Why a MASTER of INDUSTRIAL RELATIONS?

With an MIR degree, you will be well-prepared to embark on an exciting career in the broad and dynamic field of Employment Relations. Whether you work in labour relations or human resource management, you will have a direct and positive impact on the productivity and quality of life in contemporary workplaces. Queen's Employment Relations graduate programs are designed to produce highly effective professionals who possess a balanced appreciation for all aspects of the employment relationship. Our reputation for an exceptional educational experience and unparalleled alumni network attracts new graduates as well as individuals with extensive work experience. Since it was established in 1983, the Queen's MIR has become the leading graduate degree in its field. More than 1000 graduates have gone on to shape the world of work - contributing significantly to their workplaces 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 employment relations. 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.

“The interdisciplinary nature of the Master of Industrial Relations Program, combined with its commitment to professional development, provided a challenging and exciting learning environment.”

– Sarah D’Alton, MIR

School of Graduate Studies
Create an impact
www.queensu.ca/sgs
# Industrial Relations

**MASTER OF INDUSTRIAL RELATIONS (MIR)**

## WHERE CAN I GO?
A Master's degree in Industrial Relations can take your career in many directions. Our Master's students are equipped with a strong foundation for careers as:

- Human Resource Professionals
- Labour Relations Specialists
- Organizational Trainers
- Recruiters

## WHAT WILL I LEARN?
A professional degree in Industrial Relations can equip you with valuable knowledge and versatile skills, such as:

- A comprehensive understanding of the multidisciplinary nature of Employment Relations
- Knowledge of the legal foundations that govern the individual employment contract and collective agreements, including human rights and collective bargaining legislation.
- The ability to develop and lead change around evidence-based solutions to contemporary organizational and labour issues.
- Confidence in communicating the linkages between HR objectives and business strategy.
- The ability to communicate complex and sensitive issues in a clear and concise manner to diverse stakeholder groups.

## WHAT CAN I DO WITH IT?
Students should dedicate their final term to applying for and interviewing with organizations that hold career vacancies.

- Get help from Career Services with job search, resumes, and interviews.

## TERM 1/ FALL
- Take the first group of Core Courses to complete the degree requirements.
- Choose from a variety of electives in the form of courses or skills seminars, that focus on your area of interests.
- Connect with fellow students to build study groups.

## TERM 2/ WINTER
- Continue with your Core and Elective courses. Fine tune your electives to reflect the focus of your intended career path.
- Look to the SGS Habitat for resources to help with academics.

## TERM 3/ SUMMER
- Take the final courses that will complete your degree requirements of 33 credits (21 core and 12 elective).
- Take advantage of any final elective offerings that will round out your knowledge and interests in the field.

## TERM 2/WINTER
- Start keeping an ePortfolio of your skills, experiences and competencies.
- Fine tune your résumé in preparation for your job search. Make an appointment for Career Counselling.
- Continue building your professional development with workshops with SGS or the CLT and the QUIC.

## TERM 3/ SUMMER
- Practice articulating the skills you have been developing in settings outside the university, such as casual conversation, networking, and interviews at a Career Services workshop.
- Check out opportunities for extra training through CTL, Expanding Horizons, MITACS, or other sources to boost your skills.
- Investigate internships from OIP.

## ENGAGE WITH YOUR COMMUNITY
- Explore how you can connect with your community through experiential opportunities on- and off-campus.
- Consider volunteering with different community organizations, such as Dress for Success or KEYS job centre.
- Volunteer to attend Fall Preview and other informational sessions.

## LAUNCH YOUR CAREER
- Finding a career that fits starts with knowing yourself. Get help by taking a Career Services workshop or meeting with a career counsellor. Check out books like So What Are You Going to Do With That? for advice on various career options.
- Attend the Fall Career Fair and network with employers.
- Create a LinkedIn profile and start your networking opportunities early. Join groups like MIR Alumni and sign up for e-newsletters.

## BUILD SKILLS AND EXPERIENCE
- Consider serving on positions with the MIR Executive Committee, the SGS, or look at the AMS Clubs Directory for more ideas.
- Consider applying for TA positions with the Employment Relations courses.
- Consider becoming a Career Services Peer to other students.
- Check out professional development workshops from Expanding Horizons.

## LAUNCH YOUR CAREER
- Explore different careers of interest by using Queens Connects on LinkedIn to connect with Queen's alumni. Check out Career Cruising for more information.
- Student should plan to attend the Employment Relations hosted Safra and Winkler Lecture Series to broaden their understanding of what a career in Human Resources and Labour Relations might look like and provides the opportunity to network with seasoned professionals in these fields. These opportunities will focus on new trends and emerging practices that are changing and challenging the discipline. This is the time to develop your own unique brand in order to prepare to enter the labour market.

## ENGAGE WITH YOUR COMMUNITY
- Participate in your graduate and professional community through activities such as graduate student outreach programs, organizing conferences.
- Prepare for work or studies in a multi-cultural environment by taking the Intercultural Awareness Training Certificate hosted by QUIC.

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## BUILD SKILLS AND EXPERIENCE
- 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 Ontario).

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Graduate Studies FAQs

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.
- 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: It is suggested that applications be submitted 8 weeks prior to the start of September, or 4 weeks prior to the May part-time intake, to ensure that students can be fully registered before the start of classes. 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 for working professionals 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?

General internal funding for the full time students in the MIR program is limited and most of the more prestigious awards are merit based. We encourage all students to apply for external funding from OGS, SSHRC and other sources. Queen’s will automatically issue a one time $5,000 top-up to Masters winners of federal government tri-council awards. For more.

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 a 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.