**Teaching Portfolio**

**Dr. Kamaljit Kaur (Ph.D., Industrial Psychology and Organisational Behaviour)**

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1. **Biographical Overview**

Dr. Kamaljit Kaur is an accomplished academic professional with over decade of experience in undergraduate, post-graduate teaching, program leadership, and curriculum innovation. She currently serves as the Program Coordinator, Curriculum specialist and Professor at triOS College in partnership with Sault College (Toronto & Brampton Campuses). She also worked as a Part-Time Instructor at Conestoga College. Her academic foundations include a Ph.D. in Industrial Psychology and Organisational Behaviour, complemented by postgraduate qualifications in Human Resource Management and certifications in Project Management, Instructional Design, and Digital Learning technologies.

Her teaching philosophy emphasizes experiential learning, inclusivity, and the integration of technology-enhanced learning strategies to promote student engagement and success.

1. **Teaching Philosophy**

My teaching philosophy is rooted in fostering an engaging, inclusive, and student-centered learning environment that prepares students for the complexities of the global business landscape. With over decade of experience in higher education, I believe in experiential learning, adaptability and innovation, inclusivity and student-centered learning, critical thinking and Industry integration to create meaningful educational experiences.

1. **Experiential Learning**: I believe that hand-on, practical experience helps students to relate the theoretical concepts with real world applications. I include case studies and real-world examples, simulations and role playing in my curriculum. For example, in one of my courses in Global Business management students participated in a live simulation such as Global Business simulation game, simulations based on Leadership, business analytics and sustainability. These simulations with hands on experience not only enhance their understanding of financial strategies but also build up their teamwork and decision-making skills.
2. **Adaptability and Innovation**: I have embraced digital tools such as Learning Management Systems (LMS), gamified learning platforms, and collaborative tools such as MS Office Suite and Google Suite to engage students effectively. During COVID-19 pandemic, I introduced Business Simulation game, which provided students with a platform to develop and present innovative way to run business ideas remotely. This initiative was recognised as a best practice in promoting student engagement.
3. **Interdisciplinary and Research Driven Approach**: Drawing from Industrial Psychology and Organizational Behavior, my teaching integrates psychological and strategic management perspectives to deepen students’ understanding.
4. **Technology-Enhanced Learning**: I utilize Learning Management Systems (LMS), interactive polling, and AI-driven analytics to track student engagement and learning outcomes.

Through these methods, my aim is to create dynamic, inclusive classroom where students develop the skills and confidence to thrive in academic, professional and global settings.

1. **Pedagogical Innovations and Teaching Effectiveness**
2. **Business Simulations**: I incorporate interactive simulations to teach complex concepts like Sustainability and Management, Leadership and Emotional Intelligence, Business analysis, Project execution, Business simulation game. These simulations not only deepened students’ comprehension but also prepared them for industry challenges.
3. **Technology-Enhanced Learning**: I integrated tools like Mentimeter to facilitate real-time feedback and collaborative brainstorming during lectures. This approach significantly increased student participation and understanding.
4. **Assigning TAs for my classes**: To engage and involve students more I introduced the concept of Teaching assistants in classes where the students were given the chance to teach and deliver the concepts to their classmates and sitting and evaluating during presentations. This helped the students a lot in enhancing their verbal and listening skills and also their ability to learn people management skills.
5. **Micro-Credentials and Micro-courses:** To enhance employability, I developed and implemented short micro-courses on MS-Excel Basic and Advanced, Business Communication Skills, complementing core academic content with essential workplace competencies.
6. **Courses Taught**

I have successfully taught a broad range of Psychology, Organizational Behaviour (OB) Business Management courses across undergraduate and graduate programs. These include:

* Human Resource Management (Undergraduate & MBA level)
* Organizational Behaviour (Micro & Macro)
* Strategic Human Resource Management
* Leadership & Organizational Change
* Business Ethics & Corporate Social Responsibility
* Global Business Management
* Design Thinking and Innovation

University-Level Business School Teaching Experience:

* Program Coordinator, Curriculum specialist & Professor, Global Business Management, triOS College in partnership with Sault College (Toronto & Brampton Campuses)
* Part-time Instructor, Conestoga College, Waterloo
* Visiting Faculty, Various Business Programs (HRM, OB, Strategy)

1. **Evidence of Teaching Effectiveness**

My commitment to student success is reflected consistently positive feedback and tangible outcomes. For instance, a few of my students from my Design Thinking and Innovation course credited the business model and got investors to start their own startup. End-of-course evaluations often highlight my ability to simplify complex topics and make learning engaging and relevant.

My goal is to empower students with skills, knowledge, and confidence to excel in their chosen fields. By fostering a culture of curiosity, collaboration, and inclusivity, I aim to prepare students not just for academic success but for lifelong impact careers

* ***“Dr. Kaur’s classes are incredibly engaging and practical. Her use of real-world case studies helped me understand concepts beyond textbooks.”***
* ***“One of the best professors I’ve had—she genuinely cares about student success and brings an industry perspective to every lesson.”***
* ***“Dr. Kaur explained everything clearly with lot of examples and case studies. She is strict on deadlines and work ethics, and it shows how as teacher cares for the students well being and their success.”***
* ***“Dr. Kaur makes sure that the topic in the class is explained in detail. She is passionate about her job and makes the subject so interesting with covering everything in detail and simplified manner.”***

1. **Reflection and Future Teaching Goals**

As an educator and curriculum specialist, I view teaching as a lifelong process - an evolving practice that benefits from reflection, research, and collaboration. My current goals include:

* Expanding the use of AI and data analytics to personalise student learning.
* Publishing scholarship on experiential and simulation-based pedagogy.
* Designing interdisciplinary modules linking business management with applied psychology.
* Mentoring emerging educators in evidence-based teaching and inclusive practices.

My teaching portfolio reflects my commitment to fostering transformative educational experiences that prepare students to lead with empathy, adaptability, and innovation.

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