**Marian T. Mety, D.B.A.**

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**PROFESSIONAL SUMMARY**

Instructor/trainer/designer with 35+ years of experience in the following:

* Instructing, developing, and mentoring higher education students and instructors 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 and onsite

**Adjunct Lecturer/Instructional Designer** 8/2016 - 2020

* 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 new MGT 2530 adjunct staff in course development, online instruction, and Canvas

Concordia University – Nebraska 10/2014 – 5/2016

**Adjunct Professor – Online MBA Program**

* Develop course content in accordance with stated objectives
* Maintain the integrity of the program curriculum
* Facilitate individual and group learning goals
* Actively interact in online discussion forums
* Assess, evaluate, and monitor student progress and provide feedback to students and program director
* Courses Taught:

Baker College Auburn Hills and Clinton Twp., MI

**Adjunct Associate Professor/Instructional Designer** 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

**CORPORATE EXPERIENCE**

Fast Switch / General Motors

**Training Developer / Global Aftersales Engineering** 3/2024 – Present

* Develop an overall training and development plan that addresses needs and expectations
* Report training data and trends to assess training effectiveness and identify areas for improvement
* Review existing training documentation and make modifications to improve learning and increase employee engagement
* Record and edit training videos in Camtasia
* Collaborate with teams to address training gaps and develop training to close those gaps
* Work closely with management to ensure all personnel are well trained and developed appropriately

Tech Mahindra / Ford Motor

**Learning Specialist/Tech Lead** 8/2020 – 8/2023

* Consulted with customers regarding learning solutions for IT employees
* Worked with different SMEs to enhance and update current learning platforms
* Developed instructional and assessment strategies for courses / IT curriculum
* Coordinated training activities for departments at Ford
* Learned and maintained customer systems and create training and process documentation
* Planed and monitored courseware development projects from an instructional design perspective
* Coordinated activities for onsite and remote learning events, including Global and local training initiatives
* Compiled training data for management to track employee engagement and use of developed coursework
* Managed and tracked license access and requests for various learning platforms and report to management

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

**National Training Specialist / Instructional Designer** 02/2020 – 8/2020

* Provided training and design services for a Nationwide customer base
* Designed, developed and facilitated courses to meet customer needs and objectives with an emphasis on employee development and performance improvement
* Designed and developed assessments and other training materials to augment training courses
* Worked 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

* Planned and executed training programs for knowledge and systems learning
* Maintained annual calendar of training events and coordinate employee participation
* Developed and tracked training effectiveness and employee performance
* Facilitated new-hire orientation and onboarding process
* Developed and maintained in-house product knowledge materials

Raytheon Professional Services - Contract Troy, MI

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

* Conducted onsite training for all DTE compliance and safety courses
* Facilitated and graded post-training assessments and document results in the DTE system
* Identified and submitted 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
* Slido Google Drive
* Canvas LMS D2L/Brightspace LMS
* HTML Kahoot
* Soapbox SharePoint
* Rally Zoom
* TechSmith Camtasia

**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

Portfolio link – [www.marianmety.com](http://www.marianmety.com)