

City of London - Application for Appointment to City of London Community Advisory Committees

Application

Committee you are interested in serving on: **Diversity, Inclusion and Anti-Oppression Community Advisory Committee**

If applying for the Accessibility Community Advisory Committee, please select:

If applying for the Ecological Community Advisory Committee, a professional designation, education or experience in related fields is a requirement based on the technical nature of the committee work. Please indicate your area(s) of expertise:

If you selected 'Other', please specify:

Contact Information

Name: **Rupinder Kaur Gill**

City: **LONDON**

Province: **ON**

Postal Code: **N5X4K2**

Experience and Qualifications

If you have experience on a London Advisory Committee, please provide dates and details. (max. 250 characters): **No but I have some experience as a working group member focusing on goal 5 - Removing barriers to employment of Community Diversity and Inclusion Strategy of City of London.**

What do you hope to contribute or learn as part of a Community Advisory Committee? (max. 250 characters): **I really hope to learn about various initiative being taken by the City of London to make the city and workplaces in the city more diverse, equal and inclusive. I am professor of Human Resources Management and hear from my students everyday the challenges they face while looking for an employment as international students and being an immigrant women of color know personally, how important it is to create those equal opportunities for all.**

How will you support the work of a Community Advisory Committee? (max. 250 characters): **I will use the best of my knowledge and experience as Human Resources professional to support the community advisory committee.**

Please describe additional experience, training, or community involvement that will help you in your role as a Community Advisory Committee Member. (max. 250 characters): **As a Professor, I have always tried to create an inclusive courses and classroom environment. I worked on City Studio project titled, Community Diversity and Inclusion -Removing barriers to international students' employment. I am part of the Community diversity and inclusion working group for goal 5. I am a member of Human Resources Professional Association and have Certified Human Resources Leader designation. I work with non-profit organizations in the community to support them through student projects.**

Attach resume or other document here, if needed: **Rupinder Gill - Volunteer Opportunity.pdf**

Attach more files here, if needed:

Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I understand that the commitment may be up to 4 hours per month to attend meetings and**

prepare.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.

To help inform our outreach activities, please tell us how you heard about this opportunity:
(optional): **Contact from the City Clerk's Office**

If you selected 'Other', please specify:

Submitted on: **4/7/2022 2:27:05 PM**

Rupinder Gill, PhD, CHRL

Professor, Human Resources

Lawrence Kinlin School of Business

1001 Fanshawe College Boulevard

London, ON N5X2R6

Highlights of Qualifications

- 15 years' experience of teaching undergraduate and graduate courses in university and colleges
- 4 years' experience providing human resources consulting services
- Ph.D. in human resources management - authored international research publication
- Possess strong understanding of teaching pedagogy and able to promote learning
- Trained and motivated students to achieve desired academic and career goals
- Developed and taught courses in university's distance learning department
- Knowledge of educational technology and experience in learning management systems
- Analytical and skilled in conducting research
- Experienced coach, and individual and group counselor
- Possess a collaborative approach to problem solving
- Excellent communication and interpersonal skills

Professional Experience

Professor, Human Resources

Aug. 2015-present

Lawrence Kinlin School of Business, Fanshawe College, London, Ontario

- Teaching Human Resources Management courses in undergraduate and graduate programs
- Developing curriculum for degree and graduate certificate programs as course lead
- Supervising and evaluating applied research and live client projects
- Contributing in program review committees to make sure the courses meet the industry and student learning needs

Faculty, Business Administration, Douglas College, New Westminster, BC

May-Aug.2015

- Developed and taught Human Resources Management course to graduate certificate students

Instructor, Continuing Education, University of the Fraser Valley, Abbotsford, BC

Sep 2014-Aug.2015

- Taught business courses in continuing education programs

Instructor, Cambrian College @ Hanson International Academy, New Westminster, BC

Jan.-April 2014

- Taught Cambrian College Courses at Hanson for General Business program including HRM
- Evaluated and graded class attendance, assignments, reports and papers.
- Prepared course materials such as syllabus, homework assignments, and handouts.
- Maintained student attendance records, grades, and other required records.

Assistant Professor, G.H.S. Khalsa Girls College, Patiala, India

2010-2011

- Chaired Department of Commerce, leading a team of seven lecturers
- Taught business courses to undergraduates and collaborated with colleagues to implement curriculum
- Conducted academic examinations and coordinated invigilators
- Participated in the college managing committee meetings as a staff nominee with university nominees and other board member

Human Resources Consultant, Star Security & Employment, Patiala, Punjab **2007 – 2011**

- Recruitment and selection
- Onboarding and training
- Salary and benefits administration
- Performance Appraisal and employee relations

Faculty Member (Human Resources), ICAI National College, India **2008- 2009**

- Taught HR and other business courses to MBA students
- Supervised MBA Theses of students
- Evaluated and assessed students' MBA theses as an internal examiner
- Acted as a moderator in student led seminar discussions
- As Academic Coordinator ensured the quality and timely delivery of courses

Lecturer (Commerce), IAS & Allied Services Training Centre, Punjabi University, India **2001-2007**

- Taught and developed curriculum for various business courses in the Department of Distance Education Punjabi University, Patiala
- Assisted Director with grant proposals for Central Sector Scheme of Free Coaching to SC and OBC students, Ministry of Social Justice and Empowerment and Ministry of Minority Affairs, Govt. of India
- Participated in panel interviews to select candidates as per ministries criteria for scholarship
- Managed various projects (Student recruitment and Centre development, Performance Appraisal)
- Counseled students outside the classroom on the future prospects in the field of study, various competitive exams and career choices

Education & Professional Development

Certified Human Resources Leader (CHRL) **2018**
CHRP (2013) - CCHRA

PhD (Human Resources Management) **2010**
Punjabi University Patiala, India **(Canadian Equivalency from ICES)**

Masters of Commerce (Finance & HR) **2000**
Punjabi University Patiala, India **(Canadian Equivalency from ICES)**

Bachelor of Commerce (Hon's in Accounting Information systems) **1998**
Govt. Bikram College of Commerce, India

Publications

Research Book

People Management in Life Insurance Corporation of India (2010) – Recruitment and Selection, Training and Development, Performance Appraisal, published by Lambert Academic Publishing Co., Saarbrücken, Germany.

Articles in the Encyclopedia of Social Sciences, Department of Development of Punjabi Language, Punjabi University, India:

- Patent Act
- Copyright Act
- Working Women & Law Insurance

Paper Presentations

- **"Global Competition in Insurance Industry - A case study of LIC"**; Presented at AICTE sponsored National Seminar on Global Competitiveness & Productivity in Indian Business, Apeejay Institute of Management, Jalandhar, Punjab.
- **"Harassment of women at the workplace"**; Presented at National Seminar on Human Rights in India (with Gender Perspective), M.D.S.D. Girls College, Ambala City, Haryana.
- **"Violence against women: at home and at work"**; Presented at the International Seminar on Women Development: The Rhetoric and the Reality, held at Department of Social Work, Punjabi University, Patiala.

Organizations and Volunteer Services

- Member, Human Resources Research Institute (HRRI) - National Research Awards and Scholarship Committee (Nov. 2020 - Dec. 2021)
- Member, HRPA - Human Resources Professionals Association (Oct. 2018-Present)
- Member, BC Human Resources Professional Association (May 2012- April 2019)
- Research Assistant Volunteer, Progressive Inter-cultural Community Service (PICS), Surrey
- Research Lead & Career Advancement Network (CAN) Leader, BC Human Resources Management Association
 - As **Research Lead (July 2013- June 2015)**,
Lead a research project for Fraser Valley and Greater Vancouver region, BC HRMA, presented the research outcomes to respective Advisory Councils; made recommendations to councils to take decisions on the basis of research information
 - As **Career Advancement Network Leader (July 2013- June 2015)**,
Organized workshops on various topics, facilitated workshops, arranged presenters/subject experts through networking, assessed needs of participants through feedback for continuous improvement
- **Reviewer**, International Management Research Academy, London UK for 2015 IMRA IIMB International Conference, Bangalore, India.
- Awards and Research Committee Member, Human Resources Research Institute