



# **EMPOWERING PEOPLE**

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# **ADVANCING WORKPLACES**



School of Human Resources  
and Labor Relations  
**MICHIGAN STATE UNIVERSITY**

**PROFESSIONAL DEVELOPMENT**  
2026 PROGRAM CATALOG





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*"The energy and excitement displayed by Dr. Riley was very professional and lets me know she enjoys what she does. The class was engaging, and I was able to meet new people from around the world."*

Certificate in Workplace Investigations  
participant

*"The instructor was engaging, knowledgeable, and entertaining, and made learning both enjoyable and valuable. His welcoming demeanor set the tone for a great learning experience, and he had a unique ability to balance humor with deep expertise, keeping the class both informed and engaging."*

Certified Labor Relations Professional  
participant

## Have a Question?

### CONTACT

**Melanie Zaremba, M.Ed.**

Director of Professional Development  
Associate Director of Outreach  
[mzaremba@msu.edu](mailto:mzaremba@msu.edu)

## STAY CONNECTED



# FROM THE DIRECTOR

On behalf of our team at the School of Human Resources and Labor Relations, we want to thank every member of our learning and professional development community and share with you our 2026 program catalog.

If you have attended one of our programs, you know that beyond the practical knowledge and immediate skills gained, you join a lifelong network of human resources and labor relations practitioners and leaders. What makes our programs truly special is the community that forms during each class. Participants learn not only from our expert faculty but also from one another. You join thought leaders and peers who understand the unique challenges you face in your respective roles. This shared experience not only strengthens the hands-on learning in every class, but also the supportive network that participants consistently say sets our programs apart.

Our premier programs include the [Certified Human Resources Specialist \(CHRS\)](#), [Certified Labor Relations Professional \(CLRP\)](#), [Certified Labor Relations Leader \(CLRL\)](#), [Certified Workers Compensation Professional \(CWCP\)](#), [Labor Contract Negotiations](#), and [Certificate in Workplace Investigations](#). We are also proud to offer the [CHRO Leadership Academy](#) for new and aspiring Chief Human Resources and Chief People Officers who are preparing to lead at the highest levels of the profession.

In 2026, we are expanding our catalog with programs that address the evolving needs of the field, with offerings like the [Certificate in Labor Arbitration](#), [Certificate in Ethical Influence at Work](#), and [Certificate in Intergenerational Communication](#).

As you explore the 2026 catalog, please know that our team is here to support your professional development goals. I am always happy to answer questions and collaborate as you plan for the year ahead. I wish you an exceptional 2026 and hope to see you in one of our programs!



**Melanie Zaremba**

Director of Professional Development  
Associate Director of Outreach Programs  
School of Human Resources and Labor Relations



# PARTNERSHIP PROGRAMS

Your team's learning needs and goals are unique.

That's why we're proud to offer customized partnership programs designed to address the specific goals and challenges your team faces.

With the School of HRLR at Michigan State, you'll gain a university partner known for creating impactful, practical training experiences that align with your strategic priorities.

Our approach is built on flexibility and alignment. Whether you're looking to develop essential leadership skills, deepen expertise in labor relations, or foster effective communication within multigenerational teams, we'll work closely with you to design a program that resonates with your team.

Our expert instructors combine real-world insights with the latest research, ensuring each session is both practical and grounded in best practices.

Partners of the Michigan State University School of HRLR join a lifelong network of academic and industry experts dedicated to building skilled, adaptable teams ready to excel in today's complex business environment.

Contact Melanie Zaremba to discuss how we can tailor our professional development programs to meet your training and development goals.



# EXECUTIVE EDUCATION

your pathway to senior HR leadership



## CHRO Leadership Academy

The CHRO Leadership Academy is for individuals who are new to the Chief Human Resources Officer or Chief People Officer role, as well as those on the succession path for top HR leadership positions.

*The most impactful part of the Academy experience has been the exposure to at least a couple dozen sitting and retired CHROs. So if I have a challenging situation, I have 10 people that I can text and call that have probably dealt with this and can help coach me through it.*

**Rebecca D.**

Vice President, Human Resources

Through collaboration with distinguished program leaders and experienced CHRO coaches, you will gain the tools to navigate the unique challenges and responsibilities that define HR leadership today and in the future.

Personalized, one-on-one coaching is the greatest differentiator of this program. You will have a current or former CHRO dedicated to supporting you and your professional growth and success.



## CURRENTLY ACCEPTING APPLICANTS FOR THE 2026 COHORT

**INVESTMENT:** \$25,000

### Flexible Payment Options:

Pay in full or split into two payments—\$12,500 due by March 1 and \$12,500 by June 1

### VIRTUAL COACHING

Leaders can participate from anywhere in the world

### CONNECT IN PERSON

Meet face-to-face with peers, coaches, faculty and sitting CHROs to build your network

### CERTIFICATION

Individuals who complete the program will be conferred with a formal certificate indicative of their being a Michigan State Leadership Academy CHRO

### CONTACT US

**Sandy Ferguson**

Program Manager and Coach  
CHRO, Global HR, Panavision (ret.)  
[fergu446@msu.edu](mailto:fergu446@msu.edu)

[hrlr.msu.edu/chro](http://hrlr.msu.edu/chro)



# | HRLR CERTIFICATIONS

professional certifications designed to strengthen your expertise and elevate your impact

## Certified Human Resources Specialist (CHRS)

This is **the premier certification for new HR professionals and managers** who want to add greater value through a thorough understanding of human resources management.

This program will prepare you to **successfully engage in a broad range of HRM activities**, expanding opportunities to **advance your career**. The Certified HR Specialist program delivers hands-on, practical knowledge that you can apply immediately in your day-to-day work.

### VIRTUAL PROGRAM INVESTMENT: \$2,800

Wednesdays and Fridays  
February 4 - March 6, 2026  
8:30am - 12:30pm ET

Wednesdays and Fridays  
September 16 - October 16, 2026  
12:00pm - 4:00pm ET

[hrlr.msu.edu/chrs](https://hrlr.msu.edu/chrs)

## Certified HR Specialist for K-12 Administrators (CHRS K-12)

Knowing the many challenges that face school districts today, Michigan State University's School of Human Resources & Labor Relations and Novi Community School District (NCSD) are teaming up to offer a special educational opportunity to all school districts.

**Intended for superintendents, HR administrators, HR staff, and building administrators**, this program will expand your HR knowledge base so you can confidently serve as an HR resource for your School and District.

### VIRTUAL PROGRAM INVESTMENT: \$2,800

Tuesdays and Thursdays  
July 14 - August 13, 2026  
9:00am - 12:00pm ET

[hrlr.msu.edu/chrsk12](https://hrlr.msu.edu/chrsk12)





# HRLR CERTIFICATIONS

professional certifications designed to strengthen your expertise and elevate your impact

## Certified Workers' Compensation Professional (CWCP)

As a workers' compensation professional, you need specialized knowledge and skills in many diverse areas, including law, claims handling, disability management, safety, and medicine. The more versatile and knowledgeable you are as a professional, the more value and opportunity you create for yourself and your organization.

This *nationally-focused program* uses an innovative, hands-on and practical approach that prepares you to develop and implement a comprehensive set of skills as a Certified Workers' Compensation Professional.

### VIRTUAL PROGRAM INVESTMENT: \$2,800

Mondays and Wednesdays  
August 10 - September 2, 2026  
12:30pm - 4:30pm ET

[hrlr.msu.edu/cwcp](http://hrlr.msu.edu/cwcp)

## Certified Family Medical Leave Specialist (CFMLS)

Learn strategies to successfully manage the Family Medical Leave Act (FMLA) and minimize abuse.

While most employees do not abuse the FMLA, those who do can cause scheduling challenges, lost productivity, and damage to employee morale.

### Gain the confidence to effectively manage the FMLA.

Obtain the most up-to-date information, get your questions answered, and develop strategies for continued improvement.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Wednesday and Friday  
September 16 & 18, 2026  
8:30am - 12:30pm ET

[hrlr.msu.edu/cfmls](http://hrlr.msu.edu/cfmls)



# | HRLR CERTIFICATIONS

professional certifications designed to strengthen your expertise and elevate your impact

## Certified Labor Relations Professional (CLRP)

The Certified Labor Relations Professional (CLRP) is a comprehensive training program **designed to equip newly hired or aspiring labor relations professionals with the fundamental knowledge, skills, and tools** required to excel in a role that has labor relations accountability.

This program provides a **solid foundation in labor relations principles, strategies, and best practices**, ensuring that participants are well-prepared to navigate the complexities of a unionized environment.

### VIRTUAL PROGRAM INVESTMENT: \$2,800

Wednesdays and Fridays  
March 4 - April 8, 2026  
8:30am - 12:30pm ET

Wednesdays and Fridays  
October 14 - November 13, 2026  
1:00pm - 5:00pm ET

[hrlr.msu.edu/clrp](http://hrlr.msu.edu/clrp)

## Certified Labor Relations Leader (CLRL)

The Certified Labor Relations Leader (CLRL) professional development program is **tailored exclusively for labor relations managers and leaders** and brings together faculty and subject matter experts with real world experience, to navigate today's complex labor relations environment.

If you or a member of your labor relations team have more than five years of labor relations experience and are in a leadership, managerial, or supervisory role, the CLRL program will provide you with **cutting-edge insights and skills** to lead the labor relations function with confidence.

### VIRTUAL PROGRAM INVESTMENT: \$3,800

Tuesdays and Thursdays  
April 28 - June 4, 2026  
1:00pm - 5:00pm ET  
(No sessions Memorial Day week)

[hrlr.msu.edu/clrl](http://hrlr.msu.edu/clrl)

[hrlr.msu.edu/prodev](http://hrlr.msu.edu/prodev)

# | HRLR CERTIFICATE PROGRAMS

build the knowledge and skills needed to excel in today's workplace

## Advanced Topics for Certified HR Specialists

### Reconnect with your fellow Certified Human Resources Specialists!

Share ideas and experiences and strengthen your professional network.

This year's program will offer a comprehensive and dynamic learning experience that is designed to equip HR professionals with the knowledge and skills needed to thrive in an ever-evolving work environment.

We will be covering a wide range of topics, including the **latest HR trends that are shaping the future of work**.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Wednesday and Friday  
October 21 & 23, 2026  
8:30am - 12:30pm ET

[hrlr.msu.edu/advchrs](https://hrlr.msu.edu/advchrs)

## Certificate in Ethical Influence at Work

This program is designed to equip you with the practical tools and strategies you need to **effectively communicate with colleagues, manage teams, and drive organizational change**.

You will **strengthen your problem-solving skills, craft persuasive messages, utilize proven influence techniques, and build strong relationships** with operations leaders at all levels.

Whether you're new to the field or a seasoned veteran, this program will provide you with the insights and strategies you need to achieve your goals and **make a positive impact on your organization**.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Wednesday and Friday  
April 22 & 24, 2026  
8:30am - 12:30pm ET

[hrlr.msu.edu/influence](https://hrlr.msu.edu/influence)

## Certificate in Intergenerational Communication

In today's workplace, **five generations work side by side**, each with unique experiences, communication styles, and expectations.

While each generation brings valuable strengths, **multigenerational teams can struggle when differing communication styles lead to confusion, frustration, or missed opportunities** for collaboration.

You'll explore real workplace examples, reflect on your own style, and learn practical ways to build understanding among colleagues of different ages and experiences.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Wednesday and Friday  
June 10 & 12, 2026  
9:00am - 12:00pm ET

Tuesday and Thursday  
October 13 & 15, 2026  
1:00pm - 4:00pm

[hrlr.msu.edu/intergen](https://hrlr.msu.edu/intergen)



# | LEADERSHIP & STRATEGY

lead with clarity and strategic focus

## Certificate in Labor Arbitration: Law, Process, and Practice

Prepare to equip yourself with the foundational **legal knowledge, process fluency, and practical judgment** that distinguish highly effective arbitrators, union advocates, HR professionals, and labor relations leaders.

This course will cover the **foundational aspects of labor arbitration**, while also exploring advanced arbitral topics.

**Mock arbitration built in:** from the first session, you will engage with a real-world scenario involving a workplace discipline issue and follow it through the grievance and arbitration process, helping you build practical skills along the way.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Tuesdays and Thursdays  
May 5, 7, 12, & 14, 2026  
9:00am - 12:30pm ET

[hrlr.msu.edu/laborarb](http://hrlr.msu.edu/laborarb)

## Certificate in Organizational Inclusion

Your organization's long-term success depends upon its ability to create an environment where employees feel valued and have the tools they need to succeed.

This program fosters a learning environment that **emphasizes mutual respect, equitable practices, and the value of diverse perspectives.**

You will walk away with a new understanding of how to develop and maintain a truly inclusive workplace and receive practical tools to ensure you maintain inclusive recruiting, hiring, and performance management practices.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Wednesday and Friday  
April 15 & 17, 2026  
8:30am - 12:30pm ET

Wednesday and Friday  
August 26 & 28, 2026  
8:30am - 12:30pm ET

[hrlr.msu.edu/inclusion](http://hrlr.msu.edu/inclusion)

## Certificate in Workplace Investigations

When an allegation of misconduct arises, **you're expected to know exactly what to do**, quickly, fairly, and within the law. Yet many managers, HR professionals, and labor relations specialists have never received formal training in how to conduct a thorough, defensible investigation.

This program gives you the skills, tools, and **confidence to handle investigations** with professionalism and integrity, protecting both your organization and the people involved.

How you handle an investigation can affect legal risk, employee trust, and your organization's reputation.

### VIRTUAL PROGRAM INVESTMENT: \$1,200

Wednesday and Friday  
March 18 & 20, 2026  
8:30am - 12:30pm ET

Wednesday and Friday  
August 19 & 21, 2026  
12:30pm - 4:30pm ET

[hrlr.msu.edu/investigations](http://hrlr.msu.edu/investigations)

# NEGOTIATIONS & RECERTIFICATIONS

## Labor Contract Negotiations

Formerly Negotiating Labor/Management Agreements for Competitive Advantage

**Prepare for your upcoming contract negotiation.** This program features a comprehensive and unique framework that identifies the multiple linkages between collective bargaining strategies and broader human resources management, operational, and business strategies.

Combining interest-based and classical approaches to negotiations, you will learn about the essential processes and tactical decisions that underlie the key stages of negotiating agreements.

### VIRTUAL PROGRAM INVESTMENT: \$2,500

Monday through Wednesday  
March 9 - 11, 2026  
8:30am - 4:30pm ET

### IN-PERSON PROGRAM INVESTMENT: \$2,800

**The Henry Center for Executive Education, East Lansing, MI**  
Monday through Wednesday  
October 26 - 28, 2026  
8:30am - 4:30pm ET

[hrlr.msu.edu/negotiate](http://hrlr.msu.edu/negotiate)

## RECERTIFICATION

### STAY CURRENT AND DEMONSTRATE YOUR PROFESSIONAL STATUS BY MAINTAINING YOUR CERTIFICATIONS

The **CHRS**, **CHRS K-12**, **CWCP**, **CLRP**, **CLRL**, and **CFMLS** certifications are valid until December 31st of the second year after initial certification or the last recertification.

#### FOR EXAMPLE:

- A **CWCP** *earned in May of 2025* would be **valid until December 31st of 2027**.
- After **recertifying in 2025**, the certification would be **valid until December 31st of 2027**.

**You may apply for recertification at any time during the year in which your certification expires.**

To avoid a lapse in certification, we encourage you to apply for recertification by December 1st of the year that your certification will expire.



**LEARN MORE ABOUT RECERTIFICATION**



# | PROGRAM CALENDAR



# JANUARY 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

# FEBRUARY 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 CHRS DAY 1	5	6 CHRS DAY 2	7
8	9	10	11 CHRS DAY 3	12	13 CHRS DAY 4	14
15	16	17	18 CHRS DAY 5	19	20 CHRS DAY 6	21
22	23	24	25 CHRS DAY 7	26	27 CHRS DAY 8	28



# MARCH 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 CHRS DAY 9 CLRP DAY 1	5	6 CHRS DAY 10 CLRP DAY 2	7
8	9 Labor Contract Negotiations DAY 1	10 Labor Contract Negotiations DAY 2	11 Labor Contract Negotiations DAY 3 CLRP DAY 3	12	13 CLRP DAY 4	14
15	16	17	18 Workplace Inv DAY 1 CLRP DAY 5	19	20 Workplace Inv DAY 2 CLRP DAY 6	21
22	23	24	25 CLRP DAY 7	26	27 CLRP DAY 8	28
29	30	31				

# APRIL 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 CLRP DAY 9	2	3	4
5	6	7	8 CLRP DAY 10	9	10	11
12	13	14	15 Organizational Inclusion DAY 1	16	17 Organizational Inclusion DAY 2	18
19	20	21	22 Ethical Influence at Work DAY 1	23	24 Ethical Influence at Work DAY 2	25
26	27	28 CLRL DAY 1	29	30 CLRL DAY 2		

# MAY 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 Labor Arb DAY 1 CLRL DAY 3	6	7 Labor Arb DAY 2 CLRL DAY 4	8	9
10	11	12 Labor Arb DAY 3 CLRL DAY 5	13	14 Labor Arb DAY 4 CLRL DAY 6	15	16
17	18	19 CLRL DAY 7	20	21 CLRL DAY 8	22	23
24/31	25	26	27	28	29	30
NO PROGRAMS DURING MEMORIAL DAY WEEK						

# JUNE 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 CLRL DAY 9	3	4 CLRL DAY 10	5	6
7	8	9	10 Intergenerational Comm DAY 1	11	12 Intergenerational Comm DAY 2	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				



# JULY 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14 CHRS K12 DAY 1	15	16 CHRS K12 DAY 2	17	18
19	20	21 CHRS K12 DAY 3	22	23 CHRS K12 DAY 4	24	25
26	27	28 CHRS K12 DAY 5	29	30 CHRS K12 DAY 6	31	

# AUGUST 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4 CHRS K12 DAY 7	5	6 CHRS K12 DAY 8	7	8
9	10 CWCP DAY 1	11 CHRS K12 DAY 9	12 CWCP DAY 2	13 CHRS K12 DAY 10	14	15
16	17 CWCP DAY 3	18	19 Workplace Inv DAY 1 CWCP DAY 4	20	21 Workplace Inv DAY 2	22
23/30	24/31 CWCP DAY 5 CWCP DAY 7	25	26 CWCP DAY 6 Organizational Inclusion DAY 1	27	28 Organizational Inclusion DAY 2	29

# SEPTEMBER 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 CWCP DAY 8	3	4	5
6	7	8	9	10	11	12
13	14	15	16 CFMLS DAY 1 CHRS DAY 1	17	18 CFMLS DAY 2 CHRS DAY 2	19
20	21	22	23 CHRS DAY 3	24	25 CHRS DAY 4	26
27	28	29	30 CHRS DAY 5			

# OCTOBER 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 CHRS DAY 6	3
4	5	6	7 CHRS DAY 7	8	9 CHRS DAY 8	10
11	12	13 Intergenerational Comm DAY 1	14 CHRS DAY 9 CLRP DAY 1	15 Intergenerational Comm DAY 2	16 CHRS DAY 10 CLRP DAY 2	17
18	19	20	21 ADV CHRS DAY 1 CLRP DAY 3	22	23 ADV CHRS DAY 2 CLRP DAY 4	24
25	26 Labor Contract Negotiations DAY 1	27 Labor Contract Negotiations DAY 2	28 Labor Contract Negotiations DAY 3 CLRP DAY 5	29	30 CLRP DAY 6	31



NOVEMBER 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 CLRP DAY 7	5	6 CLRP DAY 8	7
8	9	10	11 CLRP DAY 9	12	13 CLRP DAY 10	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**School of Human Resources & Labor Relations  
Professional Development**

Michigan State University  
South Kedzie Hall  
368 Farm Lane, 4th Floor  
East Lansing, MI 48824

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