

# LABOR AND EMPLOYMENT LAW GRADUATE CREDIT CERTIFICATE PROGRAM

<b>Person-in-Charge</b>	Elaine Farndale
<b>Program Code</b>	LBEMPL
<b>Campus(es)</b>	University Park World Campus

This 9-credit program is designed to provide students with a comprehensive understanding of the legal framework governing the workplace. In an era of evolving labor practices and employment regulations, this program equips students with the knowledge and skills necessary to navigate the complexities of labor and employment law.

Courses taken in the certificate program may be applied toward a master's degree in HRER, subject to restrictions outlined in [GCAC-309 Transfer Credit](#). Certificate students who wish to have certificate courses applied towards a graduate degree in HRER must apply and be admitted to that degree program. Admission to the HRER graduate degree program is a separate step and is not guaranteed.

**Effective Semester:** Spring 2024  
**Expiration Semester:** Spring 2029

## Certificate Requirements

Requirements listed here are in addition to requirements listed in Graduate Council policy GCAC-212 Postbaccalaureate Credit Certificate Programs (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-212-postbaccalaureate-credit-certificate-programs/>).

All courses must be completed with a grade of C or better and a grade-point average of 3.0 to be awarded the certificate.

Code	Title	Credits
<b>Required Courses</b>		
HRER 501 or HRER 810	Labor and Employment Law	3
<i>Choose 6 credits from the following:</i>		6
HRER 801	Comparative and International Employment and Labor Law	
HRER 811	Labor and Employment Law II	
LHR 401	The Law of Labor-Management Relations	
LGWR 510	International Labor Law	
<b>Total Credits</b>		<b>9</b>

## Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

## Learning Outcomes

1. **Know:** Graduates will have and be able to demonstrate the necessary advanced knowledge and competence in labor and employment law to excel in their careers.
2. **Think:** Graduates will be able to recognize and analyze practical, legal, and ethical challenges related to labor and employment law issues in workplaces.
3. **Apply/Create:** Graduates will be able to conduct independent inquiries to identify current scholarship and best practices and effectively apply relevant theories and practices when solving problems related to labor and employment law.
4. **Communicate:** Graduates will be able to effectively communicate knowledge of current topics to excel as labor and employment law professionals.
5. **Professional Practice:** Graduates should display behavior consistent with the highest ethical standards related to labor and employment law.

## Contact

<b>Campus</b>	University Park
<b>Graduate Program Head</b>	Elaine Farndale
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Paul Clark
<b>Program Contact</b>	Erin Hetzel 506 Keller Building 199 Fischer Road University Park PA 16802 eab27@psu.edu (814) 867-4167

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