

Education**Wayne State University**

Ph.D., Administrative and Organizational Studies, Instructional Technology; Cognate: Business Management

Detroit, Michigan
5/2015**Walsh College**

Master of Science in Management, Business Management

Troy, Michigan
3/2005**Wayne State University**

Bachelor of Arts, Communications

Detroit, Michigan
12/1995**Fellowship and Awards**

King-Chavez-Parks Future Faculty Fellowship

2012 - 2013,

State of Michigan; Wayne State University Graduate School

2013 - 2014

Kern Family Foundation Innovative Teaching Program Invitee
Lawrence Technological University

2013

Michigan Council of Women in Technology Scholarship

2011 - 2012,

MCWT Foundation

2012 - 2013

Adams Entrepreneurial Fellowship

2009 - 2010

Community Foundation of Southeast Michigan

Scholarly Activities**Refereed Journal Articles**Tracey, M. W., Hutchinson, A., & Grzebyk, T. Q. (2014). Instructional designers as reflective practitioners: Developing professional identity through reflection. *Educational Technology Research and Development*, 62(3), 315-334.Tracey, M. W., & Grzebyk, T. Q. (2014). Engaging multiple teams to design a blended learning course. *International Journal of Designs for Learning*, 5(1).Barbour, M. K., Quinn Grzebyk, T., & Eye, J. (2014). Any time, any place, any pace – Really? Examining mobile learning in a virtual school environment. *Turkish Online Journal of Distance Education*, 15(1).**International Conference Presentations**Quinn Grzebyk, T. (November, 2015). *Exploring reflection's impact on instructional designers and design*. A paper submitted for presentation at the annual conference of the Association for Educational Communication and Technology, Indianapolis, IN.Barbour, M. K., & Quinn Grzebyk, T. (March, 2014). *iPads for teachers? The challenges of integrating technology in the classroom*. A concurrent session presented at the annual conference of the Society of Information Technology and teaching in Education (SITE), Jacksonville, FL.Barbour, M. K., Quinn Grzebyk, T., & Eye, J. (March, 2014) *Any time, any place, any pace – Really? Examining mobile learning in a virtual school environment*. A concurrent session presented at the annual conference of the Society of Information Technology and teaching in Education (SITE), Jacksonville, FL.

International Conference Presentations (continued)

- Quinn Grzebyk, T. (November, 2013). *Exploring the development of expert skills in novice instructional designers through reflection*. A paper presented at the annual conference of the Association for Educational Communication and Technology, Anaheim, CA.
- Quinn Grzebyk, T. (October, 2013). *Implementing an innovative mobile learning and app development course for instructional technology graduate students*. A roundtable session presented at the annual conference of the Association for Educational Communication and Technology, Anaheim, CA.
- Tracey, M.W., Quinn Grzebyk, T., & Stefaniak, J. (November, 2012). *Preparing novice designers through reflection in action*. A concurrent session presented at the annual conference of the Association for Educational Communication and Technology, Louisville, KY.
- Tracey, M.W., Stefaniak, J., Quinn Grzebyk, T., & Baaki, J. (November, 2012). *A multidisciplinary examination of the decision-making process used by designers*. A concurrent session presented at the annual conference of the Association for Educational Communication and Technology, Louisville, KY.
- Tracey, M.W., & Quinn Grzebyk, T. (November, 2011). *Effects of instructional designer self-awareness during design*. A concurrent session presented at the annual conference of the Association for Educational Communication and Technology, Jacksonville, FL.

Professional Development Conferences and Seminars Presented

- Quinn Grzebyk, T. (February, 2010). *Personality styles*. A keynote and extended workshop presented at the annual conference of the Michigan Department of Human Services Weatherization Division. Sault Sainte Marie, MI.
- Quinn Grzebyk, T. (February, 2010). *Pocket MBA marketing*. A workshop presented in the Business 360 Program at Walsh College. Troy, MI.
- Quinn Grzebyk, T. (May, 2009). *Constructive feedback*. A workshop presented by invite at the annual Human Resources Conference at Walsh College. Troy, MI.
- Quinn Grzebyk, T. (October, 2008). *Building professional relationships*. A keynote presented at the annual sales and marketing conference of the Macomb Chamber of Commerce. Sterling Heights, MI.
- Quinn Grzebyk, T. (September, 2008). *Emotional intelligence & personality styles for leadership*. A workshop presented to the Tauber Institute of Global Operations graduate leadership program at the University of Michigan. Ann Arbor, MI.
- Quinn Grzebyk, T. (May, 2008). *Moving from survive to thrive*. A keynote presented at the Professional Development Day of the Project Management Institute Thumb Chapter. Grand Blanc, MI.
- Quinn Grzebyk, T. (October, 2007). *Dealing with difficult people*. A keynote presented at the annual conference of the Michigan Fraternal Congress. Mount Pleasant, MI.
- Quinn Grzebyk, T. (October, 2007). *Thriving in uncertainty*. A workshop presented at the annual conference of the Michigan Fraternal Congress. Mount Pleasant, MI.
- Quinn Grzebyk, T. (October, 2007). *Dealing with difficult people*. A workshop presented at Xavier University Leadership Center. Cincinnati, OH.
- Quinn Grzebyk, T. (October, 2007). *Personality styles*. A workshop presented at Xavier University Leadership Center. Cincinnati, OH.

Professional Development Conferences and Seminars Presented (continued)

- Quinn Grzebyk, T. (September, 2007). *Process mapping*. A workshop presented by invite at the monthly meeting of The Alternative Board. Bloomfield Hills, MI.
- Quinn Grzebyk, T. (September, 2007). *Dealing with difficult people*. A keynote presented by invite at the monthly meeting of the Novi Chamber of Commerce. Novi, MI.
- Quinn Grzebyk, T. (September, 2007). *Workplace harmony*. A seminar presented at the monthly meeting of the Michigan Association of Certified Professional Accountants (MACPA). Ann Arbor, MI.
- Quinn Grzebyk, T. (August, 2007). *Dealing with difficult people*. A keynote presented at Baker College Faculty Development Day, Sterling Heights, MI.
- Quinn Grzebyk, T. (June, 2007). *Thriving in uncertainty*. A keynote presented at the monthly meeting of the Canton Chamber of Commerce. Canton, MI.
- Quinn Grzebyk, T. (May, 2007). *Effective communication strategies*. A keynote presented at the annual conference of the Michigan Public Employer Labor Relations Association. Ann Arbor, MI.
- Quinn Grzebyk, T. (May, 2007). *Communication metrics*. A workshop presented by invite at the annual small business makeover conference of the Walsh College Business Institute. Troy, MI
- Quinn Grzebyk, T. (March, 2007). *Effective communication strategies*. A keynote presented by invite at the conference of the Oakland County Clerks Association. Bloomfield Hills, MI.
- Quinn Grzebyk, T. (December, 2006). *Workplace harmony*. A workshop presented by invite at the Walsh College Business Leadership Institute. Troy, MI.

Professional Service

Journal Reviewer

Performance Improvement Quarterly, Wiley Publishing (2015 - present)

Mentor & Facilitator

Youth Academy, Lear Automotive & Wayne State University (Summer 2015 - present)

Cornerstone Charter Schools, Wayne State University (Summer 2016)

Member

Curriculum Committee, Walsh College Business Communications (2009 - 2010)

Academic Positions

Full-time Senior Lecturer, Strategic Management

Wayne State University (2016 - present)

Part-time Faculty

Wayne State University (2013 - 2016)

Walsh College (2014 - present)

Walsh College (2010 - 2011)

International Academy of Design & Technology (2009 - 2011)

Xavier University, Leadership Center (2007 - 2010)

Washtenaw Community College (2004, 2010, 2011)

Administrative

Wayne State University, Graduate Research Assistant (2013 - 2014)

University of Michigan Institute for Global Ops., Program Coordinator (2001 - 2004)

Academic Courses Taught**Business**

BA7080	Strategic Management	Wayne State University since 2017
BA7040	Organizational Behavior	Wayne State University since 2017
MGT6890	Strategic Management & Business Policy	Wayne State University since 2016
MGT5700	Human Resource Management	Wayne State University since 2016
MGT6995	Topics in Management: Leadership & Strategic Organizational Behavior	Wayne State University since 2015
BA6020	Principles of Management	Wayne State University since 2015
MGT5770	Advanced Human Resource Management	Wayne State University since 2015
BA7070	Social Perspectives & the Business Enterprise	Wayne State University since 2014
COM510	Leadership Communication & Success Strategies (MBA Gateway Course)	Walsh College 2014 - 2016
COM320	Business Communication Methods	Walsh College 2009 - 2011
COM340	Advanced Business Communication	Walsh College 2010
BMG207	Business Communications	Washtenaw Community College 2004, 2010 - 2011
BUSN499	Entrepreneurship	Int'l Academy of Design and Technology 2010 - 2011
BMG130	Introduction to Business	Washtenaw Community College 2004

Instructional Technology & Design

IT7220	Mobile Learning and App Design (online course)	Wayne State University 2013 - 2015
IT4250	Digital Games for Learning	Wayne State University 2014
TED6380	Integrating Technology Content	Wayne State University 2014 - 2015
IT7140	Interactive Courseware Design (online course)	Wayne State University 2014
IT7100	Foundations of Instructional Technology (online course)	Wayne State University 2014
IT7110	Advanced Instructional Design (co-taught)	Wayne State University 2012

Professional Positions

CareTech Solutions, Inc. Manager, Enterprise Learning & Development; Manager, Service Desk Strategic Operations & Training	2011 - 2013
VerbalWise, LLC Business Strategy & Performance Improvement Consultant and Executive Coach	2006 - Present
Archway Marketing Services Information Technology Manager	2004 - 2006
Trillium Corporate Communications Strategic Communications Contractor	2000 - 2001
Lanier Worldwide, Inc. Global Public Relations Manager; Marketing Specialist; Technical Trainer	1996 - 2000

Professional Position Highlights

Strategic Management and Leadership

- Guided owners of \$30 million company to develop and implement strategic growth plan.
- Requested by President and CEO of leading IT services company to co-develop a business plan and launch a new, self-sustained line of business.
- Launched and led the strategic development of an enterprise development department for a leading healthcare technology services company.
- Consulted with small and medium-sized businesses to develop/improve strategic plans.
- Procured and analyzed data to develop new vertical markets for a Fortune 500 IT company.
- Directly managed 80 technical support employees who consistently exceeded corporate quality assurance standards compared to their peers.
- Managed trainers, designers, and knowledge management workers responsible for successfully supporting a 24/7 technical customer support desk.
- Managed software quality assurance and help desk departments for a leading logistics and fulfillment company.
- Led a group of volunteer students to develop first-ever University of Michigan Solar Car exhibit at the North American International Auto Show.
- Directed a three-day national annual user conference of more than 400 healthcare technology customers; managed every facet, including agenda, hotel, events, curriculum, speakers, and 50+ employees.

Entrepreneurship and Creativity

- Created and launched a mobile app to teach business managers how to work with difficult behaviors.
- Successfully launched and operated a consulting and training business dedicated to improving people, process, and technology.
- Upon customer demand, launched a new business line to in-source marketing efforts.
- Taught various entrepreneurs how to launch and/or grow their businesses.
- Designed and developed first-ever Mobile Learning (IT7220) and Gaming for Learning (IT4145) courses at Wayne State University.

Business Processes and Technology

- Led the ISO 9001 certification for software development, quality assurance and customer service departments of a fulfillment company.
- Developed hiring process that decreased time from recruitment to offer letter by 70% among more than 100 employees.
- Established and led a best practices program to ensure high typical turnover of interns still resulted in repeatable, documented processes.
- Developed processes and improved knowledgebase access for various healthcare applications (Cerner, Epic, Meditech).
- Managed online resources and information management applications in a variety of settings; included databases, intranet sites, collaboration sites and public Internet sites.

Human Resources & Performance Improvement

- Developed customized employee appraisal programs for small businesses to ensure high employee performance and satisfaction.
- Launched a job descriptions development project to assist with future professional development, evaluation, and succession planning.
- Trained hundreds of health information management professionals on proprietary software; highly rated in student evaluations.
- Interviewed and hired more than 60 employees to support technology company's growth.
- Acted as liaison between technology and human resources departments to ensure processes and procedures were followed.
- Designed an effective new-hire training program that decreased training time of hundreds by 50%.
- Taught professional development courses to human resources professionals on how to give constructive feedback and criticism.
- Designed and delivered tailored programs to help corporate client leaders improve corporate culture, performance and employee satisfaction.

Marketing, Communication and Customer Service

- Developed and implemented new brand for MBA/Graduate Engineering leadership program.
- Conducted market research to increase document imaging product reach within real estate and transportation industries.
- Led communication of the initial public offering for a healthcare and document management company on the New York Stock Exchange.
- Liaised with corporate executives, students, and alumni to develop program and funding for an MBA/Graduate Engineering leadership program.
- Taught graduate business and engineering students how to successfully present research findings to the upper management of leading U.S. companies.
- Trained technology professionals how to improve their collaboration and networking skills.
- Taught small business owners and marketing professionals how to market their businesses.

Professional Affiliations

Strategic Management Society	Current member
Academy of Management	Current member
Association for the Advancement of Computing in Education	Past member
Association for Educational Communications & Technology	Past member
Michigan Council of Women in Technology	Past member
Association for Talent Development	Past member
Society of Human Resource Management	Past member
National Speakers Association	Past member
Automation Alley	Past member
Association for Information and Image Management	Past member

Community & Service

President, Board of Directors , Quest Charter Academy (K-8) Taylor, MI	2017 - present
Treasurer, Board of Directors , Quest Charter Academy (K-8) Taylor, MI	2013 - 2017
Director , Education Enrichment Program, Plymouth Scholars Charter Academy (K-8) Plymouth, MI	2015 - present
Head Coach , Elementary and Middle School Science Olympiad Wayne/Oakland Counties	2014 - present
Elected Member , Walsh College Alumni Board of Directors Troy, MI	2009 - 2011
Judge & Coach , High School Global Trade Mission, Automation Alley Troy, MI	2009, 2010
Reviewer , High School Student Web Design Contest Michigan Council of Women in Technology	2009, 2010
