

# LABOR AND EMPLOYMENT, MJ

## Overview

The Master of Jurisprudence (M.J.) is a post-baccalaureate degree that allows non-legal professionals to enhance career related skills through the study of the laws, governmental policy, and the legal system. This degree is designed to infuse career-based knowledge with legal education. MJ-LEL students are chosen from among this nation's incumbent and aspiring human resource professionals, as well as those in management and leadership roles who have personnel responsibilities. The Labor and Employment Law MJ program from Tulane is delivered in a hybrid format through which students complete most of their coursework online and only come to campus once for a multi-day Education Immersion Weekend. The program is ideally suited for accomplished, busy working professionals from companies across the nation.

Human resource professionals — whether they carry formal HR titles or are business managers with personnel responsibilities — serve as the crucial link between an organization's management and its employees. A formal, academic credential in Labor and Employment Law offers the knowledge needed to comply with the myriad regulations established by state and federal law and teaches the skills required to successfully navigate everything from creating personnel manuals, to engaging in collective bargaining, to administering benefits, to handling sensitive employee relations issues.

The program requires the completion of 30 credit hours and typically takes two years to complete. This online, non-residential program was designed for human resource professionals and those seeking to transition into HR. Students will obtain additional expertise and familiarity with the extensive and complex body of federal and state regulations that govern most aspects of recruitment, hiring and retention of employees. The MJ-LEL program includes a one-time on-campus Education Immersion Weekend, in addition to its online course curriculum.

## Requirements Curriculum

### Semester 1

Students must take both of these required courses:

Course ID	Title	Credits
EMPL 6400	Intro Legal, Research and Writing	2
EMPL 6910	Intro to Employment Discrimination	3

### Semester 2

Students must take both of these required courses:

Course ID	Title	Credits
EMPL 5710	Intro to Labor Law Principles	3
EMPL 6401	Introduction to Legal Research and Writing II	2

### Semester 3

Students must take both of these required courses:

Course ID	Title	Credits
EMPL 5410	IP Issues in the Workplace	3
EMPL 6460	Employment Law	2

### Semester 4

Course ID	Title	Credits
EMPL 6050	Sex & Gender Issues in Work	3

Students must take this required course, plus one 2-credit elective:

EMPL 4920	Advanced Employment Discrimination	2
EMPL 5000	Developing & Manage Workforce	2
EMPL 5800	Negotiations & Dispute Resolution	2
EMPL 6100	Investigat Employee Complaints	2
EMPL 6410	Introduction to Contract Law and Working with Contracts	2
EMPL 6500	Employee Medical Leaves	2

EMPL 6510	Administrative Law	2
EMPL 6600	Privacy in the Workplace	2
EMPL 6920	Introduction to Employee Benefits Law	2

### Semester 5

Course ID	Title	Credits
EMPL 6000	Social Media Issues in Wkplace	3
Students must take this required course, plus one 2-credit elective:		
EMPL 4920	Advanced Employment Discrimination	2
EMPL 5000	Developing & Manage Workforce	2
EMPL 5800	Negotiations & Dispute Resolution	2
EMPL 6100	Investigat Employee Complaints	2
EMPL 6410	Introduction to Contract Law and Working with Contracts	2
EMPL 6500	Employee Medical Leaves	2
EMPL 6510	Administrative Law	2
EMPL 6600	Privacy in the Workplace	2
EMPL 6920	Introduction to Employee Benefits Law	2

### Semester 6

Course ID	Title	Credits
EMPL 6990	Capstone Course	3
Students must take this required course, plus one 2-credit elective:		
EMPL 4920	Advanced Employment Discrimination	2
EMPL 5000	Developing & Manage Workforce	2
EMPL 5800	Negotiations & Dispute Resolution	2
EMPL 6100	Investigat Employee Complaints	2
EMPL 6410	Introduction to Contract Law and Working with Contracts	2
EMPL 6500	Employee Medical Leaves	2
EMPL 6510	Administrative Law	2
EMPL 6600	Privacy in the Workplace	2
EMPL 6920	Introduction to Employee Benefits Law	2

### Elective Courses

Course ID	Title	Credits
EMPL 4920	Advanced Employment Discrimination	2
EMPL 5000	Developing & Manage Workforce	2
EMPL 5800	Negotiations & Dispute Resolution	2
EMPL 6100	Investigat Employee Complaints	2
EMPL 6410	Introduction to Contract Law and Working with Contracts	2
EMPL 6500	Employee Medical Leaves	2
EMPL 6510	Administrative Law	2
EMPL 6600	Privacy in the Workplace	2
EMPL 6920	Introduction to Employee Benefits Law	2

### On-Site Education Immersion Weekend (EIW)

All students enrolled in the online MJ program must attend one EIW to be eligible to receive the Master's degree. Students are welcome to attend more than the one EIW session. Each session is composed of two days of academic and other programming at the Law School during the summer. The EIW is designed to (a) supplement the online curriculum by involving students and faculty in discussion of new developments and unique other issues not addressed in the online curriculum; (2) provide students with networking opportunities by meeting their peers; (3) provide students and faculty

opportunities to meet face-to-face; and (4) provide a tangible link between the students and the law school to promote their continued relationship to the school. The course is not offered for credit, but attendance is required for program completion.

**Program String and Field of Study:** LAMJL\_GR, LEMP

## Contact

For more information contact:

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