More for your time and money

URI undergraduate students in any degree program may apply to the graduate certificate in HR or LR in their junior or senior year (90 credits complete) and earn credits towards the certificate while completing undergraduate requirements (certificate credits cannot count toward the undergraduate degree). Students must enroll for at least one semester after completing their undergraduate degree to complete their certificate. Graduate certificates are excellent avenues for undergraduates to develop deep skills within a given topical areas and are valued by employers and graduate schools.

Careers in HR

- Job growth for the HR Manager role is 9% by 2024 – higher than the national average.
- Starting salaries around 60K
- HR Managers have a median salary of more than $110K

Human Resources and Labor Relations

Gain a deep understanding of the field of human resources, including the complex issues surrounding employment and labor relations in this multidisciplinary graduate program. Through a focused course of study, you will explore a wide range of topics that focus on the intersection of people and the workplace. You will gain the skills needed for a successful career in labor relations and human resources.

Our graduates work in labor unions, business firms, educational organizations, government agencies, and non-profit enterprises. They lead from both sides of the bargaining table.

An organization's human resources - its people - can be a competitive advantage (rare, not easily imitated or substituted and valuable) - if (and that's a big IF), properly managed. Organizations rely on effective people management to ensure that they have the right people, in the right jobs, at the right times. Central to that is ensuring that HR processes are fully aligned - both with each other and with the strategies of the organization and that those processes serve both the goals of the organization AND its employees. Everyone needs to be on the same page, heading the same direction. Human resources professionals are decision makers and problem solvers focused on creating effective, efficient and equitable organizations by selecting, motivating and retaining engaged, successful employees.
Admissions

Undergraduate students are eligible to apply to the Graduate Certificate in HR once they have completed 90 credits. Applicants with undergraduate majors in any field will be considered for admission. Up to three graduate courses can be taken toward the certificate. No courses may be double counted.

Successful applicants will have a minimum of a 3.0 GPA and an interview with the director. Applicants must submit to the Director lrc@etal.uri.edu:

- a statement of purpose,
- a draft proposal of their undergraduate and graduate plan of study for their final semesters that is approved by their undergraduate advisor
- two letters of recommendation from faculty.

Students will formally apply to the certificate through the URI Graduate School admission system (GradCas) during their final semester (typically in January of their senior year). Student status will officially be moved from undergraduate to graduate enrollment after completion of 120 credits and conferring of their undergraduate degree. At that time, students will need to enroll in one additional course to finish the Certificate.

For More information:

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Classes Eligible for the Graduate Certificate in HR:

- **MGT 446** Special Topics in Management
- **MGT 461** Management Data Analysis and Communication
- **LHR 500 (MBA 571)** Labor Relations & Human Resources
- **LHR 531** Employment & Labor Law
- **LHR 533** Business of Benefits
- **LHR 542** Labor Relations & Collective Bargaining
- **LHR 544 (HIS)** Historical Roots of Modern Labor Issues
- **LHR 545** Arbitration & Mediation of Labor and Employment Disputes
- **LHR 546** Negotiation and Alternative Dispute Resolution
- **LHR 573 (MBA 573)** Staffing Organizations
- **MBA 577** Total Reward Management
- **MBA 578** Human Resource Development