Evaluate pursuing a graduate degree within SMLR

### 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?**

### 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

### HR-Related Questions

| 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 |

### 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

### Online MHRM

- Aiming for a career in HR and matching interests in MHRM
- Meets In-Class MHRM admission requirements.
- Prefers Classroom Learning.

### In-Class MHRM

- Aiming for a career in MHRM and matching interests in MHRM
- Meets Online MHRM admission requirements.
- Prefers Online Learning.

### Online MLER

- Aiming for a career in MLER and matching interests in MLER
- Meets MLER admission requirements.
- Prefers Online Learning.

### In-Class MLER

- Aiming for a career in MLER and matching interests in MLER
- Meets MLER admission requirements.
- Prefers Classroom Learning.

### Recommend Professional Programs leading to a degree

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