

# INDUSTRIAL RELATIONS

Website: <https://www.queensu.ca/emprpgms/>

## Purpose and Philosophy

Queen's University offers a set of Master of Industrial Relations (MIR) degree programs aimed at developing the human resource management and labour relations knowledge and competencies that employment relations professionals need to fulfill their professional roles. The philosophical orientation of the program is multi-disciplinary, stressing the application of knowledge and analysis to the employment relationship and workplace.

The MIR degree provides students with:

- a thorough grounding in labour relations and human resource practice;
- an understanding of the fundamentals of the laws governing the individual employment and collective bargaining relationship;
- the capacity to collect and analyze data on current workplace issues and interpret research in the field;
- an understanding of evolving employment relationships and of organizational dynamics;
- essential skill sets for HR/LR professionals (e.g., consulting, facilitation, leadership, coaching, team building and communication).

## Degree Programs

The MIR degree programs include:

1. a full-time **Master of Industrial Relations (MIR)** program, designed for new graduates and normally delivered over one academic year;
2. the part-time **Professional Master of Industrial Relations (PMIR)** program, aimed at experienced professionals working in labour relations or human resources management who wish to significantly enhance and upgrade their academic qualifications, normally delivered over a two-year period; and the
3. **Juris Doctor/Master of Industrial Relations (JD/MIR)** that merges graduate training in human resources management and labour policy with a professional degree in law, with the MIR degree requirements normally fulfilled during the 2<sup>nd</sup> year.

## Admission and Residence Requirements

### Master of Industrial Relations (MIR) Program

This twelve-month Master of Industrial Relations Program requires three terms of full-time study on campus. Admission requirements are a four-year bachelor's degree with upper second-class standing from a recognized university and demonstrated evidence of strong academic potential. Applicants whose native languages do not include English must obtain a passing score in one of the accepted tests of English language proficiency (information can be found in the General Regulations of the School of Graduate Studies and Postdoctoral Affairs here: International Students (<https://www.queensu.ca/academic-calendar/graduate-studies/admission-registration/>)).

**Applicants who have completed their undergraduate degree from a post-secondary institution outside of Canada are required to submit GRE scores with their application.** We are unable to comment on the competitiveness of scores as this depends on the annual pool of applicants.

### Professional Master of Industrial Relations (PMIR) Program

This Professional Master of Industrial Relations Program is a part-time program of study where the course load is normally distributed over two years. Admission requirements are a four-year bachelor's degree with upper second class standing from a recognized university and demonstrated evidence of strong academic potential, as well as three years of full-time employment experience in the employment relations field (or equivalent). Applicants with a strong history of relevant employment experience with a bachelor's degree of less than four years in duration will be considered on a case by case basis. Applicants whose native languages do not include English must obtain a passing score in one of the accepted tests of English language proficiency (information can be found in the General Regulations of the School of Graduate Studies and Postdoctoral Affairs here: International Students (<https://www.queensu.ca/academic-calendar/graduate-studies/admission-registration/>)).

### JD/MIR Program

The Juris Doctor/Master of Industrial Relations (JD/MIR) is a three-and-a-half-year combined degree program. In partnership with Queen's Faculty of Law, the JD/MIR was established in response to strong demand from the law profession for graduates with expertise in employment and labour law. The JD/MIR is the only dual degree of its kind in Canada, merging graduate training in human resources management, employment and labour policy with a professional degree in law.



A limited number of students may be admitted to this combined program. Applications must be made for JD admission through OLSAS and concurrently for admission to the graduate degree through the School of Graduate Studies and Postdoctoral Affairs. Admission requirements specifically for the MIR are as above, including those for international students.

## Financial Assistance

Special awards available include the Clarence J. Hicks Fellowship in Industrial Relations, Don Wood Fellowships, Cameron-Wood Prize, the Goldenberg Scholar's Award, the Robert Grant Fellowship, the Lia Dower Memorial Award, The Prism Scholarship, The G. Gannage Memorial Award, and The MIR Class of 1985 Bursary.

## Facilities

The Master of Industrial Relations program is located on the second floor of Robert Sutherland Hall, in close proximity to the Mackintosh-Corry Social Science Complex, the Faculty of Law, Goodes Hall, the School of Business, the Law Library, the main Arts and Humanities Library, Stauffer Library, and the Industrial Relations Centre.