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 first-class environment for graduate studies.

Program OUTCOMES

The MIR degree is aimed at developing the knowledge and competencies that HR/LR 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.

Program STRUCTURE

The MIR degree is offered as a full or part-time program:

- Full-time (10-12 months): targeted toward recent graduates, students enrol in full-time course work.
- Part-time: allows experienced professionals the opportunity to pursue graduate studies, while meeting full-time employment and personal responsibilities.
This map is intended to provide suggestions for activities and careers, but everyone's abilities, experiences, and constraints are different. Build your own Grad Map using our online My Grad Map tool.
INDUSTRIAL RELATIONS

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Graduate Studies FAQs

How do I use this map?
Whether you are considering or have embarked on graduate studies at Queen’s, use this map to plan for success in five overlapping areas of your career and academic life. The map helps you explore possibilities, set goals and track your individual accomplishments. Everyone’s journey is different – the guide offers options for finding your way at Queen’s and setting the foundation for your future. To make your own customized map, use the online My Grad Map tool.

Where can I get help?
Queen’s provides you with a broad range of support services from your first point of contact with the university through to graduation. Ranging from help with academics and careers, to physical, emotional, or spiritual resources – our welcoming environment offers the programs and services you need to be successful, both academically and personally. Check out the SGS HABITAT for available resources.

What is the community like?
At Queen’s, graduate students from all disciplines learn and discover in a close-knit intellectual community. You will find friends, peers and support among the graduate students enrolled in Queen’s more than 130 graduate programs within 50+ departments & research centres. 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.

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.
• If English is not a native language, prospective students must meet the English language proficiency requirements in writing, speaking, reading, and listening. 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 Academics: 65.

KEY DATES & DEADLINES
• Application due: 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.
• Notification of acceptance: As early as April.

Before you start your application, please review the Graduate studies application process.

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 Masters winners of federal government tri-council awards. For more information on many external awards, see the School of Graduate Studies’ information on awards and scholarships.