Evaluate pursuing a graduate degree within SMLR

Applicant Contact

Advising Questions

What are your career goals?

What skills and competencies do you want and need to develop (e.g., to advance in your career)?

What are you interested in learning more about?

MHRM Programs

If your goal is to advance or change your career to (examples):
   Human resources business partner / HR generalist
   Human resources manager
   Recruiter
   Compensation and benefits specialist
   HR analytics specialist
   Career management specialist
   HR consultant
   People development and training specialist

If you seek skills and competencies in:
   Leading and managing people well and gaining people skills
   Managing people more effectively for business success
   Expanding your business knowledge to inform human resource management decisions
   Managing human resources in global/multinational organizations
   Defining and leading the strategic HR agenda within organizations

If you are interested in learning more about:
   Best practices in HR planning, recruiting, interviewing and hiring employees
   Strategic management of the workforce in the U.S. and globally
   Designing effective compensation and benefits systems to motivate and retain employees
   Employee training and development
   People analytics and data-based decisions
   Performance management
   Legal compliance for employees
   HR consulting
   Organizational, departmental, and job design

MLER Programs

If your goal is to advance or change your career to (examples):
   Inclusion /Equal Employment Opportunity consultant
   Labor relations, employee relations, or grievance manager
   Mediator or arbitrator
   Leader of non-profit or community organization
   Investigator for state or federal Dept. of Labor
   Union representative or organizer

If you seek skills and competencies in:
   Leading and managing people well and gaining people skills
   Understanding the employee/labor perspective and advocating for workers in organizations/society.
   Negotiating for management or labor unions
   Resolving workplace conflict, problems and grievances
   Creating more inclusive and diverse workplaces
   Leading organizational change

If you are interested in learning more about:
   The big picture: Work today, the future of work, and/or history of work
   Workplace diversity and inclusion
   Labor and employment law
   Newer emerging forms of worker voice
   Conflict resolution, negotiation, and mediation
   Labor relations strategies
   Team dynamics and collaborative work
   Public sector employment issues

Discuss both Program Requirements (Courses for Each Degree) to confirm interest

Discuss Admission Requirements, Experience, GRE (and exemptions), GPA

Discuss Learning Preference: Online vs In-Class

Discuss feasibility to attend in person

HR-Related Questions

How many years of experience?

What was your experience in?

Results

1. Aiming for a career in HR and matching interests in MHRM
2. Four years or more in HR positions or Managerial/Supervisory Positions
3. Meets Online MHRM admission requirements.
4. Prefers Online Learning

---

1. Aiming for a career in HR and matching interests in MHRM
2. Meets In-class MHRM admission requirements.
3. Prefers Classroom Learning.

---

1. Aiming for a career in LER and matching interests in MLER
2. Meets MLER admission requirements.
3. Prefers Online Learning.

---

1. Aiming for a career in LER and matching interests in MLER
2. Meets MLER admission requirements.
3. Prefers Classroom Learning.

---

1. Undecided on which track.
2. Does not meet the experience requirement
3. Unable to relocate or attend classes in person.

Recommended Degree

Online MHRM

In-Class MHRM

Online MLER

In-Class MLER (may also take online courses)

Recommend Professional Programs leading to a degree