



Continuing Education

UNIVERSITY OF CENTRAL FLORIDA

Professional Human Resource Management Instructors and Guest Lecturers



Sarah Lovel, SHRM-SCP

Sarah Lovel is a leader in HR, specializing in Compensation. Sarah is also a lead instructor for UCF Continuing Education where she facilitates the SHRM-CP and SHRM-SCP test preparation courses, along with the Essentials in Human Resources online course.

Sarah possesses more than 30 years of experience managing a full spectrum of human resource programs, services, and functions in private and public organizations. She has a bachelor's degree in Business Administration, a master's degree in

Industrial/Organizational Psychology with emphasis in Organizational Effectiveness, and she is currently a student at UCF working toward a doctoral degree in Educational Leadership with emphasis in Higher Education. Additionally, Sarah is certified as a SHRM-SCP, a Senior Professional in Human Resources (SPHR), a Certified Compensation Professional (CCP), and holds a certificate in Human Resource Management.

Richard S. Larson



Richard S. Larson, with more than 25 years senior-level Human Resources best practices experience in legal compliance, labor relations and organizational development in both union and non-unionized environments, brings a strategic approach as a business partner to employment related issues. Rick practiced law in state and federal courts in Las Vegas, NV, prior to joining the Industrial and Labor Relations Division of MCA/ Universal Studios, Inc. He also developed the Company's first executive leadership training program on sexual harassment, wrongful termination and progressive discipline administration.

Rick was a key member of the executive leadership team for Universal Studios, and was responsible for the vision and development of the Human Resources, Legal and Risk Management functions for Universal Studios Florida.

As Vice President for Staffing and Administration, Rick spent 15 years designing comprehensive employment practices covering such legally-sensitive areas as employee selection, workforce policies and procedures, trade secrets, proprietary information, training, legal compliance, union awareness, employee relations, performance management and dispute resolution.

More recently Rick has worked with a number of clients to reduce their exposure to employee-related risks and to develop strategically designed Human Resource platforms aligned with business objectives. In leading the Employment Law Department at Wicker, Smith, O'Hara, McCoy, Graham and Ford, PA, Rick supported clients with front-end legal compliance- from EEOC considerations to dispute resolution- as well as litigation strategy so that owners may dedicate positive energy to growing their business.



Stephanie Strozak, SHRM-SCP

Stephanie Strozak, MA, SPHR, SHRM-SCP is the founder of Strategic Human Resource Solutions, LLC. She created this consulting company to provide strategic and comprehensive human resource services and solutions to not-for-profit organizations and small business owners who do not have the time or financial resources to obtain the human resource (HR) expertise they need and want. She is passionate about human resources, building relationships, and helping people and organizations grow.

Stephanie has successfully implemented HR infrastructures and best practices for Fortune 500s, small cap companies, government, and not-for-profit agencies in both union and non-union environments for over three decades. She collaborates with senior management teams to translate an organization's vision and philosophy into actionable and systematized plans that help attract and retain top talent and contribute to the bottom line. Stephanie is a recognized expert in the field of human resources and in conjunction with her generalist work, she has taught the HR professions' prestigious Senior Professional in Human Resources (SPHR) and Professional in Human Resources (PHR) certification classes for six years at Pace University and Wagner College.

Stephanie provides the experience and specialized knowledge to manage the complex HR functions such as recruitment and selection, compensation and benefits administration, audits and compliance, employment law, employee handbooks, and has a proven track record as an HR professional. She brings a practical approach honed through her experiences in the areas of strategic planning, process improvement, project and performance management, leadership development, team building, training design and facilitation, coaching and mentoring.

Currently, Stephanie is working with not-for-profit organizations, partnering with leadership teams to develop HR strategies and infrastructure including strategic planning, full cycle recruitment, on-boarding, staff development, performance management, leadership and organizational development, training, employee relations, benefit and compensation administration.

Stephanie holds a Master of Arts degree in Organizational/Industrial Psychology from Fairleigh Dickinson University and a Bachelor of Arts degree from Georgian Court College. Additionally, she holds her SPHR and SHRM-SCP certifications. She is an active member of SHRM, and she has served on the board of Human Resource Associations including HR Martin and NYC SHRM.

Marcie Lushen



Marcie has over 20 years of Human Resources experience including: Succession Planning, Leader Development, Talent Acquisition and Management, Compensation, HRIS, Benefits, Organizational Development and Employee Relations.

She has worked for numerous well known companies including, Walt Disney World, Hard Rock International, AAA Inc, Holiday Inn Club Vacations and HD Supply. She received her Bachelor of Science in Communication at Ohio University and her MBA at Rollins College. Marcie has her SHRM-SCP as well as is a Certified Comp Professional with World at Work. In her free time she enjoys teaching yoga, spending time with her rescue dogs and volunteering as a Guardian Ad Litem.