

**Dr. Amena Shahid, DBA, MBA, BA**

Sessional Faculty  
Algoma University  
24 Queen Street  
Brampton, Ontario  
[LinkedIn Profile](#)  
[Google Scholar](#)

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**ACADEMIC POSITIONS**

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2019 - present      Sessional Faculty, Algoma University, School of Business and Economics, Canada  
2023 – present      Facilitator, Centennial College, Canada  
2023 – 2024          Contract Professor, Yorkville University, Canada  
2022 – 2024          Sessional Lecturer, DeGroot School of Business, McMaster University, Canada  
2017 – 2024          Part-time Professor, Pilon School of Business, Sheridan College, Canada  
2022 – 2023          Online Professor, School of Business, Conestoga College, Canada  
2022 – 2022          Online Professor, Wilfrid Laurier International College, Canada  
2006 – 2014          Lecturer, College of Business Administration, Prince Sultan University  
Saudi Arabia

**ACADEMIC ADMINISTRATION EXPERIENCE**

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2011-2013          Associate Director, Teaching and Learning Centre, Prince Sultan University  
2008-2013          Director, Continuing Education, Prince Sultan University  
2008-2013          Director, International Relations Office, Prince Sultan University  
2009-2011          Chair, Faculty Professional Development, Prince Sultan University

**INDUSTRY EXPERIENCE**

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2022-2025          Human Resources Manager, Regency Financial, Mississauga, Canada  
2014-2018          Co-Founder/Director, Duke Furnished Suites, Toronto, Canada

**EDUCATION**

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2014–2017          DBA, Management, Business and Management Program, Walden University, USA  
1992                  MBA, College of Business and Public Management, University of Laverne, USA  
1985–1989          BA, Department of Arts, St. Joseph College, Pakistan

**CERTIFICATIONS**

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2025                  Certified Human Resources Professional (CHRP) - *ongoing*  
2019                  Career Professional Development Program, Conestoga College  
2017                  E-Learning Certificate, University of Calgary, Canada

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## **RESEARCH AND TEACHING INTERESTS**

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Organizational behavior, Training and development, Leadership, Employee engagement, Trust and employee motivation, Strategic management, Organizational culture

## **TEACHING EXPERIENCE**

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Marketing Concepts (ADMN3126), School of Business and Economics, Algoma University, Canada, 2019-present

Marketing Communications (MKTG331), Centre for Online Learning & Microcredentials  
Centennial College, Canada, 2023-present

Consumer Behavior (MKT 301), Prince Sultan University, School of Business, Saudi Arabia, 2006-2014

Introduction to Canadian Business (ADMN1016), School of Business and Economics, Algoma University, Canada, 2019-present

Principle of Leadership (COMM 4BP3) & Training and Development (COMM 4B13), DeGroote School of Business, McMaster University, Canada, 2022-2024

Business Fundamentals (BUSN119) Online Learning, Centennial College, Canada, 2023-present

Management Principles (MGMT222), Online Learning, Centennial College, Canada, 2023-present

Organizational Effectiveness (BUS8560) & International Business (BUS2171), School of Business, Conestoga College, Canada, 2022

Cross Cultural Communication (PMAL 101), Project Management Program, Yorkville University, Canada, 2023-2024

Business Cases (BUSM35436) & Business Communication (COMM1242), Pilon School of Business, Sheridan College, Canada, 2017-2022

Strategic Management & Decision Making (MB106), Wilfrid Laurier International College, Canada, 2022

Organizational Behavior (BUS 201), School of Business Administration, Prince Sultan University, Saudi Arabia, 2006-2014

Introduction to Business (BUS101), School of Business Administration, Prince Sultan University, Saudi Arabia, 2006-2014

Microeconomics (ECON 101) & Macroeconomics (ECON 103), School of Business Administration, Prince Sultan University, Saudi Arabia, 2006-2014

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**AWARDS**

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Teaching Excellence Award, College of Business Administration, Prince Sultan University, Saudi Arabia, 2014

Administrative Excellence Award, College of Business Administration, Prince Sultan University, Saudi Arabia, 2014

Honor List for Distinction in Career Professional Development program course work, School of Business, Conestoga College, Canada, 2019

**REFEREE SERVICE**

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Human Resource Development Quarterly

Academy of Management

International Journal of Business and Management

Journal of Leadership Studies

**PROFESSIONAL DEVELOPMENT**

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Meeting your Learners where they are, DeGroot Teaching and Learning Services, 2022

Inspiring the Leader Within: Creating Cultures of Leadership by Drew Dudley, Sheridan College Institute of Technology and Advanced Learning, 2018

Research in the Classroom Symposium, Teaching and Learning Center, Sheridan College Institute of Technology and Advanced Learning, 2017

Fundamentals of Teaching and Learning, Teaching and Learning Center, Sheridan College Institute of Technology and Advanced Learning, 2017

Closing the Loop: From Teaching to Assessing, Prince Sultan University, Saudi Arabia, 2014

Classroom Discussions for Enhanced Learning, Prince Sultan University, Saudi Arabia, 2013

Differentiated Instruction for Different Ability Groups, Prince Sultan University, Saudi Arabia, 2013

Improving Student Learning, Prince Sultan University, Saudi Arabia, 2011

**UNIVERSITY COMMITTEE SERVICE**

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Member of Curriculum Development Team (2012-2014)

Member of Faculty Recruitment committee (2012-2013)

Member of Teaching and Learning committee (2012-2013)

Chair of Professional Development committee (2007-2011)

Member of the Academic Assessment and Planning Center (2007-2014)

**COMMUNITY VOLUNTEER SERVICE**

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Guest Speaker for "Canadian Working Culture", Human Resources Connection Program, ACCES Employment, Mississauga, Canada, 2017-2019

Mentor, Connectors Program, ACCES Employment, Mississauga, Canada, 2018

## UNIVERSITY PROJECTS

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**Career Expo Project:** I designed and managed the Career Expo at Prince Sultan University from 2007 to 2011, securing CAD \$100,000 in funding. The event attracted over 10,000 students, community members, employers, and sponsors. I handled planning and execution and led workshops on resume building, interviewing skills, and career development.

**Academic Conference:** I designed and managed two academic conferences at Prince Sultan University, bringing together faculty from 28 international universities to present research on various topics. The conferences featured over 100 exhibitors showcasing academic publications and included multiple workshops on different subjects. Student posters and faculty research were also exhibited, attracting over 5,000 attendees.

**Faculty Professional Development Portfolio:** I coordinated with university faculty and external consultants from 2007 to 2014 at Prince Sultan University to manage the annual professional development portfolio for 150 faculty members, focusing on enhancing their skills, research, publication output, and community engagement.

**Continuing Education Courses:** I coordinated and managed at Prince Sultan University continuing education courses, workshops, programs, events, and seminars for the local community, working with university faculty, national and international academicians, and consultants.

**Student Abroad Program:** I designed at Prince Sultan University a Study Abroad Program in collaboration with universities in the USA, Japan, and Korea, where students were enrolled for a semester in their assigned program. The program enhanced students' international experience, self-development, and cross-cultural collaboration.

**Student Development Program:** From 2006 to 2014, I mentored, coached, and trained 1,500 students in business communication skills, leadership development, conflict management, and community engagement.

**Teaching and Learning Leadership:** I led and supervised the Teaching and Learning Center staff, managing the website, publications, training portfolios, and stakeholder collaborations to support the center's annual strategic plan.

## RESEARCH, PUBLICATIONS & ARTICLES

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"How Often We Underestimate the Power of Recognition. Don't Complicate It: Make It Transparent, Genuine, and Individualized" 2025. *International Journal of Business Administration*, 16(2), 1-17. <https://doi.org/10.5430/ijba.v16n2p1>

"Transformational Leadership: Are Leaders Open to a New "CALL"? Challenges, Adaptation, Leadership and Learning" 2024. *Open Journal of Business and Management*, 12, 3806-3822. doi: 10.4236/ojbm.2024.126190.

“The employee engagement framework: High impact drivers and outcomes” 2019. *Journal of Management Research*, 11(2), 45-54. <https://doi.org/10.5296/jmr.v11i2.14612>

“Employee intention to stay: An environment based on trust and motivation” 2018. *Journal of Management Research*, 10(4), 58-71. <https://doi.org/10.5296/jmr.v10i4.13680>

“Sketching effective faculty professional development framework”, 2014. *Asian Journal of Business Management*, 6(2): 118-123 2014, ISSN: 2041-8744; e-ISSN: 2041-8752  
<https://www.maxwellsci.com/jp/mspabstract.php?doi=ajbm.6.5336>

“Integrity & trust: The defining principles of great workplaces”, 2013. *Journal of Management Research*, Vol 5, No. 4, 2013, ISSN 1941-899X:  
<http://www.macrothink.org/journal/index.php/jmr/article/view/3739>

“Gaining employee commitment: Linking to organizational effectiveness”, 2013. *Journal of Management Research*, Vol 5, No. 1. ISSN 1941-899X:  
<http://www.macrothink.org/journal/index.php/jmr/article/view/2319>

## WORKING PAPERS

From Quiet Quitting to Purposeful Performance: A Behavioral Study on Engagement in the Modern Workplace

From Boarding Pass to Boardroom: The Cultural Imprint of Globally Seasoned Talent (2025) – *under review*

## ARTICLES

More Than Words: Why Communication Defines Great Professors. (2025, April 26).  
<https://www.linkedin.com/pulse/more-than-words-why-communication-defines-great-amena-shahid-d8tic>

Taking Control: Empowering Yourself to Change Your Life, (2023, December 22).  
<https://www.linkedin.com/pulse/taking-control-empowering-yourself-change-your-life-amena-shahid-ulzic/?trackingId=MAUI3zJ4Sg2BIPRpZWTydQ%3D%3D>

My thoughts, (2023, October 26). <https://www.linkedin.com/pulse/my-thoughts-amena-shahid-u5uyc/?trackingId=MAUI3zJ4Sg2BIPRpZWTydQ%3D%3D>

What should I do with Mid-Semester feedback? (2021, November 01).  
<https://www.linkedin.com/pulse/what-should-i-do-mid-semester-feedback-amena-shahid/>

A balance that sets the purpose: Excellence & Trust, (2021, October 28).  
<https://www.linkedin.com/pulse/balance-sets-purpose-excellence-trust-amena-shahid/>

Culturally responsive teacher, (2020, January 24). [https://www.linkedin.com/pulse/culturally-responsive-teacher- dr-amena-shahid/](https://www.linkedin.com/pulse/culturally-responsive-teacher-dr-amena-shahid/)

Reflection: A strategy to develop and improve, (2019, December 23).  
<https://www.linkedin.com/pulse/reflection- strategy-develop-improve-amena-shahid/>

Boring, Long and Ineffective Lectures: Is my student awake or asleep? (2019, November 19).  
<https://www.linkedin.com/pulse/boring-long-ineffective-lectures-my-student-awake-asleep-amena-shahid/>

The Importance of Engaging Participation, (2019, April 24).  
<https://www.linkedin.com/pulse/importance-engaging- participation-amena-shahid/>

An atmosphere of intellectual motivation for students, (2019, April 5).  
<https://www.linkedin.com/pulse/atmosphere-intellectual-motivation-students-amena-shahid/>

Faculty Perspective of Faculty Development, (2012). Academic Leader, Magna Publication, 28(7)