

**SANDRA L. MERVOSH, SHRM-SCP, SPHR**

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 2021- March 2024, certified since 2015

SPHR April 2021 – March 2024, certified since 1996

**TEACHING EXPERIENCE**

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

Responsibilities included: analysis and adjustment of degree program in Human Resources Management to reflect Rowland School of Business core, certification with IACBE and alignment with SHRM.

The following curriculum proposals were submitted and approved.

BS 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

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

Program Assessment plan development for 2017-2018, 2018-2019, 2019-2020, 2020-2021 Human Resources Management and Post Bachelorette Human Resource Management. Assessment results for Program Plan compiled and reported: 2017-2018, 2018-2019, 2019-2020

IACBE Program Assessment completed 2020

SHRM Alignment review 2021

Faculty Advisor for SHRA – Student Human Resources Association

Faculty Advisor for all HR students

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 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’s School of Business 2013-2017**

Responsibilities included: development of syllabus and overall course structure.

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

Work at the request of the department chair on 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 HR 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 instruct 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:**

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

Onboarding, Pitt Ohio, August 2019 – Rowland Academy

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

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

Presenter for the Jefferson Awards/Students in Action event, Point Park University, Oct. 18, 2018.

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

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

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

Onboarding, Pitt Ohio, May 2017 – Rowland Academy

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 2008

SHRM 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**

Director Women In Industry 2020 – Current

<https://acceleratingwin.org/>

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:**

Co-develop and host WIN Wednesday's virtual speaker series Fall 2020

Develop 4 + 1 HRM program in collaboration with Indiana University of PA

Students will earn a BS in HRM at Point Park University and a MS in HRM and Employment Relations from IUP within a 5 yrs. by earning 12 graduate level credits during their senior year at Point Park University.

Initiate a conversation with Dublin University in Ireland to expand collaborative opportunities

Organize AWIN March 6,2020 - Half day conference

Participated 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 3 students each year fall, 2017,2018 and 2019

Led a cultural immersion trip with student to Ireland in spring of 2018

Raised funds 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 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
- Pittsburgh Women Succeeding Together

### **In the News**

- "[Human Resource Professional Says Workers Are 'Afraid to Voice How They Feel' About Returning to Workplace](#)," KDKA-TV, Aug. 10, 2020.
- "[Point Park University, IUP partner on human resources programs](#)," *Pittsburgh Tribune-Review*, July 29, 2020.
- "Uber report highlights foresight needed in managing a startup," *Pittsburgh Post-Gazette*, June 17, 2017.

### **Point Park Features**

- "[HR Careers at the Forefront of the COVID Crisis: A Q&A with Assistant Professor Sandra Mervosh](#)," Point Park University website, July 9, 2020.
- "[International Women's 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 March 6 for International Women's Day](#)," Point Park University website, Jan. 27, 2020.
- "HR Management Professor Nominated as a Pittsburgh Human Resources Association Volunteer of the Year," Point Park University website, Oct. 29, 2019.
- "Networking with the HR Community: HR Management Majors Gain Solid Connections at On-Campus Event," Point Park University website, Oct. 24, 2019.
- "Students Continue to Cultivate their Professional Networks at Pittsburgh HR Association Event," Point Park University website, Nov. 27, 2018.

- "Career Connections Continue with HR Management Student and Employer Partner Program," Point Park University website, Nov. 2, 2018.
- "HR Students Network at Pittsburgh Human Resource Association Conference," Point Park University website, Oct. 17, 2018.
- "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 Resources," Point Park University website, March 19, 2018.
- "Students Discuss Success of HR Employer Partner Program," Point Park University website, March 14, 2018.
- "Diversity & Inclusion Panel Discussion Features HR Professionals from City of Pittsburgh, PPG," Point Park University website, Nov. 6, 2017
- "HR Management Professor Launches Partner Program to Match Students with Employers," Point Park University website, Oct. 19, 2017.
- "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," Point Park University website, Dec. 2, 2016.

**RELATED PROFESSIONAL EXPERIENCES:**

Nov 2009 – 2019: Owner Venture Graphics Inc.

2002 – 2019: President and CEO

1996 – 2002: COO

1990 – Present: 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 business plan including all policies and procedures pertinent to the sustainability of the corporation.

### **MEMBERSHIPS**

Society for Human Resource Management – Current

PHRA - 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