

# HUMAN RESOURCES AND EMPLOYMENT LAW, POLICY AND MANAGEMENT - CERTIFICATE

The certificate in Human Resources and Employment Law, Policy and Management is designed for human resources professionals (including human resources managers, benefits specialists, and employee relations representatives) to deliver specialized legal training to position them to respond to the challenges and opportunities the industry may pose for providers, suppliers, and industry partners.

This graduate-level certificate in Human Resources and Employment Law, Policy and Management will prepare new and experienced human resources professionals to effectively address complex legal and policy challenges in the human resources field. Specifically, participants will be exposed to (i) important Federal and state laws, regulations and policies in human resources, employee benefits and employee relations, and (ii) advances in theory and practice, as well as applications of law, regulation and policies through case studies through a module-based structure.

Individuals who complete the program will be able to synthesize scenarios, practice, and legal regulation in the human resources field, providing analysis or judgments for consideration to organizational leadership with a nuanced perspective.

The certificate in Human Resources and Employment Law, Policy and Management provides an industry-responsive curriculum with a focus on human resources and employment law as it applies to policies, business, and economic factors. Courses are offered by asynchronous distance learning to provide a flexible schedule for working professionals. Interactive coursework includes case study assignments and regular interaction with classmates through zoom meetings, videos, audio casts, chat rooms, discussion boards, and group breakout sessions.

This program is approved for delivery via asynchronous distance education technology.

For more information, please go to [law.tamu.edu](http://law.tamu.edu) (<http://law.tamu.edu/>).

## Program Requirements

Code	Title	Semester Credit Hours
<b>Required Courses</b> <sup>1,2,3</sup>		
LAW 618	Contract Law and Strategies <sup>3</sup>	3
LAW 764	Introduction to the United States Legal System	2
Select one of the following:		1
LAW 745	ADR Doing Deals and Resolving Disputes Through Negotiation, Mediation and Arbitration	
LAW 772	Ethical Decision Making	
LAW 792	Dispute Resolution	
<b>Elective Courses</b>		
Select two of the following:		6
LAW 638	Employment Discrimination	

LAW 639	Employment Law
LAW 655	Modern Topics in Human Resources and Employment Law
LAW 678	Employee Benefits Law
LAW 679	Workplace Conflict Management
LAW 721	Duties, Obligations and Workplace Rights

**Total Semester Credit Hours** 12

- <sup>1</sup> (a) Students enrolled in the Masters of Jurisprudence degree program or the Master of Laws degree program at Texas A&M University School of Law and earning the Certificate in Human Resources and Employment Law, Policy and Management concurrently with the degree program and (b) students who have previously earned a degree from Texas A&M University School of Law are required to take two additional elective courses in lieu of the required courses listed.
- <sup>2</sup> Students who are licensed to practice law in the United States or who hold a Juris Doctor (JD) degree from an ABA-accredited law school are required to take two additional elective courses in lieu of the required courses listed.
- <sup>3</sup> Students who are foreign-educated lawyers possessing a degree equivalent to the JD are required to take one additional elective course in lieu of LAW 618 Contract Law and Strategies.

Students enrolled in the Masters of Legal Studies degree program or the Master of Laws degree program at Texas A&M University School of Law and earning the Certificate in Human Resources and Employment Law, Policy and Management concurrently with the degree program must have applied for graduation for the degree program in the semester in which the Certificate is to be awarded and must successfully complete the semester credit hours as indicated on their degree plan.