TULANE UNIVERSITY
Law School

Program Details

Online Master of Jurisprudence in Labor & Employment Law

The **online Master of Jurisprudence in Labor & Employment Law** (MJ-LEL) is designed for business professionals within human resources or management with personnel responsibilities, as well as for those who are planning a strategic career shift into human resources and want to differentiate themselves from the competition with clear expertise in the legal issues that govern the field. A formal, academic credential in labor and employment law allows these individuals to comply with the myriad of regulations established by state and federal law and allows them to successfully navigate everything from creating personnel manuals to engaging in collective bargaining, administering benefits and handling sensitive employee relations issues.

Program Benefits

- Engage in flexible **online coursework**, designed to fit around the busy schedule of a working professional
- Study with a **world-class faculty** of experienced labor and employment law attorneys and human resources professionals
- Enjoy the prestige of a legal degree from the **12th-oldest law school** in the United States, with a sterling reputation of excellence for over 170 years
- Meet and network with faculty and cohort peers during a required Immersion Weekend at our New Orleans campus
- Earn a legal degree with no LSAT or GRE requirement

Online Program Structure

- 30 credits
- 12 courses
  - 9 required courses
  - 3 electives
- Can be completed in as few as two years
- One required Immersion Weekend
- Three annual starts: January, May and September

Admissions Requirements

- Completed **online application form**
- **Bachelor's degree** from a regionally accredited institution
- **Official transcripts** of undergraduate degree(s), any other degrees and any university-level courses completed, even if a degree was not earned
- **Personal statement**
- **Resume/CV**
- **One letter of recommendation** from someone who is not related to the applicant
- Applicants for whom English is not a first language must achieve a **minimum overall TOEFL score of 90** and complete **one year of full-time study with a minimum GPA of 2.5 (on a 4.0 scale)** at a regionally accredited college or university in the U.S.

The Curriculum

Required Courses:

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

Electives (Choose 3, 2 credits each):

Negotiating Skills (2 credits)
Developing and Managing the Workforce: Recruitment, Retention, Termination, Retirement and Turnover (2 credits)
Privacy in the Workplace (2 credits)
Employee Medical Leaves of Absence (2 credits)
Investigating, Mediating and Arbitrating Employee Complaints (2 credits)

What You'll Learn

Students in the online MJ-LEL program will master numerous relevant skills required to thrive as a human resources or employment law professional. You will learn to identify current legal regulations affecting the workplace; apply employment and labor law cases, laws and regulations in the practice of HR; apply knowledge of the law to create policies and procedures that reduce instances of workplace issues resulting in litigation; critically review employment and labor law cases, laws and regulations; and demonstrate competence in oral and written communication.