

**Coy J. Hillstead, Ed.D., PHR, SHRM-CP, IPMA-SCP, HCS**

Residence: Plymouth, Minnesota/ Cell Phone: (715) 529-6653 /Home Email: [hillsteadc@gmail.com](mailto:hillsteadc@gmail.com)

**EDUCATION**

- Graduated: 05/2014      **Doctorate of Education**  
Major: Leadership  
Dissertation: Human Resource Perceptions of Electronic Performance Monitoring  
Saint Mary's University, Minneapolis, MN
- Graduated: 05/2007      **Master of Science**  
Major: Training and Development  
Thesis: Human Resource Management Trends in Law Enforcement  
University of Wisconsin – Stout, Menomonie, WI
- Graduated: 12/2005      **Bachelor of Arts**  
Major: Psychology  
University of Wisconsin – Stout, Menomonie, WI

**ADDITIONAL COURSEWORK**

- Completed: 10/ 2020      **Introduction to Online Teaching**  
Saint Mary's University, Minneapolis, MN
- Completed: 09/2019      **Employee Relations and Legal Aspects of Human Resources Management**  
University of California – Los Angeles, Los Angeles, CA
- Completed: 12/2017      **Strategic Human Resource Management for Police Organizations**  
Dalhousie University, Halifax, Nova Scotia
- Completed: 12/2012      **PHR/SPHR Preparation Course**  
University of Minnesota, Minneapolis, MN

**CERTIFICATIONS**

- 11/2018 – Ongoing      **Workplace Investigators Certification** (Levels 1, 2, and 3)  
The Employee and Labor Relations Academy
- 06/2018 – 06/2021      **HCS**, (Human Capital Strategist)  
Human Capital Institute
- 08/2017 – 08/2021      **SHRM – CP**, (Society for Human Resource Management, Certified Professional)  
Society for Human Resource Management
- 11/2016 – 12/2022      **IPMA – SCP**, (International Public Management Association for Human Resources, Senior Certified Professional)  
International Public Management Association for Human Resources
- 01/2014 – 06/2021      **PHR**, (Professional in Human Resources)  
Human Resources Certification Institute

## CERTIFICATES

In Progress	<b>Managing Change and Resolving Conflict</b> Duke University, Durham, NC
In Progress	<b>Business Writing Certificate</b> University of Minnesota, Minneapolis, MN
In Progress	<b>Equity and Diversity Certificate</b> University of Minnesota, Minneapolis, MN
In Progress	<b>Advanced Labor Studies Certificate</b> Cornell University, Ithaca, NY
Completed: 12/2020	<b>Labor Studies Certificate</b> Cornell University, Ithaca, NY
Completed: 11/2019	<b>Human Resources Leadership Development Program</b> Office of Human Resources, University of Minnesota
Completed: 08/2018	<b>Social Media in Human Resources: From Policy to Practice Certificate</b> Cornell University, Ithaca, NY
Completed: 09/2017	<b>Organization Development Certificate</b> University of Minnesota, Minneapolis, MN
Completed: 03/2015	<b>Teaching Fellowship Certificate</b> Saint Mary's University, Minneapolis, MN

## ACADEMIC EXPERIENCE

	<b>Touro University Worldwide - Vallejo, CA</b>
10/2020 – Present	Program Director (Master of Science, Human Resource Management)
08/2017 – Present	Adjunct Faculty (Master of Science, Human Resource Management; Doctorate of Human and Organizational Psychology)
08/2017 – Present	Dissertation Committee Advisor / Member (Doctorate of Human and Organizational Psychology; Doctorate of Management)

### *Courses Taught:*

HRM602, Ethics for Human Resource Professionals  
HRM606, Training and Development  
HRM610, Coaching  
HRM690, Human Resource Capstone  
PsyD723, Psychology of Human Resource Management  
MBA617, Contemporary Issues in Human Resources Management

### *Course Development:*

PsyD723, Psychology of Human Resource Management

### *Consulted Projects:*

Developed a training series for graduating students on job search best practices.  
Community outreach teaching series – taught 4.5 hours on job marketing skills.

*Administration as Program Director:*

Responsible for management and advancement of the program; Provide oversight and support to program faculty; Field and address student concerns and issues

08/2016 – 05/2019

**Southern New Hampshire University – Manchester, NH**

Adjunct Instructor (Bachelor of Science in Business Administration)

*Courses Taught:*

OL125, Human Relations in Administration

OL211, Human Resource Management

OL328, Organizational Leadership

09/2014 – Present

**Saint Mary's University of Minnesota— Minneapolis, MN**

Adjunct Assistant Professor (Master of Arts, Human Resource Management)

07/2012 – 09/2014

Adjunct Instructor (Master of Arts, Human Resource Management)

*Courses Taught:*

HRM601, Human Resource Management Strategy

HRM602, Organizational Measurement and Assessment Issues in Human Resources

HRM602, Human Resource Analytics

HRM604, Developing Human Capital

HRM604, Training and Development

HRM614, Internal Consulting in Human Resources

HRM614, Negotiating and Consulting

*Course Development:*

HRM604, Developing Human Capital

**PROFESSIONAL EXPERIENCE**

08/2018 – Present

**University of Minnesota — Minneapolis, MN**

Assistant Director, Human Resources

01/2016 – 08/2018

Human Resources Consultant

08/2014 – 01/2016

Training Developer/ Administrative Manager I

09/2013 – 08/2014

Training Developer

01/2013 – 09/2013

**Express Scripts, Inc. — Bloomington, MN & Franklin Lakes, NJ**

Human Resources Consultant

11/2011 – 01/2013

**Rockler Companies, Inc. — Medina, MN**

Human Resources Director

04/2008 – 10/2011

Human Resources Manager

05/2007 – 04/2008

Training and Development Specialist

07/2006 – 05/2007

**Menards Inc. — Eau Claire, WI**

Human Resources Coordinator

10/2001 – 07/2006

Distribution Center Intern /Lead (part-time)

**DOCTORAL DISSERTATION COMMITTEE CHAIR**

2021 – Present

Doctoral Student – Touro University Worldwide – Vallejo, CA.

“Remote Leadership Effectiveness in Public Accounting Firms.”

2021 – Present	Doctoral Student – Touro University Worldwide – Vallejo, CA. <i>“Generational Perceptions of Bureaucratic Leadership Styles in Government Organizations.”</i>
2021 – Present	Doctoral Student – Touro University Worldwide – Vallejo, CA. <i>“Perceptions of Teamwork and Team Cohesion as Mediators in the Relationship Between Identity Factors and Teacher Retention in K-12 Schools.”</i>
2020 – Present	Doctoral Student – Touro University Worldwide – Vallejo, CA. <i>“Attitudes of Police Officers Toward Mental-Health Intervention After Completion of Mental-Health Intervention Training.”</i>
2019 – Present	Doctoral Student – Touro University Worldwide – Vallejo, CA. <i>“Work Environment and Culture Factors Associated with Early Retirement.”</i>
2019 – 2020	Doctoral Student – Touro University Worldwide – Vallejo, CA. <i>“Leadership Support Roles in Helping Mental Health Professionals in School Environments.”</i>

#### **DOCTORAL DISSERTATION COMMITTEE MEMBER**

2018 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“Authentic Leadership, Trust, Ethical Work Behavior and Knowledge Sharing of Non-Profit Leaders: A Correlational Study.”</i>
2018 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“The Sense of Belonging of Black Law Enforcement Officers in Law Enforcement Agencies and in their Communities in the United States.”</i>
2018 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“Post-integration of Mergers and Acquisitions: Employees Perspective on Authentic Leadership, Organizational Culture, Organizational Identity, Communication, and Trust.”</i>
2018 – 2019	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“The Availability of Career and Technical Education and its Impact on Job Search Attitudes and Skill among High School Seniors”</i>
2018 – 2019	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“Career Flourishing: A Model for Numerous Elements of Career Satisfaction in the Workplace.”</i>
2018 – 2019	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“Servant Leadership, Employee Well - Being and Potential Effects on Governmental Organizations.”</i>
2019 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“How the qualities of leadership and emotional intelligence are exhibited in the role of Learning Facilitators.”</i>
2019 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“Leadership and Effective Team Development in Nonprofit Organizations.”</i>
2019 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“Experience and Dynamics of Underemployed Military Veterans.”</i>

2019 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>The Effect of Engagement, Commitment, Work Ethic Levels upon Resistance to Change in University Student Services Employees</i>
2020 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“The Perceptions of Elementary Principals and School Counselors toward the Roles and Duties of an Elementary School Counselor: A Comparative Study.”</i>
2020 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>The Impact of Effective Leadership Support Leading to Team Practice within Healthcare.”</i>
2020 – Present	Doctoral Student - Touro University Worldwide - Vallejo, CA. <i>“The Work factors Affecting Workers’ Intent to Retire Later.”</i>

## COMMITTEES

03/2021 – Present	Campus Committee on Student Behavior University of Minnesota
05/2019 – Present	University Services Awards and Recognition Committee (Chair) University of Minnesota
02/2019 – Present	IPMA-HR Government Affairs Committee International Public Management Association of Human Resources
02/2019 – 08/2019	IPMA-HR Awards Committee International Public Management Association of Human Resources
01/2018 – Present	Position, Job, & Compensation Advisory Group University of Minnesota
12/2017 – Present	Bias Response and Referral Network University of Minnesota
12/2017 – 1/2019	Bias Response and Referral Network, Education subcommittee University of Minnesota
04/2017 – Present	Conflict Resolution Hearing Panelist University of Minnesota

## AWARDS

12/15/2016	“Star Performer Award” University of Minnesota
2016, 2017, 2019	Outstanding Service Award University of Minnesota

## PUBLICATIONS

In Progress	Hillstead, C.J. <i>“An Archival Examination of Gender Specific Terminology in Collective Bargaining Agreements.”</i>
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- In Progress Hillstead, C.J. Book Chapter – Performance Management. In “Global Professional Human Resource Management”
- In Progress Hillstead, C.J. Book Chapter – Human Resource Metrics. In “Global Professional Human Resource Management”
- 03/2021 Hillstead, C.J. “*Redefining “Essential Worker” in Light of COVID-19 Risk Reduction Requests.*” @Workmagazine, Disability Management Employer Coalition (DMEC), March 2021.
- 05/2014 Hillstead, C.J. “*Human Resource Perceptions to Electronic Performance Monitoring.*” (Doctoral Dissertation, Saint Mary’s University of Minnesota, 2014).
- 05/2007 Hillstead, C.J. “*Human Resource Management Trends in Law Enforcement.*” (Master’s thesis, University of Wisconsin-Stout, 2007).

### CONFERENCE & PROFESSIONAL PRESENTATIONS

- 06/27/2014 “*Training Remote Technical Staff: Closing the Distance in Learning*”  
EBAA Annual Meeting, Portland, OR
- 03/08/2014 “*Human Resource Perceptions of Electronic Performance Monitoring*”  
10<sup>th</sup> Annual Leadership Symposium, Saint Mary’s University, Minneapolis, MN