

**EMHRM Schedule
2020-2021**

Summer 1 Semester (2020)

Online Kickoff Event: Friday, May 1

Finance/Business Acumen Online On-Ramp (May 6 – August 2)

Course	Dates
ILRHR8101: Competitive Advantage and Profitability	May 6-19
Week Break for Memorial Day (Monday, May 25)	
ILRHR8102: Strategic Positioning in Markets	June 1-14
ILRHR8106: Understanding Financial Statements	June 15-28
Week Break for Independence Day (Saturday, July 4)	
ILRHR8105: Aligning HR Strategy with Organizational Strategy	July 6-19
ILRHR8107: Strategic Talent Analytics	July 20-August 2

Total Credits for Summer 1 Semester: 2.5 (Online)

Fall Semester (2020)

First On-Campus Visit (Saturday, August 15 (noon) to Friday, August 21 (3pm))

Topics	Duration
ILRHR8201: Strategic Human Resource Management	5 Days
ILRHR8202: Labor Relations Strategy and High Performance Work Systems	2 Days
Phase 1 of Project Due (Friday, August 7)	

Online Course Block #2 (September 6 – December 13)

Course	Dates
ILRHR8307: Leading Strategic Change Initiatives	September 6-20
Phase 2 of Project Due (Friday, September 11)	
ILRHR8309: Navigating Power Relationships	September 21-October 4
ILRHR8402: Getting Results Through Talent Management	October 5-18
Fall Break (October 19 -25)	
ILRHR8403: Strategic Engagement	October 26-November 8
ILRHR8405: Total Rewards Compensation	November 9-22
Week Break for Thanksgiving (Thursday, November 26)	
ILRHR8401: Diversity and Inclusion in Practice	November 30-December 13
Winter Break (December 13 - January 3)	

Project: ILRHR8901: Case Project: Identifying the Business Case and HR Challenges

Total credits for Fall Semester: 9 (3 online, 3.5 on-campus, 2.5 project)

Winter Semester (2021)

Online Course Block #3 (January 4 – 17)

Course	Dates
ILRHR8406: Designing Effective Teams	January 4-17

Total credits for Winter Semester: 0.5 (0.5 online)

Spring Semester (2021)

Online Course Block #3 (January 18 –February 29)

Course	Dates
ILRHR8407: Diversity and Cross Cultural Teams	January 18-31
ILRHR8601: Human Resource Leadership	February 1-14
ILRHR8408: Coaching Skills for Leaders	February 15-28

Second On-Campus Visit (Saturday, March 13 (noon) to Friday, March 19 (3pm))

Topics	Duration
ILRHR8501: Managing and Developing Talent	5 Days
ILRHR8502: Organizational Behavior: Managing Change	2 Days
Brief PowerPoint Deck Update on Project (Saturday, March 13)	

Online Course Block #4 (April 12 – May 9)

Course	Dates
ILRHR8604: Strategic Decision Making	April 12-25
ILRHR8603: Negotiation Skills	April 26-May 9
Phase 3 of Project Due (Friday, May 14)	

Project: ILRHR8902: Case Project: Developing an HR Intervention and Change Plan

Total credits for Spring Semester: 8.5 (2.5 online, 3.5 on-campus, 2.5 project)

Summer 2 Semester (2021)

Online Course Block #5 (May 31– June 27)

Course	Dates
Week Break for Memorial Day (Monday, May 24)	
ILRHR8702: Using Design Thinking in Human Resources	May 31-June 13
ILRHR8703: Agile Project Management Approaches	June 14-27
Week Break for Independence Day (Sunday, July 4)	

Third On-Campus Visit (Saturday, July 24 (noon) to Friday, July 30)- Graduation Ceremony tentatively scheduled for Saturday, July 31st

Topics	Duration
ILRHR8801: HR Leadership	3 Days
ILRHR8802: Global and Comparative Employment Relations	2 Days
ILRHR8803: Negotiations	2 Days
Phase 4 of Project Due Monday, July 19	

Project: ILRHR8903: Case Project: Final Report and Presentation

Total credits for Summer 2 Semester: 9.5 (2 online, 3.5 on-campus, 4 project)