

Department/Academic Unit: **Industrial Relations**

Degree Program: **Master of Industrial Relations MIR**

Degree Level Expectations, Learning Outcomes, Indicators of Achievement and the Program Requirements that Support the Learning Outcomes

Expectations	Learning Outcome	Indicators of Achievement	Relevant Courses & Academic Requirements
<p>Depth and Breadth of Knowledge</p>	<p>A comprehensive understanding of the disciplinary areas that directly inform employment relations:</p> <ul style="list-style-type: none"> • Labour Law • Human Resource Management • Organizational Theory & Behaviour • Labour Relations • Labour Economics 	<p>Graduates will be able to demonstrate:</p> <ul style="list-style-type: none"> ✓ Application of theory and research (e.g., economic, psychological, industrial) to labour issues, including human resource management, negotiation, and collective bargaining. ✓ Demonstrate knowledge of the legal foundations that govern the individual employment contract and collective agreements, including human rights and collective bargaining legislation. ✓ Understanding of the social and economic impact of unions and collective bargaining on individuals, firms, and the economy. ✓ Confidence in communicating the linkages between HR 	<p>Required coursework</p> <p>MIR810 Unions & Collective Bargaining MIR823 Labour Law I MIR824 Labour Law II MIR830 Human Resource Management MIR840 Labour Economics and IR MIR850 Organizational Behaviour</p> <p>Elective coursework and skills seminars provide students with an opportunity to study a variety of topics (e.g., Mediation, Leadership, Occupational Health & Safety, etc.) in greater depth.</p> <p>Optional participation in the Interuniversity Negotiations Exercise and international exchange programs allow students to sharpen their skills while simultaneously establishing a diverse network of professional contacts.</p>

		objectives and business strategy.	
Research and Scholarship	<p>A demonstrated capacity to evaluate information and apply research as it relates to the interpretation and creation of knowledge in the field of Industrial Relations.</p> <p>The ability to recommend and undertake evidence-based HR/IR practices.</p> <p>Build connections between course-based learning and emerging issues in contemporary organizations.</p> <p>The opportunity to explore topics of particular personal or professional interest.</p>	<p>Graduates will be able to:</p> <ul style="list-style-type: none"> ✓ Locate, critically evaluate, and apply research relevant to the field of Industrial Relations. ✓ Undertake original research or special directed readings, if desired. ✓ Submit original works for publication or presentation in academic and / or professional outlets. 	<p>Required coursework</p> <p>MIR897 Analytical Methods for HR/IR</p> <p>Elective coursework, including:</p> <ul style="list-style-type: none"> ○ MIR898 Research Essay ○ MIR891 Directed Special Studies
Application of Knowledge	<p>Engage in critical review and analysis of existing labour / employment-related issues.</p> <p>Contribute to professional discourse in the field of Industrial Relations.</p> <p>Identify and debate ongoing and emergent employment relations issues in key Canadian industries.</p>	<ul style="list-style-type: none"> ✓ Practice career-relevant skills through participation in practically-focused coursework and/or optional extracurricular activities. ✓ Synthesize and apply theoretical concepts and models to organizational problems. 	<p>Passing grade (B- or greater) in all required and elective coursework.</p> <p>Optional extracurricular activities.</p>

<p>Professional Capacity & Autonomy</p>	<p>Demonstrate ethical behavior in accordance with academic and professional standards.</p> <p>Exercise personal initiative in proposing and carrying out projects.</p> <p>Commitment to honing leadership skills (incl. conflict management, mediation and negotiation skills) and related decision-making abilities.</p> <p>Work effectively in team-based settings.</p> <p>Begin to develop ties to a network of professionals working in the field of Industrial Relations and Human Resources.</p>	<ul style="list-style-type: none"> ✓ Adhere to university policies regarding academic integrity and the Ethical Conduct for Research Involving Humans. ✓ Undertake independent research as required. ✓ Practice field-relevant applied skills as integrated into course curriculum and related activities. ✓ Engage in collaborative work and research as required. ✓ Attend professional development opportunities offered by the school. 	<p>Completion of CORE TCPS training.</p> <p>Core and elective coursework.</p> <p>MIR 810 Unions and Collective Bargaining MIR 819 Labour Arbitration Moot MIR823/824 Labour Law I and II MIR 830 Human Resource Management MIR 840 Labour Economics & Industrial Relations MIR 850 Organizational Behaviour & Design</p> <p>Core and elective coursework.</p> <p>Winkler Speaker Series Don Wood Visiting Lectureship Career Workshops (incl. resume creation and job search).</p>

Communication Skills	<p>The ability to convey, orally and in writing, complex and sensitive issues clearly and succinctly to diverse stakeholder groups.</p> <p>Understand the importance of personal reputations of professionals in the field.</p> <p>Understand the strategic dimensions of negotiation processes.</p>	<ul style="list-style-type: none"> ✓ Presentation of research findings and project work in the classroom setting. ✓ Presentation at local and regional meetings and conferences. ✓ Recognize the cultural issues that impact communication effectiveness. ✓ Engage and lead group decision making processes. ✓ Understand the behavioural foundations of negotiation theory and practice. ✓ Demonstrate an ability to critically reflect on interpersonal experiences and negotiation failures. 	<p>Core and elective coursework. MIR 886; Negotiations and Dispute Resolution</p> <p><u>Optional:</u> Participation in the Fillion Wakely Moot. Participation in the Interuniversity Negotiations Competition. Participation in an International Exchange Program.</p>
Awareness of Limits of Knowledge	<p>Recognition of the social, economic, and psychological complexities inherent to successful IR/HR practice.</p>	<ul style="list-style-type: none"> ✓ Engagement in self-reflective exercises and developmental assessments. 	<p>Core and elective course offerings are explicitly multi-disciplinary, with emphasis on a range or alternative methodologies, research strategies, and interpretive lenses.</p>

	Awareness of the multidisciplinary nature of the field.	✓ Articulate the limitations of their own work, as well as those in published research.	
MIR/JD Program Expectations	The combined MIR/JD program is a three and a half year degree program offered jointly by the School of Policy Studies and the Faculty of Law. The degree merges graduate training in Human Resource Management and Industrial Relations with a professional degree in law.	✓ Indicators of achievement for the MIR component of the joint degree are commensurate with the descriptions provided, above.	Coursework required for the MIR degree is covered in the first year of study, with law degree requirements integrated though each of the three program years.