Application FAQs

What do I need to know to APPLY?

ACADEMIC REQUIREMENTS

- 4 year Bachelor's degree in any undergraduate program (e.g., Commerce, Psychology, Sociology, Political Science, Health Care, Education, Kinesiology, Public Administration, Science).
- Grade requirements: minimum upper second class standing (B+ average).

ADDITIONAL REQUIREMENTS

- Statement of Interest:
- 2 academic references.
- An aptitude for numeracy is highly recommended, for statistical analysis.

The School of Graduate Studies requires the following minimum scores: TOEFL (paper-based): 550, (2) TOEFL iBT: Writing (24/30), Speaking (22/30), Reading (22/30). Listening (20/30), for a total of 88/120; applicants must have the minimum score in each test as well as the minimum overall score, or (3) IELTS: 7.0 (academic module overall band score), or (4) PTE Academic: 65.

APPLICATION DUE

The application cut-off is 4 weeks prior to the start of September for the full time program, or 4 weeks prior to either May/September for the part time program. Applications are due March 1st to qualify for awards.

DEGREE COMPLETION REQUIREMENTS

- Full-time MIR: this is a 10-12 month program that requires three terms of full-time study on campus.
- Part-time MIR: this program requires 30-36 months of part-time study on campus.

Both programs require that students complete seven required courses and four electives.

What about FUNDING?

MIR students are not guaranteed minimum funding, and there is no funding for the Part Time Professional program. We encourage all students to apply for external funding from OGS, SSHRC and other sources, but there are limited external opportunities. Queen’s will automatically issue a $5,000 top-up to Master’s winners of federal government tri-council OGS, SSHRC and other sources, but there are limited external opportunities. Queen’s will

FUNDING

- As early as April.

Why GRADUATE STUDIES in INDUSTRIAL RELATIONS?

The MIR degree is designed to prepare students for a variety of career opportunities, including those in industrial and labour relations, human resources management, consulting and teaching. Our programs attract new graduates as well as individuals with extensive work experience into the full-time and Professional MIR programs (respectively).

Since the MIR was established in 1982, more than 1000 Queen’s MIR graduates have gone on to contribute to advancing employment relations in private and public sector organizations, both in Canada and abroad.

Why QUEEN'S?

Queen’s University has a long-standing commitment to teaching and research in industrial relations. Our professionally oriented graduate programs are designed to produce highly effective professionals who possess a balanced appreciation for all aspects of the employment relationship. Queen’s MIR Graduates possess the advanced skills and intellectual flexibility to make significant contributions to their workplaces throughout their careers.

With the world’s best scholars, prize-winning professional development opportunities, excellent funding packages and life in the affordable, historic waterfront city of Kingston, Queen’s offers a wonderful environment for graduate studies. Queen’s is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown with its shopping, dining and waterfront. For more about Kingston’s history and culture, see Queen’s University’s Discover Kingston page.

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Program OUTCOMES

The MIR degree is aimed at developing the knowledge and competencies that HR/HR professionals need. The MIR program provides students with:

- A thorough grounding in labour relations and human resource management theory and practice;
- An understanding of evolving employment relationships and organizational dynamics;
- Knowledge of the laws governing the individual employment and collective bargaining relationship;
- The capacity to collect, analyze, and interpret data related to current workplace issues;
- Consulting, facilitation, leadership, coaching, team-building and communication skills.

GRAD MAP FOR MIR STUDENTS
**Industrial Relations MIR MAP**

**GETTING STARTED**
- Start with key priorities like doing your coursework and getting familiar with the campus.
- Find your way through the academic process with help from departmental and Expanding Horizons professional development workshops.

**INTERMEDIATE STAGE**
- Continue working on your coursework.
- Look to the SSS Habitat for resources to help with academics.

**WRAPPING UP**
- Complete your coursework.

**ACHIEVE YOUR ACADEMIC GOALS**
- Consider positions in student services, the SOPS, or media outlets like the Queen's Journal, CFRC, and the SGS Blog. Look in the AMS Clubs, Directory for more ideas.
- Serve on departmental, faculty or university committees. Talk to the program graduate coordinator for tips on getting involved.
- Check out professional development workshops from Expanding Horizons.

**BUILD SKILLS AND EXPERIENCE**
- Participate in your graduate and professional community through activities such as graduate student outreach programs, organizing conferences, and research groups like Material Matters.
- Prepare for work or studies in a multi-cultural environment by taking QUIC’s Intercultural Competency Certificate.
- If you are an international student interested in staying in Canada, consider speaking with an International Student Advisor.
- Explore how you can connect with your community through experiential opportunities on- and off-campus.
- Consider volunteering with different community organizations.

**ENGAGE WITH YOUR COMMUNITY**
- Do some targeted networking with people working in careers of interest, through QueensConnects on LinkedIn, the Queen's Alumni Association, professional associations, and at conferences. Get help from a Career Services workshop.
- Consider joining professional associations like the Human Resources Professionals Association of Ontario (HRPA On)."