



Advance Your Career With a World-Class Legal Education

ONLINE MASTER OF JURISPRUDENCE
IN LABOR & EMPLOYMENT LAW

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ONLINE MJ IN LABOR & EMPLOYMENT LAW AT A GLANCE

- As few as 2 years to complete
- 30 credits total
- Convenient online coursework
- 2-day Immersion Weekend
- 3 opportunities to start per year

Master Labor & Employment Law With Tulane University Law School

In the 21st century, labor and employment law changes quickly. Modern challenges require a diversity of legal professionals to meet the emerging problems of today and tomorrow. Earn the credentials to become a legal professional who plays a crucial emerging role in your organization—without the need to earn a JD.

Tulane Law School's [online Master of Jurisprudence in Labor & Employment Law](#) (MJ-LEL) equips you with the legal framework to develop and implement policies that will impact the day-to-day lives of people at your company.

HONORING TRADITION WHILE DRIVING LAW FORWARD

As a student at Tulane 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.
- No. 71 Best Law School in the U.S.¹
- Accredited by the American Bar Association since 1925
- First in the country to require pro bono legal work for all JD candidates
- Hub for a powerful, global alumni network

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Students want to come to Tulane because we help them become experts, visionary professionals, legal translators and frontline policymakers. We are the place to be and we have the people that matter.

– SARU MATAMBANADZO,
SENIOR DIRECTOR OF ONLINE EDUCATION



Enhance your career with an online law degree from one of the nation's longest established and most forward-thinking legal institutions.

Get a Legal Education On Your Terms

The online MJ-LEL program, which you can complete in as few as two years, is a targeted degree that builds deep expertise in labor and employment law. It is designed for working professionals who need the flexibility of online coursework but crave the collaboration of a traditional on-campus program.

AN INTUITIVE ONLINE EXPERIENCE

Through our easy-to-use online learning platform, you will view assignments and readings, watch recorded lectures, communicate with faculty and classmates and track your progress throughout each course and the program.

LIVE AND RECORDED CLASSES

Benefit from engagement with your students and professors in real time when you participate in live (synchronous) classes with your cohort. And for the times you need more flexibility, you can view recorded (asynchronous) lectures on your own schedule.

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Human resources has become increasingly complicated due to labor and employment laws that can even vary from the federal level to the state level. I discovered this program, and I was confident that this program would increase my knowledge base in human resources and would allow me to further my career with a legal focus.

– RACHEL T., MJ-LEL '23



Benefits of Earning an Online Master's in Employment Law

THROUGH TULANE'S ONLINE MJ-LEL PROGRAM, YOU CAN:

- Improve your understanding of the laws that govern the practice of human resources
- Learn to effectively communicate and collaborate with lawyers and other legal professionals
- Prove yourself as an asset to your organization by saving money, reducing risks and improving workplace culture
- Build lifelong connections with your cohort, professors and Tulane Law's extensive network of highly accomplished alumni
- Train employees about sexual harassment, deal effectively with unions, engage in collective bargaining, mediate disputes or participate in the arbitrations of labor disputes, create personnel manuals, lead executive searches that are EEOC-compliant, and much more
- Accomplish something that very few people do—earning a graduate degree from a prestigious, nationally ranked university and a top law school

Is the Online MJ in Labor & Employment Law Worth It?

The job outlook for human resources managers is strong, with a 7% growth expected through 2031.² Capitalizing on this opportunity by earning a master's degree in employment law will have a positive impact both on your earning potential and on your career path.

If you're not interested in an HR position specifically, you can still benefit from increased earning power. With a master's degree in hand, you can earn 18% more on average than you would with a bachelor's degree alone.³

Our alumni have reported strong career outcomes upon completion of the program.⁴

- 82% received a salary increase
- \$18,000 median salary increase
- 93% able to use what they learned in the program in their current role



\$126,230

HUMAN RESOURCES
MANAGER MEDIAN
ANNUAL SALARY IN
2021²

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I chose the MJ-LEL program because it had the one thing that every other master's program I researched was missing: Law. I do not want to be a practicing attorney; I love consulting. Obtaining my master's will solidify to my clients that I have the expertise they are looking for and that they can be confident in the services and guidance that I provide to them. Through my job, I get the opportunity to teach and mentor other HR professionals.

– LORRIE C., MJ-LEL '23

² Retrieved March 27, 2023, from www.bls.gov/ooh/management/human-resources-managers.htm

³ Retrieved March 27, 2023, from www.bls.gov/careeroutlook/2022/data-on-display/education-pays.htm

⁴ Based on a limited sample of self-reported data from alumni of Tulane University from graduating cohorts between Summer 2016-Spring 2019, including respondents who indicated they expect to receive a promotion within 6 months from the time of their response.

Who Chooses the Online MJ in Labor & Employment Law From Tulane?

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



THIS PROGRAM IS AN EXCELLENT FIT FOR YOU IF YOU ARE:

- An HR professional in any industry, in a company of any size, and at any point in your career
- A people manager at any level, from the director or VP of human resources at a global Fortune 500 company to a business or office manager at a small to mid-sized company
- Union and labor organizers or intermediaries, such as a faculty coordinator at a public K-12 school with unionized teachers or the owner of a company who relies heavily on the subcontracted work of unions
- Mediators, investigators and arbitrators who are not lawyers
- Those looking to transition into a worklaw career and want to differentiate themselves from the competition by being a clear expert on the labor and employment laws that govern the way businesses interact with their people
- Nonlawyers who work with the law, such as court professionals



Meet Our Students⁵

9.2%

Louisiana residents

86%

female

14%

male

8%

hold an advanced degree

23.5

years of work experience on average

3.2

average undergraduate GPA

TOP CAREER INDUSTRIES REPRESENTED⁵

300+ UNDERGRADUATE INSTITUTIONS HAVE BEEN REPRESENTED IN THIS PROGRAM SINCE 2017.

- Healthcare
- Transportation/Management
- Education
- Government
- Finance
- Energy/Environmental
- Consulting
- Scientific/Other Professional Services
- Technology
- Nonprofit

Expand Your Horizons With a Rigorous Curriculum

Tulane University Law School's faculty members are committed to providing you with the rigorous academic experience expected from one of the premier law schools in the U.S. Review the outline of the program by semester:

Semester 1

Legal Analysis
(2 credits)

**Introduction to Employment
Discrimination Law Principles and
Strategies**
(3 credits)

Semester 2

Legal Analysis II
(2 credits)

**Introduction to Labor Law
Principles and Strategies**
(3 credits)

Semester 3

Employment Law
(2 credits)

**IP Issues in the
Employment Context**
(3 credits)

Semester 4

**Sex and Gender Issues
in the Workplace**
(3 credits)

Elective
(2 credits)

Semester 5

**Social Media Issues
in the Workplace**
(3 credits)

Elective
(2 credits)

Semester 6

Capstone
(3 credits)

Elective
(2 credits)

Elective Course Offerings

Negotiating Skills (2 credits)

Employee Medical Leaves of Absence (2 credits)

**Developing and Managing the Workforce: Recruitment,
Retention, Termination, Retirement and Turnover**
(2 credits)

Privacy in the Workplace (2 credits)

**Investigating, Mediating and Arbitrating Employee
Complaints** (2 credits)

**Advanced Discrimination Law: Americans with
Disabilities Act** (2 credits)

Contract Law Reading and Drafting (2 credits)

Administrative Law (2 credits)

Introduction to Employee Benefits and Pensions
(2 credits)



Each class I've taken expanded my knowledge and skill set to help me become a better business partner. I enjoyed the program's rigors, and the case readings—while highly challenging—have been gratifying. If you want to continue to evolve and improve your craft, this program will provide professional development and further your career.

— CRISTINA R., MJ-LEL '23

[VIEW FULL CURRICULUM](#)

The Capstone Seminar Experience

The 3-credit Capstone Seminar is the culmination of your work in the MJ-LEL program.

Taken during your final semester, this course focuses on the transition from student to expert in the field. The first part of this course is built around a research paper on a legal subject of your choice.

The philosophy behind the Capstone Seminar is that to be an expert in the field, you need three components:



EXPERTISE
(THE PAPER)



DEMONSTRATION OF GENERALIST KNOWLEDGE IN AREAS WITHIN THE FIELD

(SMALLER PAPERS AND ASSIGNMENTS)



NETWORKING/BRANDING AS AN EXPERT



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The education our students receive at Tulane changes their lives, providing space to build confidence and develop competencies for often unimagined paths.

– SARU MATAMBANADZO, SENIOR DIRECTOR OF ONLINE EDUCATION



Immerse Yourself in the Big Easy

One of the most exciting aspects of the program is the Immersion Weekend, which serves as an opportunity for you to connect in person with your classmates, professors and other Tulane Law School students. Get a taste of Tulane’s unique New Orleans culture through all the campus and city have to offer, including great food, music and community.

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.

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

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This program has not only helped me increase my level of confidence in strategic decision-making and overall knowledge in my field, but also it has made being an HR professional feel a lot less lonely—the unexpected outcome I didn’t know I needed until I had it.

– RACHEL T., MJ-LEL ’23

Application Requirements for Tulane Online

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)

[DOWNLOAD THE APPLICATION CHECKLIST](#)

BECOME A VISIONARY LEGAL PROFESSIONAL

Schedule a call with a member of our admissions team to get your questions answered. Or, if you're ready to apply, start your application.

[SCHEDULE A CALL](#)

[START YOUR APPLICATION](#)



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This program provides opportunities and changes lives, not just from what you learn in the classroom but the friendships and networking you do with your cohort, alumni and faculty. It's amazing to witness and be part of this transformational experience.

– ELIZABETH TOWNSEND GARD,
DEPUTY FACULTY DIRECTOR,
MJ-LEL PROGRAM





A Legal Education for Wherever Your Passion Takes You

TULANE.ONLINE



Tulane
University
LAW SCHOOL