COMPENSATION BEST PRACTICES, CERT

for the Graduate Certificate in Compensation Best Practices

Dean: Ingrid Fulmer

School of Labor & Employment Relations Catalog Information (http://catalog.illinois.edu/ler/)

Overview of Grad College Admissions & Requirements

Certificate Program Website (http://catalog.illinois.edu/graduate/ler/compensation-best-practices-cert/Certificate%20Program%20Website:%20https://ler.illinois.edu/online-human-resources-certificate-program/)

School Website

Labor & Employment Relations Faculty (https://ler.illinois.edu/about/faculty-staff/)

graduate office: 504 East Armory Avenue, Champaign, IL 61820
on-campus program contact: Becky Barker
email: ebarker@illinois.edu
Program Contact: Eden Haycraft
Program email: ehaycra@illinois.edu

Compensation Best Practices Certificate Overview:
Develop skills for the negotiation process as the interactive basis for union-management relations; conflict and conflict resolution as part of the negotiating process; wage and other effects of collective bargaining. Learn about hiring, promotion, evaluation, discrimination, raiding, job definition, pay schemes, benefits, and design of work.

The online certificate program consists of a variety of tracks and each track has three courses (12 credit hours total, four credit hours per course). Each course in the certificate program is either six or eight weeks long. You can choose to engage in one or more certificate program tracks. Once you have received one or more certificates, and decide you are interested in the full Master of Human Resources and Industrial Relations (MHRIR) program, you are able to apply for the online master's program.

Each certificate program track takes between 7 to 10 months to complete.

How do I know if the certificate program is for me?

Are you….
- working in HR with no HR background?
- employed by an organization that provides tuition reimbursement, but the reimbursement amount isn't equivalent to a full degree program?
- seeking to gain more knowledge in HR but either unable to or prefer not to attend graduate school?
- currently in HR and seeking to freshen-up your knowledge? This group may include, for example, individuals who started in HR, left HR for different reasons or even left the labor force.
- seeking to enter the HR field or change positions within your organization to HR, but do not want to commit/can't commit to a full degree?
- an individual who wants to know more about HR in general prior to embarking on a full degree program?

If you answered 'yes' to one or more of these questions, then this certificate program may be the perfect fit for you.

What is required to apply for one of these certificate programs?

Please note all applicants must have received a bachelor's degree prior to starting one of our certificate program tracks.

- Application
- Resume
- Official Transcripts
- English Proficiency Exam for international students
- Phone Interview – Contacted after application is reviewed for a phone conversation regarding interest in the certificate program.

Information listed in this catalog is current as of 07/2022
Graduate Degree Programs in Labor & Employment Relations

- **online certificate**: Compensation Best Practices, CERT (p. 1)
- **online certificate**: Fundamentals of Human Resources, CERT (http://catalog.illinois.edu/graduate/ler/fundamentals-human-resources-cert/)
- **online certificate**: Human Resources Data Analytics, CERT (http://catalog.illinois.edu/graduate/ler/human-resources-data-analytics-cert/)
- **degree**: Human Resources & Industrial Relations, MHRIR (http://catalog.illinois.edu/graduate/ms-mhrir/)
- **online degree**: Human Resources & Industrial Relations, MHRIR - Online (http://catalog.illinois.edu/graduate/ler/human-resources-industrial-relations-mhrir/)
- **degree**: Human Resources & Industrial Relations, PhD (http://catalog.illinois.edu/graduate/phd-mhrir/)
- **joint degree**: Human Resources & Industrial Relations, MHRIR and Law, JD (http://catalog.illinois.edu/graduate/joint-degree-programs/mhrir-jd/)

**for the Graduate Certificate in Compensation Best Practices**

Students who have successfully completed the Compensation Best Practices certificate may use the certificate to satisfy the following degree requirements, provided they apply and are admitted to the degree program:

- 12 hours of core coursework requirements of the MHRIR degree program
- Certificate fulfills the following distribution requirements: Labor Markets and Employment, Union Management and Labor Relations Policy, and HR Management and Organization Behavior

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<td>LER 542</td>
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