Why GRADUATE STUDIES in 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, ever-changing as a function of legislation, new technologies, and employee preferences. Importantly, our program is designed to produce highly effective professionals who possess a balanced appreciation for all aspects of the employment relationship, allowing our graduates to work in either domain and move between them throughout their careers.

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. As such, Queen's MIR graduates have a significant Alumni network with which to connect.

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
**Industrial Relations**

**MIR MAP**

**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.

**ACHIEVE YOUR ACADEMIC GOALS**
- 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.

**BUILD SKILLS AND EXPERIENCE**
- Start keeping an eportfolio of your skills, experiences and competencies.
- Fine tune your resume in preparation for your job search. Make an appointment for Career Counselling.
- Countinue building your professional development with workshops with SGS or the CLT and the QUIC.

**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 and FDISC.

**LAUNCH YOUR CAREER**
- Explore different careers of interest by reading alumni profiles on the SGS website, and using Queen'sConnects on LinkedIn to connect with Queen's alumni, or find alumni in various careers through "Ask an Alum".
- Explore Human Resources courses offered by the SGS or the CLT.
- Investigate internships from the SGS or the CLT.

**WHAT WILL I LEARN?**
A professional degree in Industrial Relations can equip you with valuable knowledge and versatile skills, such as:
- The ability to communicate a clear and concise manner to complex and sensitive issues in a clear and concise manner to diverse stakeholder groups.
- Confidence in communicating knowledge and interests in the field.
- Confidence in communicating your career trajectory and goals.
- The ability to develop and lead change around emerging practices that are changing and challenging the discipline.

**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!
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 8 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 one time $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.