Queen’s MIR Program

Advancing Canadian Employment Relations
Queen's University has a long and proud tradition of educating many of Canada's leading Human Resources and Industrial Relations professionals. For over seventy-five years, we have offered graduate education that enables our alumni to make informed and decisive contributions to employers, unions, and governments in employment relations and policy. Our course offerings are delivered by leading experts in their fields, ensuring our students are well prepared to meet the challenges and opportunities in contemporary workplaces. Beyond the classroom, the student experience is enhanced by the opportunity to participate in our regular speaker series, an annual interuniversity negotiations competition, and other educational activities.

Graduates of the MIR program provide leadership, cutting-edge practice, and policy direction to many of Canada's leading corporations, unions, non-profit organizations, and governments. Choose Queen's MIR and equip yourself with an exceptional educational experience that will propel your future career.

Dr. Richard Chaykowski
Professor, Director
Queen's MIR Programs
The Queen’s Advantage

THE PROGRAM
Focused on providing a solid foundation in Employment Relations, including Human Resources and Labour Relations, with programming delivered by internationally recognized subject matter experts.

Open to students with any undergraduate degree who have achieved upper second-class standing (B+) in their studies.

THE UNIVERSITY
Queen’s is one of Canada’s leading universities with an international reputation for scholarship, social purpose, and spirit.

THE CITY
Recognized as one of the best cities in Canada in which to live, Kingston provides many of the amenities of a larger city in a relaxed setting.
Elective courses and skills seminars permit students to study topics such as Negotiations and Conflict Resolution, Mediation, Leadership in Organizations, and Human Rights Law. Elective course offerings provide students with a more in-depth view of specific areas relevant to human resource management and industrial relations.

* Please note that elective course offerings vary on a yearly basis. See the web page for course descriptions.
MIR Faculty

RICHARD CHAYKOWSKI, PHD
CORNELL UNIVERSITY
Current Interests: Labour policy, labour relations, employment and workplace practices and change

GLENDIA FISK, PHD
PENNSYLVANIA STATE UNIVERSITY
Current Interests: Employee entitlement, emotion regulation and occupational stress

ROBERT HICKEY, PHD
CORNELL UNIVERSITY
Current Interests: Collective bargaining and labour relations, conflict management

DEBORAH LEIGHTON, BA LAW, LLM
OXFORD UNIVERSITY
UNIVERSITY OF TEXAS LAW SCHOOL
Current Interests: Arbitration and mediation, tribunals and administrative boards

JACOBA LILIUS, PHD
UNIVERSITY OF MICHIGAN
Current Interests: High quality workplace relationships, compassion in the workplace

BRADLEY WEINBERG, PHD
CORNELL UNIVERSITY
**MIR Program Admission**

**APPLICANTS MUST HAVE:**

- A four year undergraduate degree with a minimum B+ standing (or 3.3 GPA)
- An applicant for whom English is not a first language must demonstrate proficiency in English by submitting a current TOFEL score or equivalent

The application deadline is **March 1st** of each year, however, the program will make offers of admission to qualified candidates as soon as January. Early applications are welcome and allow you to plan for your next academic challenge.

**APPLY AT:** https://eservices.queensu.ca/apps/sgsapp/

Here is what our graduates have said about their personal experiences:

**Mr. Ryan Plener**  
MIR/JD ’16

“For individuals looking to break into the human resources or industrial relations field, the MIR degree is a key asset not only for a knowledge base, but also for networking and connecting with well respected professionals in the industry. ... It has a reputation for attracting high-quality students, who have strong interests in engaging in the industrial relations profession. The MIR program provides a solid base for specialized areas such as collective agreements, human resource management and organizational behaviour – and employers find these skills invaluable.”

**Agnieszka Strzelecka, MIR 12**  
Manager, Employee Relations, BC Ferries

“The Queen's MIR program stood out to me because it has developed a strong reputation for developing industry leaders. I entered the program with the intent to develop the knowledge and competencies essential for working with organizations in developing positive, strategic and evolving employment relationships and will be leaving with much more. This has been a year of personal growth, building relationships, and endless challenge. My decision to pursue a Queen’s MIR has already proven to exceed my expectations, and be professionally and personally rewarding.”
Stauffer Library
This is the main arts and humanities library at Queen’s. It is a state-of-the-art facility housing books, journals, and electronic resources for the fine arts, humanities, and social sciences.
The large government documents collection includes depository materials produced by the federal and Ontario governments, United Nations, EU and more.
For detailed information please see:
http://library.queensu.ca/

Student Resources
Information about Queen’s Graduate student services and resources is available at: http://www.queensu.ca/studentaffairs/current-students/graduate-professional-students

Law Library
The William Lederman Law Library provides a vast range of print and online resources—all that you are likely to require for any topic of study or research. This library has a constantly evolving website with information about the range of services available:
http://library.queensu.ca/law/

Four Directions Aboriginal Services and Student Centre
Four Directions Aboriginal Centre strives to be a home away from home for Indigenous students and a site of information and support for the broader Queen’s community. It is a hub of activity and they welcome and encourage everyone to drop in and learn about the supports and services available.
Telephone 613.533.6970
http://www.queensu.ca/fdasc/

Queen’s Student Student Wellness
Student Wellness Services supports the personal, academic, and social development of students at Queen’s University by providing a range of programs and services. Our mission is to provide a welcoming, confidential, and integrated service that is responsive to the needs of students.
http://www.queensu.ca/studentwellness/home