# SANDRA L. MERVOSH, SHRM-SCP, SPHR

104 Lehr Avenue, Pittsburgh, PA | 412-292-6072 | [smervosh@pointpark.edu](mailto:smervosh@pointpark.edu)

# EDUCATION

La Roche College, Pittsburgh, PA

M.S. Human Resources Management Concentration: Training and Development

Directed Research: Venture Graphics' Feedback System for: Customer Satisfaction and Supplier Development

Clarion University of PA, Clarion, PA

B.S. Psychology

Directed Research: Concurrent Speech and Finger Tapping in 5-6-year-olds

# CERTIFICATIONS

SHRM-SCP March 2018- March 2021, certified since 2015

SPHR April 2018 – March 2021, certified since 1996

# TEACHING EXPERIENCE

**Assistant Professor, Coordinator Human Resources Program –** Point Park University Rowland School of Business August 2016– Current

Responsibilities included analyzing and adjusting the degree program in Human Resources Management to reflect Rowland School of Business core, certification with IACBE, academic alignment with SHRM and HRCI, professional certification, and industry demands.

The following curriculum proposals were submitted and approved.

B.S. Human Resources Management 2018-2019 Degree Requirement

Post-Baccalaureate Human Resources Management 2019-2020 Degree Requirement Minor Human Resources Management 2019-2020 Degree Requirement

BS Human Resources Management, Post- Bachelorette, 2019-2020 Degree Requirements, and alignment with IACBE

BS Human Resources Management, Post- Bachelorette, 2020-2021 Degree Requirements, Changing HRM 420 Capstone to align with professional certification testing.

H.R. Partner Program: Development, implementation, and management of program 2017- 2018,2018-2019, 2019-2020, to current.

Program Assessment:

Plan development for Human Resources Management and Post Bachelorette Human Resource Management in 2017-2018, 2018-2019, 2019-2020, 2020-2021,and 2021-

2022.

Assessment results for Program Plan compiled and reported: 2017-2018, 2018-2019, 2019- 2020**,**and 2020-2021.

IACBE Program Assessment completed 2020 SHRM Alignment review 2021,

HRCI Alignment 2021

Faculty Advisor for SHRA – Student Human Resources Association 2016-2017, 2017-2018, 2018-2019, 2019-2020**,**2020-2021, 2021-2022

SHRM Student Chapter designation 2021

SHRM Student Chapter Honorable Mention Award 2021

Faculty Advisor for all H.R. students 2017-2018, 2018-2019, 2019-2020**,**2020-2021, 2021-2022

Teaching: Courses:

HRM 207 Human Resources Management

HRM 319 Current Topics in Human Resources Management BMGT 395 Disney Leadership Seminar

HRM 416 Human Resources Management II

HRM 419 Research Methods in the Business World

HRM 420 Seminar in Human Resource Management (Capstone) PSYC 215 Human Capital

MBA 595 Special Topics in Management Human Resources Management Monitor Internships

**Instructor** – Point Park University's School of Business September 2016-August 2017 Responsibilities included: research, analysis, and development of revised degree program in Human Resources Management.

Development of BMGT 318 Human Resources Management II and BMGT 319 Current Topics in Human Resources Management

Collaboration with the Psychology department for development of Psych 215 Human Capital Successful composition and submission of curriculum proposal

Faculty Advisor for SHRA – Student Human Resources Association

Teaching:

Courses:

BMGT 207 Human Resources Management BMGT 312 Organizational Behavior

BMGT 419 Research Methods in the Business World

BMGT 420 Seminar in Human Resource Management (Capstone)

MBA 595 Special Topics in Management Human Resources Management

Monitor Co-ops Monitor Internships

**Adjunct Instructor- Point Park University School of Business** 2013-2017 Responsibilities included: development of syllabus and overall

course structure.

Delivery of course content using a combination of online format via Blackboard, experiential learning, and traditional classroom instruction. Monitor student performance and meet individually as needed to enhance the student's learning experience.

Streamline application of education to the industry by incorporating the curriculum guidelines and competency model from SHRM into course content.

Teaching:

BMGT 31 Organizational Behavior

BMGT 207 Human Resource Management

BMGT 419 Research Methods for the Business World

## Adjunct Instructor- Point Park University Department of Humanities and Human Services

1994-2013

Responsibilities included: development of syllabus and overall course structure.

Delivery of course content using a combination of online format via Blackboard, experiential learning, and traditional classroom instruction. Monitor student performance and meet individually as needed to enhance the student's learning experience.

Worked at the request of the department chair on the development of Psych 311 Managerial Psychology to replace Psychology of Supervision and Psych 415 Seminar in Human Resource Management to develop an industry-specific application of Seminar in Human Services for the

H.R. field.

Courses

Industrial Psychology

Leadership for the Business World

Organizational Behavior Psychology of Supervision Managerial Psychology

Seminar in Human Resource Management Research Methodology

Psychology of Adult Development Foundations of Psychology

Leadership Communications (Master program for Leadership)

**Student Teaching Assistant** – Clarion University Department of Psychology 1978-1981 Maintained experimental lab and instructed lab sessions

Monitor and manage student experiments

Deliver classroom demonstrations of experimental exercises for faculty Assist in statistical analysis of faculty research.

Organize department campus recruiting fair Grade papers and tutor students

## Seminars and presentations:

Webinar: Holistic Resilience: Professional Resilience December 1, 2021 Developed and delivered in collaboration with Dr. Dorene Ciletti

Webinar: Trust, Communication, and the Pandemic October 26, 2021 Developed and delivered in collaboration with Dr. Patrick Mulvihill

Webinar: Holistic Resilience: An Introduction October 6, 2021 Developed and delivered in collaboration with Dr. Dorene Ciletti

Presentation: Unconscious Bias at AWIN March 6, 2020

Developed and delivered in collaboration with Dr. Dorene Ciletti

YWCA Academy Brand U Oct 2019

Developed and delivered in collaboration with Dr. Dorene Ciletti Rowland Academy: Onboarding, Pitt Ohio, August 2019

Panelist for PCMA Convening Leaders 2019 Conference, Westin Convention Center, Pittsburgh, Pa., January 6, 2019.

Pitt Ohio Summit Presentation: Importance of Training and Development November 5, 2018

Presenter at the Jefferson Awards/Students in Action event, Point Park University, October 18,2018

Panelist for "#USTOO," Media Chicks Network presentation at Point Park University, February 21,2018

Rowland Academy: Leadership and Managing people, Pitt-Ohio, August 2018

Developed and delivered in collaboration with Dr. Patrick Mulvihill – Rowland Academy

Absence of Fear is Learning: A Personal Reflection," *PHRA Perspectives*, November 2017

Rowland Academy: Project Management, Pitt Ohio and Goodwill Industries, June 2017 and October 2017 –Rowland Academy: Onboarding, Pitt Ohio, May 2017

Emotional Intelligence – La Roche College, Pittsburgh, PA Spring 2009 Presenter – researched, designed, and delivered seminar

Perception in the Workplace- La Roche College, Pittsburgh, PA Presenter - researched, designed, and delivered seminar Fall 2008SHRM pre-approved for general CEU credits

Follow the Leadership Path- La Roche College, Pittsburgh, PA Presenter - researched, designed, and delivered seminar Fall 2007

Career Anchors: La Roche College, Pittsburgh, PA Spring 1999

Presenter - researched, designed, delivered, and monitored round table discussion

Leadership for Women: Women Together: La Roche College, Pittsburgh, PA Presenter - researched, designed, and delivered seminar Spring 1998

Buffalo State Undergraduate Psychology Convention

Presented undergraduate research: Concurrent Speech and Finger Tapping in 5-6-year olds Spring 1980

## University Committees and activities

Covid-19 Task Force September 2021-current

Campus Academic Resources Committee Fall 2021 - current Architect of Infrastructure Women In Industry 2020 – Current

Online mentor fall 2020

2020-2021 Academic Personnel & Policy Committee

2020-2021 University Inclusion Steering Committee - Policies & Procedures Focus Team

Spring 2020 Covid-19 Diversity and Inclusion Task Committee

2019-2020 Student Affairs and Enrollment Committee 2018-2019 Student Affairs and Enrollment Committee 2017-2018 Program Review Committee

2017-2018 University Diversity and Inclusion Steering Committee

## Additional Professional Accomplishments and Activities:

Coming Together: Women Leading in Community and the Workplace

WIN/Take the Hill panel event 11/23/2020

Architect of Infrastructure Women In Industry

WIN Wednesdays: Fall 2020, Spring 2021, Fall 2021

Fireside Fridays: Spring 2021, Fall 2021

Develop 4 + 1 HRM program in collaboration with the Indiana University of P.A. Students will earn a B.S. in HRM at Point Park University and an M.S. in HRM and

Employment Relations from IUP within five years by earning 12 graduate-level credits during their senior year atPoint Park University.

Initiate a conversation with Dublin University in Ireland to expand collaborative opportunities Organize AWIN March 6, 2020 - Half day conference

Participate in the Disney Leadership Experience with students during the spring of 2018, fall of 2018,and 2019.

Submitted funding proposals for fall 2018 and 2019 to provide scholarships for students Procured sponsorship for SHRA member's student membership in SHRM – fall 2019

Procured free admission to PHRA conference for three students each year fall,

2017,2018 and 2019 Led a cultural immersion trip with students to Ireland in spring of

2018

Raised funds exceeding $7000 to support the trip

Developed and managed fundraising activities, including a basket raffle luncheon, hoagie and pie sales, and wine tasting event

Submitted funding proposal to student activities

The result of these initiatives provided $7000 to offset the cost for students participating in the trip.

Led a cultural immersion trip with students to Madrid, Spain spring 2017

## Professional Certifications, Memberships, and Awards

* Nominee, Michael R. Toney Volunteer of the Year
* Certificate of Appreciation, Pittsburgh Human Resources Association
* Society for Human Resource Management Senior Certified Professional
* Senior Professional in Human Resources
* Pittsburgh Human Resources Association
  + Member Board of Directors
  + Membership, Diversity & College Relations Committee

## In the News

* ["Human Resource Professional Says Workers Are 'Afraid to Voice How They](https://pittsburgh.cbslocal.com/2020/08/10/how-to-return-to-work-safely/) [Feel' AboutReturning to Workplace,"](https://pittsburgh.cbslocal.com/2020/08/10/how-to-return-to-work-safely/) KDKA-TV, August 10, 2020.
* ["Point Park University, IUP partner on human resources programs,"](https://triblive.com/local/regional/point-park-university-and-iup-partner-on-human-resources-programs/) *Pittsburgh Tribune-*

*Review*,July 29, 2020.

* ["Uber report highlights foresight needed in managing a startup,"](http://www.post-gazette.com/business/tech-news/2017/06/17/uber-covington-report-driver-news-pittsburgh/stories/201706170032) *Pittsburgh Post- Gazette*, June17, 2017.

## Point Park Features

* "[Point Park University Human Resources Management Program Achieves](https://www.pointpark.edu/news-business/Point-Park-University-Human-Resources-Management-Program-Achieves-Curriculum-Certification) [Curriculum Certification,](https://www.pointpark.edu/news-business/Point-Park-University-Human-Resources-Management-Program-Achieves-Curriculum-Certification)" Point Park University website, February 22, 2021.
* "[Student Human Resources Association Achieves Student Chapter Status from](https://www.pointpark.edu/news-business/Student-Human-Resources-Association-Achieves-Student-Chapter-Status-from-National-Organization) [National Organization,](https://www.pointpark.edu/news-business/Student-Human-Resources-Association-Achieves-Student-Chapter-Status-from-National-Organization)" Point Park University website, January 20, 2021.
* "[Point Park's H.R. Management Program Recognized by the Society for Human](https://www.pointpark.edu/news-business/Point-Park-HR-Management-Program-Recognized-by-the-Society-for-Human-Resource-Management) [Resource Management,](https://www.pointpark.edu/news-business/Point-Park-HR-Management-Program-Recognized-by-the-Society-for-Human-Resource-Management)" Point Park University website, January 15, 2021.

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* ["H.R. Careers at the Forefront of the COVID Crisis: A Q&A with Assistant](https://www.pointpark.edu/news-business/HR-Careers-at-the-Forefront-of-the-COVID-Crisis-A-Q-and-A-with-Assistant-Professor-Sandra-Mervosh) [Professor Sandra](https://www.pointpark.edu/news-business/HR-Careers-at-the-Forefront-of-the-COVID-Crisis-A-Q-and-A-with-Assistant-Professor-Sandra-Mervosh) [Mervosh,"](https://www.pointpark.edu/news-business/HR-Careers-at-the-Forefront-of-the-COVID-Crisis-A-Q-and-A-with-Assistant-Professor-Sandra-Mervosh) Point Park University website, July 9, 2020.
* ["International Women's Day Event on Campus Invigorates Students' Career Goals,"](https://www.pointpark.edu/news-business/International-Womens-Day-Event-on-Campus-Invigorates-Students-Career-Goals) Point Park University website, March 12, 2020.
* ["Rowland School of Business to Host 'Accelerating Women in Industry' Event](https://www.pointpark.edu/news-business/Rowland-School-of-Business-Hosting-Accelerating-Women-in-Industry-Event-March-6) [March 6 for](https://www.pointpark.edu/news-business/Rowland-School-of-Business-Hosting-Accelerating-Women-in-Industry-Event-March-6) [International Women's Day,"](https://www.pointpark.edu/news-business/Rowland-School-of-Business-Hosting-Accelerating-Women-in-Industry-Event-March-6) Point Park University website, January 27, 2020.
* ["H.R. Management Professor Nominated as a Pittsburgh Human Resources](https://www.pointpark.edu/news-business/HR-Management-Professor-Nominated-as-a-Pittsburgh-Human-Resources-Association-Volunteer-of-the-Year) Association Volunteer Point Park University website, October 29, 2019.
* ["Networking with the H.R. Community: H.R. Management Majors Gain Solid](https://www.pointpark.edu/news-business/Networking-with-the-HR-Community-HR-Management-Majors-Gain-Solid-Connections-at-On-Campus-Event) Connections at Point Park University website, October 24, 2019.
* ["Students Continue to Cultivate their Professional Networks at Pittsburgh](https://www.pointpark.edu/news-business/Students-Continue-to-Cultivate-their-Professional-Networks-at-Pittsburgh-HR-Association-Event) [H.R.](https://www.pointpark.edu/news-business/Students-Continue-to-Cultivate-their-Professional-Networks-at-Pittsburgh-HR-Association-Event) [Association Event,"](https://www.pointpark.edu/news-business/Students-Continue-to-Cultivate-their-Professional-Networks-at-Pittsburgh-HR-Association-Event) Point Park University website, November 27, 2018.
* ["Career Connections Continue with H.R. Management Student and Employer](https://www.pointpark.edu/news-business/Career-Connections-Continue-with-HR-Management-Student-and-Employer-Partner-Program) [Partner](https://www.pointpark.edu/news-business/Career-Connections-Continue-with-HR-Management-Student-and-Employer-Partner-Program) [Program,"](https://www.pointpark.edu/news-business/Career-Connections-Continue-with-HR-Management-Student-and-Employer-Partner-Program) Point Park University website, November 2, 2018.
* ["H.R. Students Network at Pittsburgh Human Resource Association Conference,"](https://www.pointpark.edu/news-business/HR-Students-Network-at-Pittsburgh-Human-Resource-Association-Conference) Point Park University website, October 17, 2018.
* ["President of Dare Enterprises Speaks to SAEM Business Models Class,"](https://www.pointpark.edu/news-business/President-of-Dare-Enterprises-Speaks-to-SAEM-Business-Models-Class) Point Park University website, March 22, 2018.
* ["Business Students Travel to Disney World for Leadership Seminar Focused on Human](https://www.pointpark.edu/news-business/Business-Students-Travel-to-Disney-World-for-Leadership-Seminar-Focused-on-Human-Resources) [Resources,"](https://www.pointpark.edu/news-business/Business-Students-Travel-to-Disney-World-for-Leadership-Seminar-Focused-on-Human-Resources) Point Park University website, March 19, 2018.
* ["Students Discuss Success of H.R. Employer Partner Program,"](https://www.pointpark.edu/news-business/Students-Discuss-Success-of-HR-Employer-Partner-Program) Point Park University website, March 14, 2018.
* ["Diversity & Inclusion Panel Discussion Features H.R. Professionals from City](https://www.pointpark.edu/news-business/diversity-inclusion-panel-discussion-features-hr-professionals-from-city-of-pittsburgh-ppg) [of](https://www.pointpark.edu/news-business/diversity-inclusion-panel-discussion-features-hr-professionals-from-city-of-pittsburgh-ppg) [Pittsburgh, PPG,"](https://www.pointpark.edu/news-business/diversity-inclusion-panel-discussion-features-hr-professionals-from-city-of-pittsburgh-ppg) Point Park University website, November 6, 2017
* ["H.R. Management Professor Launches Partner Program to Match Students](https://www.pointpark.edu/news-business/hr-management-professor-launches-partner-program-to-match-students-with-employers) [with](https://www.pointpark.edu/news-business/hr-management-professor-launches-partner-program-to-match-students-with-employers) [Employers,"](https://www.pointpark.edu/news-business/hr-management-professor-launches-partner-program-to-match-students-with-employers) Point Park University website, October 19, 2017.
* ["Business Class Goes Abroad: Students Spend Spring Break Conducting Research in](https://www.pointpark.edu/news-business/business-class-goes-abroad-students-spend-spring-break-conducting-research-in-madrid) [Madrid,"](https://www.pointpark.edu/news-business/business-class-goes-abroad-students-spend-spring-break-conducting-research-in-madrid) Point Park University website, March 13, 2017.
* ["Student Human Resource Association Hosts Panel Discussion on Social Media,"](https://www.pointpark.edu/news-business/student-human-resource-association-hosts-panel-discussion-on-social-media) Point Park University website, December 2, 2016.

# RELATED PROFESSIONAL EXPERIENCES:

Nov 2009 – 2019: Owner Venture Graphics Inc. 2002 – 2019: President and CEO

1996 – 2002: COO

1990 – 2019: Board Member Venture Graphics 1990 – 1996: Vice President Production

1985-1990: Estimator/Customer Service Manager 1983-1985: Production Manager

Development and implementation of Employee Handbook

Design and implementation of recruitment and selection program Design and implementation of onboarding and employee training

Design and administration of performance review and management system

Yearly analysis, selection, and administration of benefits package – including employee survey Strategic development and management of corporate mission and goals including application acquisition and marketing of WBE certification

Development and evaluation of corporate marketing including social media Strategic analysis and monitoring of corporate financial stability

Development and yearly review of the business plan, including all policies and procedures pertinent to the corporation's sustainability.

# MEMBERSHIPS

Society for Human Resource Management – Current PHRA - current

Board of Directors 2022-current

Member- Membership, Diversity & College Relations Committee 2017-current Founded: Pittsburgh Certified Women Business Networking Group- 2015

WBENC – 2015-March 2018

PSI CHI student member 1978-1981