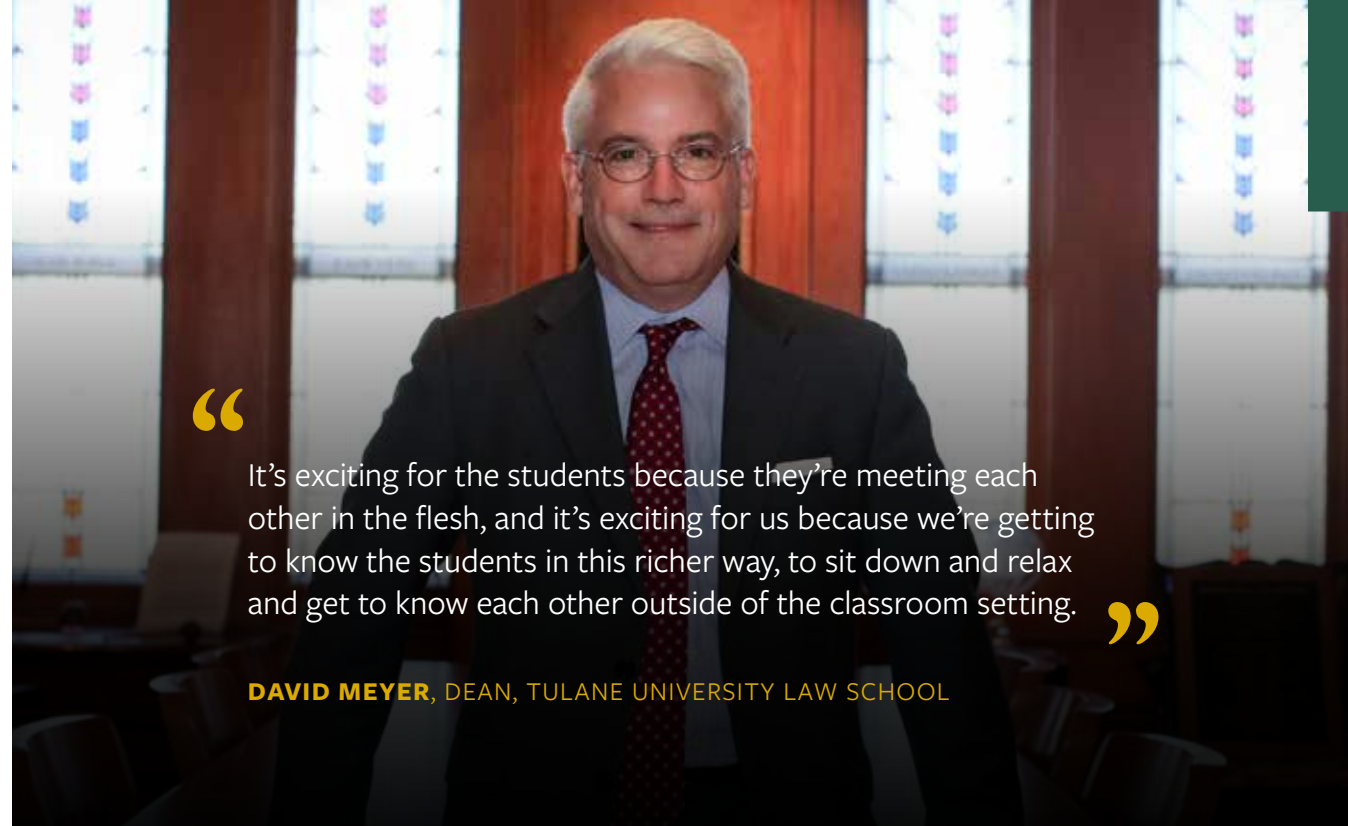
What to Expect at Immersion Weekend

- Attend panel discussions and a keynote talk with labor and employment law experts
- Choose from a variety of breakout sessions that cater to your interests
- Foster personal and professional relationships with peers and faculty
- Develop a deeper connection to the law school by walking the halls with other students



Ready to Head to New Orleans?

We hold [Immersion Weekend](#) sessions each summer, and while you can attend during either your first or second year in the program, we recommend attending your first year. **Attendance at one Immersion Weekend is mandatory.**



“

It's exciting for the students because they're meeting each other in the flesh, and it's exciting for us because we're getting to know the students in this richer way, to sit down and relax and get to know each other outside of the classroom setting.

”

DAVID MEYER, DEAN, TULANE UNIVERSITY LAW SCHOOL

A Relevant, Practical Curriculum

Expand your practical knowledge of labor and employment law through the following courses (30 credits total):



Student Spotlight: Bob Oberstein

Going Back to School to Stay Relevant in Your Career

[Watch Video](#)

Required Courses

- Legal Analysis I (2 credits)
- Introduction to Employment Discrimination Law Principles and Strategies (3 credits)
- Legal Analysis II (2 credits)
- Introduction to Labor Law Principles and Strategies (3 credits)
- Employment Law (2 credits)
- Intellectual Property Issues in the Employment Context (3 credits)
- Sex and Gender Issues in the Workplace (3 credits)
- Social Media Issues in the Workplace (3 credits)
- Capstone (3 credits)

You'll also choose three electives (2 credits each) based on your professional interests. Visit [our curriculum page](#) for a list of current elective offerings.

Your Capstone Experience

Bring it all together with a culminating capstone course, during which you'll have the opportunity to draft a social media policy and negotiate a collective bargaining agreement, among other exercises.



The Capstone Course

for the online MJ in Labor & Employment Law

[Watch Video](#)



Program Details

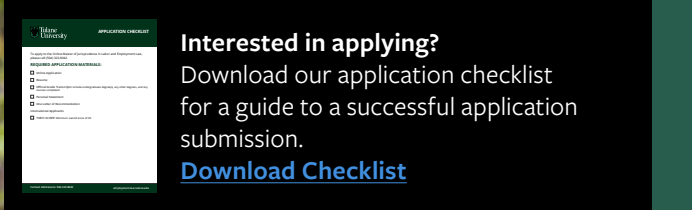
- As few as 2 years to complete
- 30 credits total
- Convenient online coursework
- 2-day Immersion Weekend
- 3 opportunities to start per year: January, May or September

[Schedule Appointment](#)

Application Requirements

With no GRE or LSAT required, the application process is easier than you think. When you're ready to apply, you'll need to submit the following:

- Online application
- Resume
- Official transcripts from all institutions attended
- Personal statement
- 1 letter of recommendation
- Applicants whose first language is not English must submit a TOEFL score (minimum overall score of 90)



Interested in applying?

Download our application checklist for a guide to a successful application submission.

[Download Checklist](#)

“

The one thing that really surprised me about this program—I just can't emphasize this enough—was how much they support you and let you know that you are a Tulane University Law School student. This is my school. I own it. I am a Tulane University Law School student, and you will be, too.

”

GARY MAXWELL (MJ '18), UNION NEGOTIATOR,
UNITED AUTOMOBILE WORKERS

With an online MJ-LEL from Tulane University Law School, you can help your company protect itself, its assets and, most importantly, its people.

Contact a member of our admissions team at **844-573-3929** to start the application process.

Ready to become an authority on
HR and employment law?

We're accepting applications!

[Schedule Appointment](#)



**HR is inseparable from
the law. Master both.**

STILL HAVE QUESTIONS?

**CONTACT US AT [844-573-3929](tel:844-573-3929) TO LEARN
MORE ABOUT THE ONLINE MJ-LEL.**

