

Dr. Rand Fandrich, PHR, SHRM-CP, CHRA

rfandrich@ngs.edu 406.465.8904 <https://www.linkedin.com/in/drrandfandrich>

EDUCATION

CAPELLA UNIVERSITY; Minneapolis, MN
School of Business & Technology
PhD Organization and Management, 10/2008

Dissertation: *Expatriate Success & Failure – The Cultural Competency Factor*

REGIS UNIVERSITY; Denver, CO
School of Professional Studies
Master of Business Administration 08/2004
Alpha Sigma Nu Jesuit Honor Society

AMERICAN UNIVERSITY; Washington, DC
School of International Service
Bachelor of Arts 12/2000
Major: International Studies

CONCORDIA UNIVERSITY; Moorhead, MN
Institute of German Studies - Bemidji
Goethe Certificate 5/1994
Major: German Studies

ACADEMIC CONFERENCES, PRESENTATIONS, AWARDS, AND PUBLICATIONS

Presented original research and paper entitled: *Top Management Team (TMT) decision making in light of unethical and disastrous business failures; and groupthink* at the **Association on Employment Practices & Principles (AEPP) 16th Annual International Conference (2008)** at De Paul University Conference Center, Chicago IL – Conference Theme: Maintaining an Ethical and Socially Responsible Workplace

Presenter: *Generational Differences in the Workplace*, presented to 70 Montana State Senate Legislative Staff, Capital Building Helena, MT, 2008.

Committee Member and Attendee: **Montana Annual State SHRM Conference (2008)**: Sponsored by the Montana State Council of the Society of Human Resource Management (SHRM) – Held in Helena, MT.

Public Sector Track Chair: Labor relations in public management, policy making, and decision making; formal public and private partnerships; public personnel management; leadership, decision making, and strategic management related to public sector organizations at the **Association on Employment Practices & Principles (AEPP) 17th Annual International Conference (2009)** at the University of Quebec at Montreal, Quebec – Conference Theme: Responsible Employment Practices in Times of Economic Uncertainty.

Fandrich, Rand & Gordon, Jean (2009). Top Management Team (TMT) decision making in light of unethical and disastrous business failures; and groupthink. **International Journal for Responsible Employment Practices and Principles (IJREPP)**, March 2009.

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Symposium Panel Co-Chair entitled: *Generational Differences in the Workplace* at the **Association on Employment Practices & Principles (AEPP) 17th Annual International Conference (2009)** at the University of Quebec at Montreal, Quebec – Conference Theme: Responsible Employment Practices in Times of Economic Uncertainty.

2008 HR Tampa Expo and Legal Conference: **HR Changing Strategies** at the A La Carte Event Pavilion, Tampa, FL.

Modern Workforce Generational Differences, presented to 40+ participants at the Society of Human Resource Management monthly meeting, Helena, MT 2008.

2009 Capella University Alumni Development Grant Recipient

Fandrich, Randall D. (2008) **Expatriate success and failure: The cultural competency factor**. Ph.D. dissertation, Capella University, United States -- Minnesota. Retrieved December 24, 2008, from Dissertations & Theses @ Capella University database. (Publication No. AAT 3329826).

International Journal for Responsible Employment Practices and Principles (IJREPP), Council on Employee Responsibilities and Rights (CERR) and Association on Employment Practices and Principles (AEPP) **Peer Reviewer for academic submissions to conferences and peer reviewed journal.**

Fandrich, Randall D., and Keenan, John P. (2009) Editors, ***Proceedings of the 17th Annual International Conference 2009***. Published by the Association on Employment Practices and Principles, Orchard Park, NY, USA, October 2009 - ISBN 1-878583-64-6.

Conference Vice-President and Associate Program Chair for the **Association on Employment Practices & Principles (AEPP) 18th Annual International Conference (2010)** at the University of San Francisco, CA - Conference Theme: Modern Workforce Challenges, Responsibilities, and Rights in the Global Community.

Presenter: *Career Power Workshop* (sponsored by Career Builder and Strayer University), presented to 40+ participants at the Strayer Tampa West Shore campus located in Tampa, Florida (11/2009).

Southwest Academy of Management Annual Conference, Dallas Texas (2010) Peer Reviewer for Academic Conference Submissions including: Worker Motivation and Family Responsibilities Discrimination – Theory, Research and Practical Implications for Human Resource Management.

Conference Chair and Host for the **2010 Strayer University Annual Faculty Conference** held in Alexandria, VA. Theme: Excellence in Instruction. Plenary by Eduventures, Boston, MA.

Participant at the **2010 SHRM Annual Conference & Exposition** held at the San Diego Convention Center. Theme: A New Time for Growth, A New Focus on HR.

Participant at the **2011 FAPSC Central Conference** held in Orlando, Florida. Theme: Driving Student Success.

A.T. Still University of Health Sciences – **2011-2012 Dissertation Committee Member**

2012 Capella University Alumni Development Grant Recipient

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Symposium Chair: *Local to Global HR Hot Topics at the Association on Employment Practices & Principles (AEPP) 20th Annual International Conference (2010)* at Simon Fraser University, Beedie School of Business, Vancouver, BC Canada – Conference Theme: Leading 21st Century Change: Beyond Bureaucracy and Workplace Disengagement.

Track Chair: (Scholar and Practitioner) *Human Resource Management and Development* at the **Association on Employment Practices & Principles (AEPP) 20th Annual International Conference (2010)** at Simon Fraser University, Beedie School of Business, Vancouver, BC Canada – Conference Theme: Leading 21st Century Change: Beyond Bureaucracy and Workplace Disengagement.

Attendee: **Fall 2012 Chief Learning Officer (CLO) Symposium VE:** Conference Theme, "Learning That Lasts: Reaching New Levels of Performance".

Presenter: "CHALLENGES AND OPPORTUNITIES IN EDUCATION" round-table: Topic: "*As scholar-practitioners, we recognize the importance of accreditation within degree awarding higher education institutions. Accreditation (national, regional, and discipline specific) issues continue to plague the educational arena. What, if anything, should we as educators pledge to do to assist in this?*" at the **Association on Employment Practices & Principles (AEPP) 20th Annual International Conference (2012)** at Simon Fraser University, Beedie School of Business, Vancouver, BC Canada – Conference Theme: Leading 21st Century Change: Beyond Bureaucracy and Workplace Disengagement.

Ambassador: Nominated to the Human Resource Certificate Institutes Certified Voice Ambassador Committee (2012-2013) www.hrci.org

2012-2013 Society of Human Resource Management (SHRM) Market Research Panel Member

2012-2013 Human Capital Executive Research Board Member, Human Capital Media Advisory Group for Talent Management and Diversity Executive Magazine

2012-2013 The Expat Coach Association Member – Nominated Member of the Month for January 2013.

2012-2013 Chartered/Established Student Virtual SHRM Chapter #5704 for Trident University – Currently Chapter/Student Advisor

2013 Nominated and appointed to the Peer Review Board for the *Journal of Colorism Studies* www.jocsonline.org

2013 Established the **International Journal of Expatriate Studies (IJES)**; Office of Scholarly Communication and Publishing, University Library System, University of Pittsburgh

Chair/Presenter: 21st Annual AEPP International Conference in Atlanta Georgia Oct. 9-11, 2013 Conference Theme: "Frontiers in Employment Practices and Principles: Emerging Trends, Issues, and Challenges."

Conference Chair: Regional Human Resources Summit 2013, Nairobi Kenya Oct 30-Nov.1 Conference Theme: HR: Challenging the Management Team Stereotypes; Presenting on Talent Management/Talent War

2013 Capella University Alumni Development Grant Recipient

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PROFESSIONAL MEMBERSHIPS AND ASSOCIATIONS

- International Association of Business and Finance Management
- Academy of Management: National Member
- Human Resources Certification Institute #120040903223
- American Society of Training & Development (ASTD): National Member #10970891
- Southern Management Association Member/Peer Reviewer
- Expat Coach Association Gold Member
- Society of Human Resource Management (SHRM): National Member #00893301
- Student Chapter Advisor/Established Chapter – Trident University Virtual Chapter #5704
- Student Chapter Advisor/Established Chapter – Strayer University Virtual Chapter #5638
 - Local SHRM Chapter Member (Seattle, Helena, Tampa, Miami) 2008-Current
 - 2009/2010 SHRM Mentor
 - 2008 Foundation Director for Montana State SHRM Council
 - 2008 Pacific West Region Scholarship Committee
 - 2006 Vice President of Chapter Services for Seattle SHRM Chapter
- Association on Employment Practices and Principles (AEPP): National Member
- Council on Employee Responsibilities and Rights (CERR): National Member
- Alpha Sigma Nu Honor Society, MBA
- 2008-2012 Capella University Ambassador
- Westshore Alliance Member and Ambassador 2009/2010
- FAPSC State Professional Membership 2011

TECHNICAL KNOWLEDGE/SKILLS/ABILITIES

- Experience with *PeopleSoft, ABRA, Genesis, & Solomon* HR Software
 - Proficient with Microsoft Word Environment: Outlook, Word, Excel, PowerPoint and Visio
- Experience with eCollege, eCompanion, Moodle, CLP, Angel, Desire2Learn and Blackboard online teaching environments**

CERTIFICATIONS

Professional in Human Resources (**PHR**) designation (9/21/2005-current); Human Resource Certificate Institute (www.hrci.org)

SHRM Certified Professional (SHRM-CP) designation (01/20/2015-current); Society of Human Resource Management

Certified Human Resource Analyst (**CHRA**) designation (2013-current); AAPM and AAFM

Strayer University: Online Faculty Training (Blackboard): CERTIFIED (03/2009)

University of Montana, Helena College: Moodle CERTIFIED (01/2013)

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ADJUNCT PROFESSOR AND HIGHER EDUCATION ADMINISTRATION EXPERIENCE

The National Graduate School of Quality Management, DBA Program 06/2016-present
Adjunct Instructor & DBA Chair

Global Quality Systems and International Standards

Trident University International, School of Business 07/2012-present
BSBA Program External Reviewer
HR Course Developer

Adjunct Instructor

HRM 401 Staffing Organizations
HRM402 Training and Development
HRM403 Global HRM
HRM404 HR Information Systems
MGT407 Principles of HRM
MGT411 Advanced Topics in HRM

AAPM/AAFM 09/2012-present
International HR Instructor (Ghana, Saudi Arabia, UAE, Kenya, Uganda)

- Instructing global business leaders on Management/HR issues as well as CHRA® Courses (week long global courses)

Expatriate Foundation (www.expatriatefoundation.com) 02/2008 - present
Established in 2008, the Expatriate Foundation is the first of its kind to reach out to expatriates, scholar practitioners, human resource professionals, and internationally minded citizens and organizations who share a common bond; one in which education, learning, and the desire for success meet equally for the betterment of all.

- International HR Instructor and Consultant
- Created the curriculum and testing, Online Instructor:
 - Modern Expatriates: Global Executive Managers
 - International Human Resource Management: Repatriation
 - International Human Resource Management: Cultural Competence
 - Globalization: An HR Business Perspective (Course #1)
 - Globalization: An HR Business Perspective (Course #2)
 - Around the World in 8 Credits

Strayer University April, 2009 – August, 2011

Director of Faculty Development February, 2010 – August, 2011

Served as the Director of Faculty Development for all University faculty, ensuring personal, professional and legislative mandated growth were properly delivered and recorded.

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- Assured compliance with all state and federal educational continuing education mandates.
- Planned and facilitated the 2010 Annual Faculty Conference entitled: “Excellence in Instruction”.
- Created a newly aligned certification process to certify Strayer faculty for online instruction, entitled: “Faculty Certification Training: S101”.
- Assisted in creating the faculty pages for the new Knowledge Management System known as StrayerNOW – an online intranet/portal for faculty resources.
- Assigned to facilitate all regional faculty development conferences.
- Oversee tuition reimbursement program and budget.
- Oversee professional development programs and budget.
- Mentor the University Faculty Senate.
- Create and facilitate academic committees and communities of practice to promote best practices amongst colleagues.
- Serve on multiple focus groups to best assist university initiatives.
- Established a virtual Society of Human Resource Management Chapter for all university students.
- Analyze faculty performance data – in conjunction with facilitation of the annual Provost Circle nominations and awards.
- Co-created Center for Teaching and Learning
- Assisted creation of Center for Professional Development

Dean, Tampa West Shore Campus
(www.strayer.edu/tampa_westshore)

September, 2009 – February, 2010

Served as Senior Academic Officer, responsible for ensuring academic quality; operated with significant autonomy and maintained an academic atmosphere conducive to class staffing and learning. Assured and assessed student learning, improved graduation rates, scheduled and staffed courses every quarter, and resolved faculty and student concerns.

*12/30/09 Nominated to serve on the *School of Business Human Resource Steering Committee* to assist in ensuring that the Strayer Human Resource Programs remain competitive in today’s educational market as well as stay current on emerging strategic human resource management/practical content areas.

- Assured compliance with academic policies, procedures and standards.
- Taught two courses each quarter and included two evenings per week as part of the work week.
- Achieved expected student learning outcomes by, among other things, auditing course syllabi, reviewing course learning assessment tools, ensuring quality instruction and coordinating, in conjunction with the Campus Director, the development, review and revision of campus *Student Satisfaction Survey Action Plans*.
- Recruited, assigned and mentored faculty consistent with the University’s Faculty Hiring Procedures including assuring their successful completion of teaching demonstrations and new faculty orientations.

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- Conducted, reviewed and discussed student evaluations (Student Opinion Poll course data), as well as class observation data, with faculty each quarter to improve teaching and other aspects of performance.
- Increased basis points of campus Net Promoter Scores by 300.
- Evaluated the performance of each full-time faculty and academic staff each year.
- Implemented the University's faculty development program by, among other things, providing information on the availability of professional growth and development funds, procedures to be followed by faculty in requesting such funds, participation in professional associations, and the development, execution and evaluation of professional development plans.
- Built a cohesive professional community at the campus by, among other things, holding quarterly meetings of full- and part-time faculty, disseminating information from the University administration to the faculty and staff and vice versa, communicating resource needs to appropriate authorities, and encouraging the participation of faculty and academic staff in university activities and programs.
- Managed academic advising, student tutoring in basic subjects, developmental math and English, and other educational support programs and services.
- Conducted effective new student orientations, including introduction to online learning, to familiarize adult learners with University policies, procedures, and services.
- Ensured timely program completion by collaboratively scheduling classes when students need them, sharing faculty with other campuses and Strayer University Online, and creating and maintaining annual campus class schedules at all times.
- Managed the campus Learning Resource Center (library) to achieve its information literacy and career development objectives.
- Managed the campus computer labs to assure effective student learning and operations.
- Supported all campus retention efforts.
- Tracked and improved campus cohort graduation rates.
- Served on University Academic and Curriculum Development Committees as needed and participated in the ongoing assessment of university programs and services.
- In conjunction with the Campus Director, established and maintained a campus culture and morale that ensures the campus meets its goals.

Adjunct Professor Positions: Strayer University

Spring/Summer 2009 - Winter 2010 Terms

Courses taught: Introduction to Business (BUS100)

BUS100 provides a foundation in business operations through a survey of major business functions (management, production, marketing, finance and accounting, human resource management, and various support functions); offers an overview of business organizations and the business environment, strategic planning, international business, and quality assurance.

Compensation and Rewards (BUS525)

BUS525 examines a modern philosophy and approach to motivating the workforce in light of the strategic importance of so doing. Examines the traditional compensation philosophies and technical processes, but also builds and expands on this traditional view of compensation as it explores other motivating elements, such as performance management and feedback, professional development, and career opportunities, that

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will combine with the traditional compensation elements to best motivate and retain the most talented and fitting assets so that the organization's competitive footing is elevated.

Selection and Placement (BUS522)

BUS522 analyzes the processes by which the workforce is built that will enhance productivity and effectively implement business strategy. Examines the activities of identifying, attracting, and acquiring the optimum human assets who best fit the work needs and the organizational culture and who will enhance innovation and decision-making. Examines the processes by which human assets are retained and integrated into a firm's operations so that cooperation and collaboration are maximized.

Barry University (www.barry.edu – UP and Ocala Campuses)

2009-2012 Terms

Adjunct Professor

Courses taught: Research Methodologies (ADM 535)

Course Description: ADM/IT/PUB 535 Research Methodologies

In this course, students undertake an in-depth review and critical analysis of research topics using qualitative and quantitative methodologies. Upon this course completion, students will be exposed to various analytical and statistical paradigms, tools, and techniques for decision-making and research evaluation. Prerequisite: MAT 152 or equivalent

Recruitment & Selection (ADM 410)

This course provides the student with a thorough understanding of the human resource management function of recruitment and selection. The inter-play of applied research methods, the legal system and management theory and practice will be integrated into this course. Promotions, a specific application of selection; placement and orientation will also be investigated. Emphasis will be on theory-to-practice. Students will develop application from principles and best practices, including how to improve the oral interview process as a selection method. This course is designed for advanced undergraduate students in human resource management.

Information Technology Concepts (ADM 515)

This course provides the student with a thorough understanding of the human resource management function of recruitment and selection. The inter-play of applied research methods, the legal system and management theory and practice will be integrated into this course. Promotions, a specific application of selection, and placement and orientation will also be investigated. Emphasis will be on theory-to-practice. Students will develop application from principles and best practices, including how to improve the oral interview process as a selection method. This course is designed for advanced students in human resource management.

Andrew Jackson University (www.aju.edu)

2009-2012 Terms

Adjunct Professor

Courses taught: Global Branding (BA654)

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BA654, Concentration in Marketing. The marketing concentration is designed for those involved in marketing, advertising, or public relations. Students examine issues routinely confronting marketing managers and the constantly changing role of various marketing functions in a firm.

International Business (BA436) Multiple Sections

BA436, An introduction to international organizational structures and management processes, the cultural, political economic and legal environments of global marketing; world market patterns; and international trade theory.

Human Resource Management (MG647)

An examination of how managers can more effectively acquire, develop, compensate, and manage the internal and external environment that relates to the management of human resources. Through real-life case study, students research, critically evaluate, and resolve various human resources challenges. (3 credit hours)

Cross Cultural Management (MG636)

The hyper-competitive global arena of the twenty-first century mandates that managers develop the skills necessary to design and implement global strategies, to conduct effective cross-national interactions, and to manage daily operations in foreign subsidiaries. Through extensive case study, students learn how the variable of culture interacts with other national and international factors to affect managerial processes and behaviors. Cross-cultural management and competitive strategy is evaluated in the context of global changes - the European Union, the North American Free Trade Agreement (NAFTA), the liberalization of Eastern Europe, and the evolving marketplace of the Commonwealth of Independent States which require new management applications. (3 credit hours)

Human Resource Management (BA356)

A study of the organization, functions, and administration of a personnel department; selection, training, placement, promotion, and appraisal; pay and incentives; and laws affecting the personnel function. (3 credit hours) Prerequisite: BA301 & BA351

Kaplan University (www.kaplan.edu)
Adjunct Professor

2009 -2011 Terms

Courses taught:

Master of Human Resource Management
Business Communications