

Social Performance Management in the Extractive Industries (SPMEI)

Why a GRADUATE DIPLOMA in SOCIAL PERFORMANCE MANAGEMENT IN THE EXTRACTIVE INDUSTRIES?

Social Performance Management refers to the rigorous management of a company's community relations activities, in order to better address evolving community needs, industry constraints, and provide accountability to stakeholders and rights-holders.

In a context where industry constraints and obligations must be balanced against evolving societal expectations, an uncertain global economy, and competing visions of development, management of the social risk associated with the extractive industries is essential to responsible mining.

The Queen's University's Graduate Diploma in Social Performance Management in the Extractive Industries (SPMEI) program has been developed in consultation with community relations and sustainability experts from industry, Indigenous advisors, as well as leading thinkers and practitioners. The program structure emphasizes the balance that must be sought between community development aspirations and business constraints. Casting a critical lens on the sometimes contentious relationship between the goals and methods of government-industry and those of communities, whose ways of life are most affected by large scale industrial projects, the program's curriculum supports students in developing insight into the role of culture as it shapes values, perceptions of risk, and receptiveness to extractive projects.

Why QUEEN'S?

Greater public awareness and evolving international conventions have led to a demand for improved, systematic, and verifiable, approaches to community and stakeholder engagement. From impact assessment and mitigation, culturally appropriate models of community support and assistance, methods for contribution to



regional economic development, as well as dispute and conflict resolution, responsible resource companies require a unique set of knowledge and skills to fulfill this demand.

Social Performance Management in the Extractive Industries (SPMEI) graduates work in diverse roles within industry, as consultants to Indigenous communities, as policy advisors in government, in contexts from central Africa to the Andes to remote regions of Northern Canada where Canadian extractive companies operate.

Program STRUCTURE

The SPMEI Graduate Diploma consists of four courses, delivered in an online and asynchronous format. The program may be completed on a part-time basis over two or four 12 week terms, and courses may be applied to an M.Eng. or M.A.Sc.

CORE Courses

- **MINE-881:** Mining Systems
- **MINE-801:** Community Aspects of Mineral Resource Development
- **MINE-803:** Community Engagement and Mining
- **MINE 804:** Mining Projects and Indigenous Peoples

"The SPMEI courses offer a tremendous opportunity for professionals in the mining sector to gain a deeper understanding of the social aspects of mining at an international scale. The course work is designed to give the student ample room to critically reflect on the social dimension of mining and apply innovative and progressive solutions to thought provoking social responsibility challenges. The SPMEI courses and program seek to build cultural competency in mining professionals and enrich a student's academic journey through exposure to various perspectives in relation to social responsibility in extractive industries"

- Adan Olivares Castro, Regional Lead, Americas and the Caribbean
- Initiative for Responsible Mining Assurance (IRMA)

Graduate Studies FAQs

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 [SGSPA website](#) 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

- A baccalaureate degree from a recognized university;
- B- graduating average or higher (70% graduating average or a ranking in the top third of the graduating class where number grades are not available);
- Under exceptional circumstances, consideration will be given to highly motivated individuals with relevant field experience who do not meet the B- requirement; and
- A statement of interest in the program will be required in order to ensure alignment of the applicant's academic background, work experience, and career aspirations with the objectives of the program.

Although an Engineering degree is not required, relevant work experience in the area of Mining or other Extractive industries is essential.

ADDITIONAL REQUIREMENTS

- If English is not a native language, prospective students must meet the English language proficiency requirements in writing, speaking, reading, and listening. The following minimum scores are required: (1) TOEFL iBT: Writing (24/30); Speaking (22/30); Reading (22/30); Listening (20/30). Applicants must have the minimum score in each test as well as the minimum overall score, or (2) IELTS: 7.0 (academic module overall band score and a 7.0 for each test band), or (3) PTE Academics: 65, or (4) CAEL CE -70 (minimum overall score).

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

KEY DATES & DEADLINES

Application deadline: June 30th (September start). October 31st (January start).

Notification of acceptance: July 31st (September start). November 30th (January start).



© Career Services, Queen's University, 2025-2026

Graduate Assistant

(613) 533-2230

mine.grad@queensu.ca

smithengineering.queensu.ca/mining/