Why GRADUATE STUDIES in INDUSTRIAL RELATIONS?

The MIR degree is designed to prepare students for a variety of career opportunities, including those in 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 employment 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 STRUCTURE

The MIR degree is offered as a full-time program, or part-time program for working professionals:

• Full-time (10-12 months): targeted toward recent graduates, students enrol in full-time course work.
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.

**BUILD SKILLS AND EXPERIENCE**
- Consider positions in student services, the **SGPS**, or media outlets like the **Queen's Journal**. Check 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**.

**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.

**LAUNCH YOUR CAREER**
- Finding a career that fits starts with knowing yourself. Get help by taking a **Career Services career planning workshop** or meeting with a career counsellor. Check out books like *What Color Is Your Parachute?* for advice on various career options.
- Create a LinkedIn profile and start your networking opportunities early.
- Explore different careers of interest by reading **alumni profiles** on the SGS website, and using **QueensConnects** on LinkedIn to connect with Queen's alumni, or find alumni in various careers through "Ask an Alum".

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

**ACHIEVE YOUR ACADEMIC GOALS**
- Complete your coursework.

**ENGAGE WITH YOUR COMMUNITY**
- Participate in your graduate and professional community through activities such as graduate student outreach programs, organizing conferences, and research groups.
- Prepare for work or studies in a multi-cultural environment by taking **Queen's Certificate in Intercultural Communication**.
- Look to the **SGS Habitat** for resources to help with academics.
- Start keeping an eportfolio of your skills, experiences and competencies.
- Use a **Teaching Assistant position** to develop your experience.

**BUILD SKILLS AND EXPERIENCE**
- Practice articulating the skills you have been developing in settings outside the university, such as casual conversation, networking, and interviews. Get help from a **Career Services workshop**.
- Check out opportunities for extra training through **CIL, Expanding Horizons**, Mitacs, or other sources to boost your skills.
- Investigate internships from **OIP**, and other sources.

**LAUNCH YOUR CAREER**
- Consider joining professional associations like the **Human Resources Professionals Association of Ontario (HRPA Ontario)**.
- Do some targeted networking with people working in careers of interest, through **QueensConnects**, 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)**.

**WHAT WILL I LEARN?**
A professional degree in Employment Relations can equip you with valuable and versatile skills, such as:
- The ability to communicate to diverse audiences, as well as organize and synthesize large amounts of complex information.
- Confidence in addressing multifaceted organizational challenges while simultaneously managing competing demands and responsibilities.
- A professional attitude in all aspects of work.
- Learn how to lead others by articulating a clear vision and taking the initiative to enact that vision.

**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
- Taking time to explore career options, build experience, and network can help you have a smooth transition to the world of work after graduation.

Visit careers.queensu.ca/gradmaps for the online version with links!

* 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.
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: 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 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 $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.