

Bianca Reyes, PhD
www.linkedin.com/in/biancalreyes

PROFILE

A passionate, innovative, and lifelong learning educational professional seeking a position in a university setting. Exceptional instructional design creation, presentation, and communication skills. A professional with over nine years of industry experience in project management, human resources, and learning and development. Over five years of corporate training experience and experience with a homegrown training consultancy business.

EDUCATION

PhD, Industrial/Organizational Psychology Adler University – Chicago, IL <i>Dissertation title: “An Exploratory Study on the Challenges of Latinos in Leadership Roles in the United States”</i>	2018-2021
MBA, Master of Business Administration Milwaukee School of Engineering – Milwaukee, WI	2014-2015
BA, Psychology and Sociology Roosevelt University – Chicago IL	2012-2014
AAS, Business Management Milwaukee Area Technical College – Milwaukee, WI	2010-2011

CURRENTLY ENROLLED - EDUCATION

MSW, Master of Social Work Herzing University – Milwaukee, WI	2024-Present
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PUBLICATIONS

- Engler, J., Shedlosky, R., Corley, S., & Reyes, B. (2024). *Introduction to Psychology*. Perceivant.

PRESENTATIONS

- “Faculty Development Presentation”, University of the Incarnate Word. September 2024

TEACHING EXPERIENCE

Herzing University Online <i>Psychology Program Adjunct Faculty</i>	2023-Present
<ul style="list-style-type: none">• Teach psychology courses across the psychology, behavioral health, and health services programs.• Teach a weekly synchronous session based on the materials for the week.• Expert knowledge in utilizing RealizeIt and ensuring students are staying current on topics.	

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Course Developer/Subject Matter Expert

2024-Present

- Create a brand-new course for the university, Psychology of Gender
 - Design the readings, layout of course, and meet the time requirements required.
 - Develop weekly discussions, assignments, midterm and final.

Adler University | Online

Dissertation Chair

2023-Present

- Coach doctoral students by providing guidance through the entire dissertation process:
 - Approve proposal (chapters 1, 2, and 3), assist students in oral defense, help with the IRB application, supervise data collection, and assist in the development of chapters 4 and 5.
- Host biweekly meetings with students to ensure progress on dissertation and ask questions.

Adjunct Professor of Psychology

2022-Present

- Courses taught: Advanced Consulting Skills, Assessment of Individual Differences, Leadership and Management, and Doctoral Dissertation
- Teach PhD level courses.
- Moderate courses, teach and facilitate material for students in discussions and assignments.
- Lead synchronous sessions to engage students on course related topics.
- Expert knowledge in Canvas.

University of the Incarnate Word, School of Professional Studies | Online

Adjunct Professor of Psychology

2022-Present

- Courses taught: Intro to Psychology; Personality; Qualitative Methods; Learning, Memory, and Cognition; Multicultural Issues; Scientific Literacy; Applied Statistics for Behavioral Sciences; Development Psychology; Comparative Psychology; Abnormal Psychology; Theories of Psychotherapy; Experimental Psychology: Motivation; Biology and Behavior; History of Psychology; Workplace Motivation; and Assessment Testing in the Workplace.
- Develop syllabi, assignments, rubrics, and additional materials to teach, and moderate.
- Teach both undergraduate and graduate level courses.
- Utilize Adult Learning Theory, Bloom's Taxonomy, and Backward Design in course creation for online courses.
- Maintain current knowledge on psychology, HR, and business topics to incorporate latest research and topics in curriculum.
- Experience using Ellucian Banner application as a professor for student details.
- Experience working Student Disabilities Services and accommodating.
- Expert level in creating and general upkeep of courses in the Canvas LMS.

PROFESSIONAL EXPERIENCE

Hudec Consulting | Remote

Chief Executive Officer/Founder

2022-Present

- Work with clients interested in revamping their current training needs, establish new training, train existing trainers, and maintain databases.
- Create stellar training in different modalities (e.g., remote via LMS or virtual, hybrid, in-person) on a wide range of topics from HR, DEI, to business specific.

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- Utilize several different types of training pedagogies (e.g., Adult Learning Theory, Bloom's Taxonomy, etc.)
- Engage and promote with diverse organizations.
- Manage employee on daily tasks; host bi-weekly meetings to discuss clients, & business needs.
- Direct all organizational operations, policies, and objectives to maximize productivity.

Keynote Speaker

2024

- Present findings from consulting project.
- Give presentation and lead panel discussion on findings regarding asynchronous learning.

Leonardo DRS | Milwaukee, WI

Senior Learning Specialist

2021- 2022

- Utilize Adult Learning Theory in the creation and implementation of trainings by creating content that was relevant to the learner.
- Utilize Bloom's Taxonomy in creating course objectives and assessment tasks and objectives.
- Work with a cross-functional team of managers and directors to create a training matrix that was implemented in January 2022. Used as training standards for all current and new hire employees.
- Utilize project management skills such as: problem solving, negotiation, strong communication, and leadership to ensure projects meet deadlines and pass audit.
- Experience with homegrown learning management system; found more efficient ways to pull reports and create and courses that required an on-the-job (or in-person) class option.
- Conduct needs analysis and create an instructional design document prior to course creation.
- Create content in Articulate Storyline and publish SCORM compliant courses.
- Create and facilitate instructor-led training (ILT).
- Create and facilitate training in a blended setting, virtually utilizing Team, Zoom, or Skype, and in-person. Create material that was relevant to the type of teaching setting.
- Create reports from LMS and manipulate in Excel through pivot tables, Vlookups, and other features to accurately report success rates, concerns, etc., to leadership team. Utilize analytical software (e.g., Power BI).

Associate Human Resources Generalist

2019-2021

- Create a variety of courses for adult learners, upload courses into LMS, and track completion.
- Create extensive documentation on processes used across the entire company as well as through training plans for new human resource hires.
- Lead and facilitate benefits orientations. Handle questions regarding FMLA, short-term disability and other benefits related questions through superb customer service skills.
- Train and mentor new human resource employees throughout tenure.
- Involved in two union relationships and handling employee concerns and questions regarding the CBA.

Human Resources Coordinator II

2017-2019

- Create a companywide SharePoint site for all our division's HR sites.
- Primary SME on timekeeping system implementation for the HCM portion.
 - Train over 600 employees on new timekeeping system and time reporting process.
- Attend career and job fairs and help recruit for all positions.

SOFTWARE EXPERIENCE

Extensive experience with the following:

- Microsoft Office Suite (e.g., Outlook, Excel, PowerPoint, Word, SharePoint)
- Articulate Storyline and utilizing SCROM
- SuccessFactors (HRIS and Performance Platform)
- Canva
- Confluence
- Google Mail, Docs, Drive
- LinkedIn Learning
- ADP, Deltek, Oracle
- Adobe Premier PRO
- Camtasia
- Google Meet, Teams, Zoom, and Skype (conducted training through these platforms)
- Inquisiq
- SignNow, DocuSign
- PowerBi

Statistical Software:

- MAXQDA
- SPSS

Educational Platforms:

- Canvas
- Blackboard
- Brightspace
- Ellucian Banner

EXTRA CURRICULARS

- Coach prospective students regarding psychology and PhD programs.
- Conducted SIOP submission reviews for the SIOP Annual Conference 2024 and 2025.

PROFESSIONAL AFFILIATIONS

American Psychological Association	2014-Present
Society of Human Resource Management	2017-Present
Society of Industrial Organizational Psychology	2018-Present
National Latinx Psychological Association	2021-Present
Society for the Teaching of Psychology	2022-Present
Online Learning Consortium	2024-Present