

GARRETT WARRILOW

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EDUCATION

Western Michigan University

Kalamazoo, MI

Ph.D. Behavior Analysis

Anticipated Graduation: June, 2018

Dissertation “Peer Observation, Peer Feedback, and Teacher Integrity” (*in progress*)

M.A. Industrial/Organizational Behavior Management

Conferred April, 2017

Thesis “Effects of Feedback Modality on Performance”

B.S. Elementary Education, Psychology

Conferred December, 2011

Honors Thesis “Study of Global Education”

CERTIFICATIONS

Michigan Provisional Teaching Certificate

Certified K-8 All Subjects (Self-contained Classroom); 6 – 8 Social Studies; 6 – 8 Mathematics

Graduate Certificate in Statistics (*in progress*)

Board Certified Behavior Analyst (BCBA) (*in progress*)

PROFESSIONAL EXPERIENCE

Behavior Coach

August 2017 – Present

Comstock Northeast Middle School

Kalamazoo, MI

- ❖ Introduced a Positive Behavior Intervention and Support system using a multi-tier behavior support structure to direct the targeted interventions introduced to correct student behavior
- ❖ Synthesized a behavior consequence matrix used to define what misbehaviors qualified for a referral and specify the consequences associate with each type of referral
- ❖ Trained doctoral, master’s, and undergraduate students to collect, organize and analyze data relevant to student and teacher performance

Learning Management System Intern

May 2017 – Present

Pfizer

Portage, MI

- ❖ Built full-day and refresher (one hour) train-the-trainer modules for classroom and on-the-job instructors utilizing the ADDIE instructional design process
- ❖ Reduced the course catalog item count for laboratory trainings in the SuccessFactors/Plateau learning management system from 535 to less than 250
- ❖ Unified training checklists from three diverse business units to minimize the human errors associated with recording trainings in the Pfizer Learning System and decrease the number of documents in the Pfizer Document System requiring version control

Behavior-Based Safety Director September 2015 – Present
 Western Michigan University’s Dining Services Kalamazoo, MI

- ❖ Implemented Behavior-Based Safety resulting in historically low rates of OSHA incidents, restricted days and lost days, and historically high rates of employee participation
- ❖ Generated and delivered safety training for 100+ management, kitchen, and loading dock staff
- ❖ Taught and managed practicum in Behavioral Safety to undergraduate and graduate students

Site Coordinator and Practicum Instructor January 2015 – August 2017
 Comstock Public Schools and Western Michigan University Kalamazoo, MI

- ❖ Developed and taught a classroom behavior management course utilizing Adobe Captivate 9 to undergraduate students, as well as graduate students working towards their BCBA certification
- ❖ Established a partnership between Western Michigan University and Comstock Public Schools utilizing a memorandum of understanding
- ❖ Built a hierarchical linear model to predict student math and reading scores based on number of absences, district enrollment, socioeconomic status, minority status, and special education status

Internal Consultant and Financing Manager December 2014 – May 2017
 Jack’s Wholesale Windows Schoolcraft, MI

- ❖ Trained and coached marketing staff to engage in behaviors which led to significant increases in lead-to-sales conversion rates
- ❖ Generated training manuals for service manager and marketing assistant positions
- ❖ Undertook the development of process maps for the Service Department and general store procedures to identify inefficiencies and opportunities for improvement
- ❖ Integrated a cloud-based performance management system for the IT, Marketing, and Service Departments

Instructional Design Consultant January 2016 – August 2016
 Oakland University’s Dept. of Human Development and Child Studies Rochester, MI

- ❖ Coordinated getting Oakland University’s undergraduate coursework approved by the Behavior Analyst Certification Board so students could earn their Board Certified Assistant Behavior Analyst (BCaBA) certification
- ❖ Created a new course resulting in a one semester reduction for students to complete BCaBA coursework
- ❖ Reformatted BCaBA courses to increase student engagement utilizing frequent assessment and feedback

Lead Coordinator for General Psychology (PSY 1000) September 2014 – May 2015
 Western Michigan University Kalamazoo, MI

- ❖ Delivered performance feedback to 15-20+ PSY 1000 coordinating and teaching assistants
- ❖ Maintained records of assistants’ feedback, assignments, and lecture, exam and discussion group attendance
- ❖ Prepared eight unit exam materials for 800+ students enrolled in PSY 1000
- ❖ Recruited, interviewed, and hired assistants for PSY 1000’s Spring and Fall semesters

Math Interventionist, Math Teacher February 2012 – August 2014
 Comstock Northeast Middle School Kalamazoo, MI

- ❖ Designed tier two interventions for 100+ sixth, seventh, and eighth grade students struggling in mathematics
- ❖ Created task analysis of Common Core State Standards CSS being measure by the Delta Mathematics Assessment to synthesize math lessons

Summer School Teacher

June 2012 – August 2014

Comstock Public Schools

Kalamazoo, MI

- ❖ Educated multiple classes of to-be 7th, 8th, and 9th graders requiring remediation in mathematics and reading
- ❖ Adapted and designed curricula ranging in scope from basic operations with fractions and integers to Algebra I

HONORS, AWARDS, AND PROFESSIONAL MEMBERSHIPS**CLG-IOBM Research Grant**

2015

- ❖ Awarded for implementation and dissemination of Master's Thesis "Effects of Feedback Modality on Performance"

S. J. Brosnan Memorial Scholarship

2012

- ❖ Annual award given to one student in IO Psychology program for scholarship and accomplishment in the field

Presidential Scholar for Western Michigan University Department of Psychology

2011

- ❖ Unanimously selected as the most outstanding senior in the Department of Psychology

Morningside Teacher's Academy Scholarship

2011

- ❖ As an undergraduate, selected from 28 graduate students to receive a tuition and housing scholarship to attend Morningside's Summer School Institute

Fund for the Advancement of Minorities in Education Scholarship

2008-2011

- ❖ One of five students selected from the College of Education to receive the four-year full tuition award

Dean's Summer Research Scholarship

2011

- ❖ Awarded on merit of Honor's Thesis "Study of Global Education"

State Farm Foundation Intern-Teaching Scholarship

2011

- ❖ Selected from senior students of the college of education for academic achievement and participation in intern-teaching semester.

Dean's Scholarship

2006-2010

- ❖ Awarded for academic achievement in high school and exemplary ACT test scores

PUBLICATIONS AND PRESENTATIONS

Warrilow, G. D., (2017, July). *How does modern technology influence feedback effects*, talk presented at The 1st OBM Conference in Israel: Organizational Behavior Management: Its Origins, Applications, and Advantages, Kinneret, Israel.

Warrilow, G. D., Byrne, S. (2017, May). *Feedback to managers to increase safety: a systematic replication*, Poster presented at 43rd Annual Association for Behavior Analysis International Conference, Denver, CO.

Warrilow, G. D., Hernandez, M., Wallace, L. (2017, March). *Behavior Analysis: Beyond Autism* Symposium presented at Michigan Council for Exceptional Children Conference, Grand Rapids, MI.

Warrilow, G. D., Johnsons, D.A. (2016, May). *Effects of feedback modality on performance*, Symposium presented at 42nd Annual Association for Behavior Analysis International Conference, Chicago, IL.

Warrilow, G. D., Byrne, S., Johnson, G., & McRee, M. (2016, March). *Developing a university-school partnership*, Symposium presented at Michigan Council for Exceptional Children Conference, Grand Rapids, MI.

Farris, T. M., Ross, D., Fontenot, B., Johnson, G., Uwayo, M., & **Warrilow, G. D.** (2016). Chapter 4. *In Student Experiences and Educational Outcomes in Community Engagement for the 21st Century* (pp. 85-103). Hershey, PA: IGI, Disseminator of Knowledge.

LEADERSHIP INVOLVEMENT

Alternative Spring Break Site Leader and Participant	2007-2010
<ul style="list-style-type: none"> ❖ Headed a group of 11 other students to New Orleans to help relieve those affected by hurricane Katrina ❖ Planted trees and observed prescribed burning in North Carolina to restore long leaf pine forests with 10 other team members 	
Captain of Relay for Life team	2007 – 2008
Intramural Sports Captain for Tennis, Soccer, and Volleyball	2006 – 2010
Co-Captain of Bowl for Kid’s Sake team	2007 – 2008

COMMUNITY INVOLVEMENT

Kalamazoo Juvenile Home Tutor	2015
<ul style="list-style-type: none"> ❖ Assisted with testing, instructing and developing individualized learning plans for students in Kalamazoo Juvenile Home’s summer school program. 	
Member of Behavior Analysis in Urban Education Student Group	2014
<ul style="list-style-type: none"> ❖ Implemented and designed reading and behavior interventions in urban schools of Kalamazoo 	
Michigan Organization of Residence Hall Associations	2009
<ul style="list-style-type: none"> ❖ Coordinated conference and gathered surveys from other participants to be evaluated by staff 	

Western Michigan University Weekend Programming Committee 2007 – 2008

- ❖ Designed nationally recognized campus-wide programming for 25,000+ Western Michigan University students

Hall traditions committee in Smith/Ernest Burnham Residence Hall 2007 – 2008

- ❖ Produced hall-wide traditional programs including a Superbowl party and a talent show

Teacher's Aide at Belle Ann Elementary and King Westwood Elementary 2006 - 2007

- ❖ Worked 300+ hours in a 3rd grade class tutoring, making copies for the teacher, laminating projects, and word processing