

Sandra Steen MBA, CPHR, ICD.D

Instructor

University of Regina – Faculty of Business Administration

ED 540.3 – Education Building

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EDUCATION & PROFESSIONAL DESIGNATIONS

MBA – University of Regina (1997)

Director, Institute of Corporate Directors – ICD.D (2022 – present)

Chartered Professional in Human Resources – CPHR (1996 – present)

Formerly: Certified Human Resources Professional – CHRP

PUBLICATIONS (Most recent editions)

Steen, S. and Noe, R. *et al.*, (2023), *Human Resource Management 6th Canadian Edition* (330 pg.), Toronto: McGraw-Hill Education.

McShane, S., Tasa, K., Steen, S. (2021), *Canadian Organizational Behaviour 11th Edition* (418 pg.), Toronto: McGraw-Hill Education.

TEACHING

University of Regina – Undergraduate

BUS 250 – Introduction to Human Resource Management

BUS 260 – Introduction to Organizational Behaviour

BUS 358 – Training & Development

BUS 362 – Leadership (formerly Management Skill Development)

BUS 453 – Strategic Human Resource Management

University of Regina – Graduate

EMBA 830 – Strategic Human Resource Management

GBUS 843 – Strategic Human Resource Management

GBUS 863 – Staffing Organizations

MBA 750 – (Foundations) Strategic Human Resource Management

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THESIS SUPERVISOR

Knaus, Linda, "Training Solutions in a High Turnover Environment," MBA, University of Regina, 2016.

Muhammad Choudry, "Assimilation of Immigrants in the Canadian Workforce," MBA, University of Regina, 2009.

Rick Hoffman, "Forging the Future: Creating an Employee Retention Strategy for FCC," MBA, University of Regina, 2009.

Scott Nichols, "Virtual Teams," MBA, University of Regina, 2009.

SERVICE (Various dates)

Faculty Advisor – Hill Human Resources Club

Project Team Member – Canadian Council of Human Resource Associations

Commissioner – Saskatchewan Public Service Commission

Member – Studies, Scholarships & Admissions Committee – University of Regina

Member – Chartered Professionals in Human Resources – CPHR SK

Member – Teaching Committee – University of Regina

Member – URFA Pension and Benefits Committee – University of Regina

Member – Undergraduate Program Committee – University of Regina

Human Resources Coach – JDC West Competition – University of Regina

CONSULTING

Leadership Development, Succession Management, Competency-based Human Resource Management, Talent Management, Performance Management, High-Performance Work Practices, Change Management, Employee Onboarding, Career Development, Job Analysis, Learning Needs Assessment, Performance Coaching, and Strategic Planning

PUBLIC WORKSHOP (Centre for Management Development)

Demystifying Unconscious Bias: A Workshop for Managers & HR Professionals – CPHR accredited (14 hours)