**Marian T. Mety**

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**PROFESSIONAL SUMMARY**

Instructor/trainer/designer with 20+ years of experience in the following:

* Instructing, developing, and mentoring higher education students in the areas of business, entrepreneurship, management, and organizational behavior
* Training and developing industry professionals in the areas of business, management, leadership, safety, customer service, insurance, and mortgage lending
* Application of learning theories and principles, adult learning, and teaching methodologies
* Design and development of curriculum, assessments, and class activities to strengthen critical thinking skills

**EDUCATION**

Wayne State University

**Master of Education**

**Specialization: Learning Design and Technology**

* **4.0 GPA**

Baker College Center for Graduate Studies

**Doctor of Business Administration**

**Specialization: Leadership Studies**

* Dissertation: Self-Efficacy and the Gender-Specific Behaviors of Female Leaders
* 4.0 GPA

Walsh College of Accountancy and Business Administration

**Master of Science**

**Major: Management**

* Dean’s List, Graduation with Distinction

Wayne State University

**Bachelor of Arts**

**Majors: Psychology and Sociology**

* National Honor Society – Alpha Kappa Delta Chapter

**TEACHING EXPERIENCE**

Wayne State University – Mike Ilitch School of Business Online

**Adjunct Lecturer - Management** 8/2016 - Present

* Develop learning outcomes that stress the relevance of key areas in management, business, and Org Behavior.
* Establish and maintain a student-centered learning environment
* Build courses on the Canvas LMS, including assignments, assessments, and quizzes for a smooth transition from Blackboard to Canvas
* Continue professional development through conferences, research, and faculty meetings
* Create direct assessments that increase student understanding and develop base skills, such as critical thinking, writing ability, and communication (presentation skills).
* Align course activities and direct assessments with learning outcomes
* Work with course coordinator to complete course metrics for AOL/AACSB accreditation
* Mentor and coach MGT 2530 adjunct staff in course development, online instruction, and Canvas
* Courses:
  + MGT 2530 – Organizational Behavior (16 sections)
  + MGT 5530 – Advanced Organizational Behavior (1 section)
  + BA 6020 – Contemporary Principles of Management (6 sections)

Baker College Auburn Hills and Clinton Twp., MI

**Adjunct Associate Professor** 1/2001-2019

* Develop and conduct student-centered business and management courses
* Establish and maintain a technical, interactive learning environment
* Use the Blackboard and Canvas LMS to facilitate online discussion, post grades, and provide feedback
* Develop class activities and assignments that support the understanding by design (UBD) learning platform
* Develop assessments that enhance student learning, understanding, and engagement
* Courses Taught: (number of sections taught)
  + MGT 101 – Introduction to Business (18)
  + FIN 101 – Personal Finance (7)
  + EN 201 – Intro to Entrepreneurship (2)
  + EN 211 – Human Resources for Entrepreneurs (1)
  + EN221 – Finance for Entrepreneurs (3)
  + EN 291 – Developing the Business Plan (1)
  + MGT 231 – Small Business Management (4)
  + MGT 3210 – Management Info Systems (5)
  + MGT 114 – Customer Service (6)
  + MGT 350 – Services Management (4)
  + MKT 111B – Principles of Marketing (8)
  + MGT 250 – Conflict Management (11)
  + MGT 442 – Global Management (3)
  + MGT 211 – Supervisory Management (5)

**CORPORATE EXPERIENCE**

Strategic Management & Behavior Solutions (SMB) – Independent Contractor Online

**National Training Specialist / Instructional Designer** 02/2020 – Present

* Provide training and design services for a Nationwide customer base
* Design, develop and facilitate courses to meet customer needs and objectives with an emphasis on employee development and performance improvement
* Design and develop assessments and other training materials to augment courses
* Work with management and subject matter experts as needed to maximize course effectiveness

Cornerstone Community Financial Credit Union Auburn Hills, MI

**Learning and Development Specialist** 9/2019 – 2/2020

* Plan and execute training programs for knowledge and systems learning
* Maintain annual calendar of training events and coordinate employee participation
* Develop and track training effectiveness and employee performance
* Facilitate new-hire orientation and onboarding process
* Develop and maintain in-house product knowledge materials

Raytheon Professional Services - Contract Troy, MI

**Technical Instructor** 12/2017 – 9/2019

* Conduct training for all DTE compliance and safety courses
* Facilitate and grade post-training assessments and document results in the DTE system
* Identify and submit curriculum corrections or updates as needed

Blue Cross Blue Shield - Organizational Development and Learning Management - Contract Detroit, MI

**Technology Trainer – Ncompass Software**  8/2016 – 12/2016

* Worked with SMEs to design and develop customized training materials and assessments
* Designed and developed course curriculum and assessments for all WBT and ILT courses
* Presented sales and system training sessions to Blue Cross agents

Blue Cross Blue Shield Detroit, MI

**Technology Training Specialist – Blue eSolutions Software -** Contract12/2014 – 12/2015

* Worked with SMEs to design system documentation, course curriculum, and assessments
* Designed and developed eLearning training modules in Adobe Captivate
* Conducted WBT and ILT training classes onsite and via WebEx
* Updated training materials to reflect system enhancements and insurance updates
* Re-designed and updated the web-based system user guide using Dreamweaver
* Re-designed all facilitator and participant training guides

Flagstar Bank – Wholesale Lending Troy, MI

**Training Content Developer/Manager** 9/2010-1/2014

* Reviewed, edited, and created WBT and ILT training materials
* Conducted mortgage training ILT and WBT courses
* Developed and updated the train-the-trainer facilitator manuals
* Wrote, edited, and recorded audio scripts for Captivate eLearning modules
* Developed content and managed efforts to train regional and corporate new-hires

Flagstar Bank – Information Technology

**Training Specialist Manager** 1/2006-9/2010

* Managed a team of 12 IT training specialists
* Established and maintained all training and support activities for the sales team and customer base
* Designed and developed classroom activities for quarterly new hire training
* Worked with business units to establish employee learning goals and develop course assessments
* Reviewed team processes, established standards, and created documentation for disaster recovery
* Coordinated with IT developers to determine usability and testing protocol for monthly system builds

Flagstar Bank – Information Technology

**IT Consultant/Team Lead** 12/1998-12/2005

* Served as a liaison between mortgage brokers and IT development
* Partnered with system vendors to integrate our proprietary software with loan origination systems
* Demonstrated system integration and provided ILT and WBT training to internal and external customers
* Presented and demonstrated software integration at trade shows and mortgage conferences
* Worked directly with Help Desk management and staff to identify, troubleshoot and resolve system issues
* Worked with management to develop and document training standards and course content

**BUSINESS EXPERIENCE**

Marimax Business Solutions - dba Little Princess Sundry Shoppe Troy, MI

**Operations Manager** 6/2003 – 6/2014

* Operated a family-owned convenience store in a commercial building
* Coordinated marketing efforts and product placement with vendors
* Ordered inventory, stocked shelves, and monitored slow-moving items for removal
* Monitored and tracked all financial transactions and daily receipts for CPA and income tax
* Worked directly with 2,500 employees to ensure customer satisfaction

**ARTICLES, PUBLICATIONS, REVIEWS, AND POSTER PRESENTATIONS**

* Dissertation proposal presented in poster format at the 2013 Lilly Conference Series
* Dissertation proposal discussed in a 40-minute individual presentation at the 2014 Lilly Conference Series
* Dissertation abstract selected for poster presentation at the 2014 Tobias Leadership Conference
* Manuscript accepted for review in June 2014, Kenneth E. Clark Research Award, co-sponsored by the International Leadership Association and Center for Creative Leadership
* Manuscript accepted for review in July 2014, Frederick M. Jablin Doctoral Dissertation Award
* Reviewer for paper submissions to the 75th and 77th Annual Meetings of the AOM (2015 and 2017)
* Teaching proposal accepted for a 50-minute presentation at the 2017 Lilly Conference Series. Topic: The Importance of Critical Thinking in the Adult Learning Process
* Reviewer for 5 chapters in the McShane Organizational Behavior text (9th edition) 2019.

**COMPUTER SKILLS AND EXPERTISE**

* Microsoft Office 2003- 2016 PeopleSoft
* TechSmith Snag-It Dreamweaver 5.5
* Blackboard LMS Microsoft Teams
* Adobe Captivate 5.5, 6, 7, and 2017 Dropbox
* Facebook Google Drive
* Canvas LMS D2L/Brightspace LMS
* HTML Kahoot
* Soapbox

**PROFESSIONAL AFFILIATIONS**

American Academy of Management 2008 - 2018

American Management Association 2008 - 2018

International Leadership Association 2012 - 2018

Association of Leadership Educators 2012 - 2018

Association of Talent Development 2016 – 2018

Toastmasters International 1992 – 1998

* Competent Toastmaster – 1996, Advanced Toastmaster – Bronze – 1999
* Distinguished Service Award - Secretary of Club 6814 - 1997
* Third Place Division E Speech Contest – 1997, 1998
* First Place Area 23 Speech Contest – 1997-1999