Patrick M. Mulvihill, D.Ed.

Curriculum Vitae

INDIANA UNIVERSITY OF PENNSYLVANIA   2010 - 2015
Doctor of Education: *Administration & Leadership Studies*

ROBERT MORRIS UNIVERSITY   2004 – 2007
Masters of Education: *Business Education*

EDINBORO UNIVERSITY OF PENNSYLVANIA   1996 – 2000
Bachelors of Science: *Marketing & Business Administration*

Research Interests	Organizational Theory, Change Management, Systems Theory, Leadership, Qualitative Research

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Teaching Experience

POINT PARK UNIVERSITY
Visiting Assistant Professor: *School of Business*   2015 - Present

Teach courses at the graduate and undergraduate levels related to organizational theory, leadership and business management.

Adjunct Faculty: *School of Business*   2007 - 2015

Teach courses at the undergraduate level related to organizational theory, leadership and business management.

Highlights of Academic Service

- *Veteran Joint Leadership Initiative:* Developed conference serving region of Western PA (2016)
- *Online Course Development*: Developed GR / UG courses to be delivered in online format (2015)
- *Service Quality Committee*: Faculty Committee focused upon overall student experience (2015)
- *Doctoral Student Mentor*: Higher Ed Admin & Leadership program (2015)
- *IRB Committee*: Committee Member & Perform initial review of research proposals (2014-present)
- Co-created and lead Allegheny Intermediate Unit Leadership Seminar (2012-Present)
- Created and provided supervision for Student Emerging Leaders Cohort (2011-2012)
- Created and provide ongoing supervision for Pittsburgh Promise Mentor Program (2011- present)

Academic Technology

Academic	Administrative
- SPSS, NVIVO, Qualtrics - Blackboard, D2L, Moodle - Microsoft Excel; Word; PowerPoint - Prezi, Timetoast	- Jenzabar, Banner, eCollege - Crystal Reports, Infomaker - SQL, SQL Server, HTML

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Course History

GRADUATE COURSES

Organizational Behavior (MBA 574) Traditional | Online
> This course examines human behavior in organizations at both the micro and macro levels. The interaction of human, technological and structural factors in organizations will be examined. Important issues to be considered include theories of communication, motivation and decision making. Issues of organizational politics and the challenges of conflict management will be addressed.

Organizational Systems (MBA 575) Traditional
> This course examines systems thinking, holistic analysis and systems dynamics. A variety of systems theories ranging from mechanistic approaches, organismic approaches, cybernetics as well as current understandings of flux and transformations will be examined. Special attention is given to practical applications to real world business problems.

Target-Concentric Analysis (INTL 503) Traditional | Online
> This course describes a modern approach developed in 2002 for the collecting and analysis of data. This replaces the former intelligence cycle, which was popular during the Cold War era. It maintains the use of experts in analysis, but broadens participation in analysis of information to non-experts, in order to obviate bias as a factor when reviewing information. It also includes participation of the policy maker(s) in defining specific tasks and the expanded use of open-source intelligence.

UNDERGRADUATE COURSES

Introduction to Business (BMGT 101) Traditional
> A survey of business and management using descriptive and analytical techniques including the study of human relations, delegation of authority and managerial communications.

Principles of Management (BMGT 208) Traditional
> Emphasis on the major theories and functions of Management. Students develop an understanding of why management is needed in all organizations and what constitutes good management.

Business Communication and Research (BMGT 221) Traditional
> Students examine the objectives, methods, and forms of business communication used within business research and presentation of findings.

Principles of Marketing (BMGT 205) Traditional
> Study of the functions, institutions, marketing structure tools, career opportunities and the preparation of a complete marketing campaign for a job.

Modern Marketing Concepts (BUS 413) Traditional
> Introduction to the language and issues of marketing with an emphasis on learning to develop responsive strategies for reaching consumers to meet business needs. Includes topics such as market segmentation, product development, promotion, distribution, and pricing.

Problem Solving with Information Technology (CMPS 116) Traditional
> A course on how Information Technology impacts organizations and how to use Information Technology to solve problems.

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Course History (Cont'd)

Quantitative Methods (CRMJ 315) Traditional | Online
   Introduction to mathematical and statistical tools used routinely by criminal justice and law enforcement professionals to analyze crime data.

Research Methods and Design (CRMJ 351) Traditional
   Provides an introduction and overview of the methods, designs, and measurements used in criminal justice and criminology research.

Leadership: Confluence of Emotional and Cultural Acumen (LEAD 312) Traditional | Online
   Students will explore the concepts of emotional intelligence and cultural intelligence and consider their level of EI/CI as they complete instruments, exercises and gain insight on the various styles of leadership that do not sacrifice essential connections that binds a network or system of people.

Online Course Development

Leadership: Confluence of Emotional and Cultural Acumen (LEAD 312)
   Students will explore the concepts of emotional intelligence and cultural intelligence and consider their level of EI/CI as they complete instruments, exercises and gain insight on the various styles of leadership that do not sacrifice essential connections that binds a network or system of people.

Organizational Behavior (MBA 574)
   This course examines human behavior in organizations at both the micro and macro levels. The interaction of human, technological and structural factors in organizations will be examined. Important issues to be considered include theories of communication, motivation and decision making. Issues of organizational politics and the challenges of conflict management will be addressed.

Paper Presentations

Sobehart, H., Sui-Chu Ho, E., Mulvihill, P., Celikten, M. (2013, September). *The spirit and the flame matter*: *A descriptive case study of women leading education across continents as a persistent learning organization.* Paper presented at the 4th International Women Leading Education Conference, Apam, Ghana. Presented via videoconference.

Published Articles

Sobehart, H., Sui-Chu Ho, E., Mulvihill, P., Celikten, M. (2013). Women leading education across continents as a persistent learning organization. *The NIEW Journal, 5th edition*.

Mulvihill, P. M. (2015). *Voices of change: A case study documenting the development of an organization and its culture* (Order No. 3688298). Available from Dissertations & Theses @ Indiana University of Pennsylvania; ProQuest Dissertations & Theses Global. (1673196662).

Conference Presentations

Mulvihill, P. (2015, October). *Preparing for a Position of Power.* 2015 Pittsburgh Leadership Conference. Pittsburgh, Pennsylvania.

Mulvihill, P. (2015, October). *Smart People take Smart Risks.* 2015 Pittsburgh Leadership Conference. Pittsburgh, Pennsylvania.

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Conference Presentations
(Continued)

Mulvihill, P. (2015, October). *Understanding Leadership.* Presentation at the Students in Action Action Leadership Training Program. Jefferson Awards Foundation. Chatham University, Pittsburgh, Pennsylvania.

Mulvihill, P. (2015, January). *Marketing, Media and Making your Pitch.* Presentation at the Students in Action Leadership Training Program. Jefferson Awards Foundation. Point Park University, Pittsburgh, Pennsylvania.

Mulvihill, P. (2014, November). *Navigating roadblocks: The art and science of conflict resolution.* Presentation at annual meeting of the Middle States Association of Collegiate Registrars and Officers of Admission. Harrisburg, Pennsylvania.

Mulvihill, P., Halchak, J. (2013, April). *Evaluation and Assessment: What to do with your data?* Presentation at annual user meeting for Terra Dotta Higher Education Software. Las Vegas, Nevada.

Mulvihill, P., Halchak, J. (2012, April). *Leading the integration of new technology: Science or alchemy?* Presentation at Indiana University of Pennsylvania Technology Day. Indiana, Pennsylvania.

Mulvihill, P. (2012, October). *Developing sustainable initiatives through the fundamentals of marketing.* Presentation at annual meeting of the Middle States Association of Collegiate Registrars and Officers of Admission. Harrisburg, Pennsylvania.

Mulvihill, P., Halchak, J. (2012, April). *Understanding Collaboration to produce sustainable initiatives.* Presentation at annual user meeting for Terra Dotta Higher Education Software. Charlotte, North Carolina.

Mulvihill, P. (2010, June). *PDF reports: Increasing student retention.* Presentation at annual user meeting for Jenzabar Higher Education Management Software. Orlando, Florida.

Mulvihill, P. (2009, May). *Online registration: 365 days until launch.* Presentation at annual user meeting for Jenzabar Higher Education Management Software. Washington, D.C.

Academic Projects

Allegheny Intermediate Unit Apprenticeship Program: Leadership Seminar
Co-developed annual spring seminar that engages Southwestern Pennsylvania high school students in attempt to cultivate the leadership potential of young leaders through the exploration and application of leadership theory.

Mulvihill, P., Fallon, H. (2012, April). *Bullying awareness project.* Public service announcement created by AIU Leadership Seminar at Point Park University. Pittsburgh, Pennsylvania. Retrieved from http://youtu.be/wc6Om9GQaF4

Dissertation Abstract

Many notable theorists have contributed an immense amount of scholarly literature to the field of organizational change. Though these contributions have been significant, missing from this body of knowledge is the proverbial roadmap used by highly successful organizations that have developed, lead, and assessed the progress of a sustainable change initiative. This study explored an organization's successful application of change theory to the context of their existing culture as told through the voices

of those on the forefront of the major change initiative. Emerging from their collective voice are the purposeful strategies, attitudes and beliefs, and characteristics of the organization. These findings were then aligned with existing theory related to organizational change. What resulted is a roadmap that other organizations can reference to further enhance the likelihood of success when leading significant change initiatives.

Administrative Highlights

Point Park University

- *Graduate Education*: Lead and support the development of Administrative and Reporting Metrics for newly created division within the university (2013-Present)
- *Distance Learning*: Mentor Executive/Assistant Director while leading the development of administrative and reporting metrics to support growing online presence (2014-Present)
- *Higher Education Opportunity Act*: Lead university audit and compliance processes (2013-Present)
- *Board of Trustees' Dashboard*: Led development and implementation (2012)
- *Student Web Portal* – PointWeb: Led development and implementation (2011)
- *Middle States Accreditation*: Committee Chair (Standard 6 Integrity) (2010); PRR (2015)
- *Online Student Registration*: Led development and implementation (2007)
- *Registration / Advising*: Module Manager (2007-10)

South University (Online)

- *Student Participation & At-Risk*: Led development and implementation of reporting process (2006)
- *Academic Advising Group for Bachelors and Masters programs*: Led development and implementation (2005)

Administrative Experience

POINT PARK UNIVERSITY
Academic Information Analyst: *Office of Academic and Student Affairs*   2011 – 2015

Responsible for leading university wide initiatives undertaken by the Office of Academic & Student Affairs, specifically the Senior Vice President of Academic and Student Affairs, which advance the mission of the university. These efforts include significant project management and leadership, data mining and analysis that make visible emerging trends within the university community and create efficiencies within resource use and decision making.

Administrative Systems Analyst: *Center for Information Technology*   2010 – 2011

Primary responsibilities included the ongoing support and maintenance of the university student information system and web portal. Secondary responsibilities focused upon seeking opportunities to further integrate the use of academic technology to support and improve existing university processes.

Technology Integration Manager: *Office of the Registrar*   2007 – 2010

Develop and lead ongoing initiatives to support the mission and objectives of both the Registrar and the University while assisting with the daily operational tasks within the Office of the Registrar. This position supervised the Technology Support Analyst as well as work-study students supporting the office.

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SOUTH UNIVERSITY (Online)
Academic Advisor   2005 – 2007

Lead the development and implementation of the Academic Advising group for both the Bachelor's and Master's degree programs. This responsibility included developing marketing & communication plans, student scheduling, resolution of classroom issues, career planning, and reporting mechanisms.

Professional Experience

PNC BANK
Technical Specialist: *Vested Interest*   2002 – 2005

Responsible for leading the migration from a paper orientated department to an online environment for the Vested Interest Group. In addition, ensure both retirement and 401(k) plans operated within accordance to IRS regulations by filing yearly tax returns, completing annual testing, and completing required fund distributions.

- Developed Process and Software Training for staff members (2003)
- Reduced annual operating cost by $7,000 through online initiatives (2002)

FISHER SCIENTIFIC
Product Coordinator: *Product Administration*   2001 – 2002

Responsible for coordinating changes in price, description, and package quantity across all product lines for both online and physical inventory. Secondary responsibilities included the development and implementation of technology to increase efficiencies within department.

- Created reporting mechanisms for Director of Product Administration and other members of the executive team (2002)
- Developed and Implemented Project Tracking Database for annual pricing project (2001)

Affiliations

Middle States Association of Collegiate Registrars and Officers of Admission (MSACROA)

Professional Development & Certifications

- Commercial Pilot Rating – Federal Aviation Administration

- Blackboard – Quality Matters Certification (Applying the QM Rubric – June 2014)

- Learning House: Teaching & Delivering Course Content Online (September 2015)

- NIH – Office of Extramural Research – *Protecting Human Research Participants* (Certificate #1467427)

Community Service

Children's Hospital of Pittsburgh
YMCA – Youth Sports Coach