

Mia D. Joe, Ph.D.

Old Dominion University, Virginia Modeling, Analysis & Simulation Center (VMASC)
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PROFESSIONAL SUMMARY

Dr. Mia Joe is a distinguished Project Director and Research Assistant Professor at Old Dominion University's (ODU) Virginia Modeling, Analysis, and Simulation Center (VMASC). As the Founding Director of ODU's Brooks Crossing Innovation Lab and with a robust background in educational technology and instructional design, Dr. Joe excels in applied research projects and interdisciplinary initiatives. Her academic journey includes a Bachelor of Science in Instructional Design and Technology (Magna Cum Laude), a Master of Science in Higher Education, and a PhD in Education with a specialization in Educational Technology.

EDUCATION

Doctor of Philosophy, Education,
Specialization: Educational Technology
Walden University, Minneapolis, MN
GPA: 3.6

Master of Science, Higher Education
Specialization: Online and Distance Learning
Walden University, Minneapolis, MN
GPA: 3.9

Bachelor of Science, Interdisciplinary Studies,
Concentration: Instructional Design and Technology
Walden University, Minneapolis, MN
GPA; Magna Cum Laude

CURRENT RESEARCH APPOINTMENT

Old Dominion University, Norfolk, VA

(2019 – Present)

Research Assistant Professor (2019-Present) and Director, Brooks Crossing Innovation Laboratory (2019-2023)

- As **Founding Director** of Brooks Crossing Innovation Lab responsibilities included overall operation and administration of the Brooks Crossing Innovation Lab, including purchasing, strategic planning and development of innovative educational solutions.
- Business development by serving as a community/employer representative between community and industry partners.

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- Founded, coordinated, and facilitated the “Fab Fellows” program for High School students. This program was critical for lab start up as well as allowing students to manage an elementary digital arts program.
- Coordinated student transportation and attendance with Newport News Public Schools.
- Managed Social Entrepreneurship Youth educational and pitch challenge program.
- Matched and completed production of 3D mask printing during the COVID-19 pandemic for Children’s Hospital of the King’s Daughters and Norfolk General Emergency personnel.
- Designed and produced 3D masks for the U.S. Census Bureau and The City of Newport News employees and community.
- Organized and supported teacher professional development programs.
- Developed contract budgets and statements of work which included price negotiation and contract management.
- Hired and managed ODU student for community educational programs.
- Developed and conducted Urban Agriculture program for elementary school students.
- Collaborated with ODU Department of Management to conduct the Hudgins Transitional Entrepreneurship Community Event.
- Conducted Lab equipment training for teachers and community partners.
- Mentored ODU interns and volunteers to conduct a “Monarchs Making a Difference” mentoring program and “College Application” workshops for secondary school students.

PROFESSIONAL EXPERIENCE

November 2011 - April 2019	Senior Project Manager , Newport News Shipbuilding
January 2010 - November 2011	Guest Teacher , Norfolk Public Schools
January 2008 - June 2009	Training Officer , Strayer Inc. (Corporate)
April 2006 - September 2007	Founder/CEO , NeuView Imaging Inc.
February 2001 - March 2006	Relationship Manager , NeuStar Inc.

FUNDING

- **Department of Criminal Justice Services (DCJS)**, Old Dominion University, grant funding for a “Work Integrated Learning (WIL); An approach for gun violence prevention, intervention, and enforcement” program in Portsmouth, VA to develop and implement a community-based gun violence intervention and entrepreneurship program. (Role: PI)

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- **Newport News Redevelopment and Housing Authority (NNRHA)**, awarded grant funding for a “Work Integrated Learning (WIL); An approach for firearm violence prevention, intervention, and enforcement” program to develop and implement a community-based violence intervention and entrepreneurship program. (Role: PI)
- **SERC**, “Integrated Digital Maturity Pathway (IDMP)” pending grant funding to develop AI-enhanced systems engineering initiative designed to modernize the Department of Defense’s acquisition and sustainment processes through predictive analytics, additive manufacturing (AM), and Tech Data as a Service (TDaaS) (Role: Co-PI).
- **U.S. Department of Agriculture**, “757 AgriVenture” pending grant funding to implement an urban agriculture program in four cities. (Role: PI)
- **Commonwealth of Virginia, “State Assembly”** funding as Old Dominion University to open and maintain Brooks Crossing Innovation Lab (Role: Director)
- **Commonwealth of Virginia, “GoVA”** grant funding as Old Dominion University’s Virginia Digital Shipbuilding Program to administrate and facilitate meetings, tours, and educational events. (Role: Project Team)
- **U.S. Department of Housing and Urban Development**, “Choice Neighborhood Initiative” grant funding as Old Dominion University in partnership with The City of Newport News and the Newport News Redevelopment and Housing Authority to provide community educational programs through Brooks Crossing Innovation Lab. (Role: Project Partner)
- **U.S. Department of Labor**, “YouthBuild” grant funding as Old Dominion University in partnership with Volunteers of America Chesapeake & Carolinas and The City of Newport News, and Peninsula Regional Educational Program to conduct equipment training sessions for youth and young adult participants. (Role: Project Team)
- **Newport News Shipbuilding (NNS)**, “STEM under Construction” grant funding as Old Dominion University in partnership with Newport News Public Schools to administrate and support teacher professional development workshops. (Role: Project Team)
- **Morgan Trust**, “Old Dominion University Education Foundation” grant funding to purchase equipment and stand-up music studio for secondary, post-secondary, and community audio engineering program. (Role: PI)
- **Old Dominion University**, “Center for Educational Partnerships” grant funding to administrate, plan and implement teacher professional development equipment training programs. (Role: PI)
- **SAP (System Analysis Program) Global**, “Old Dominion University Education Foundation” grant funding to found, administrate, and conduct community SAP computer-aided design STEM education programs for elementary and middle school students. (Role: PI)
- **Verizon**, “Old Dominion University Education Foundation” grant funding to administrate and conduct community K12 STEM education programs. (Role: PI)
- **Commonwealth of Virginia, Department of Criminal Justice**, Old Dominion University”, grant funding for a “Work Integrated Learning (WIL); An approach for gun violence prevention, intervention, and enforcement” program to develop and implement a

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- community-based gun violence intervention and entrepreneurship program. (Role: PI)
- **Siemens**, “Old Dominion University Education Foundation” equipment grant to conduct graphic design and computer-aided design educational programs. (Role: PI)
- **Office of Naval Research, Rapid Student Learning Project**, Old Dominion University, “Submarine 3D Printing”, grant funding to manage ODU and Navy personnel collaboration towards the feasibility of Submarine 3D printing. (Role: Co-PI)
- **Commonwealth of Virginia, Department of Education**, Old Dominion University’s Center for Educational Partnerships, “Advancing Computer Science Education”, grant funding to collaborate with region 2 schools to conduct computer science education teacher professional workshops. (Role: Project Team)
- **National Shipbuilding Research Program (NSRP)**, “Virtual Spray Paint Training System” grant funding to develop a virtual reality spray paint training system. (Role: NSRP Program Technical Representative [PTR])
- **National Shipbuilding Research Program (NSRP)**, “Virtual Reality-Based Training” grant funding to develop a virtual reality skill-based trades training system. (Role: PI)
- **National Shipbuilding Research Program (NSRP)**, “Improving Workforce Development Initiatives Using Augmented Reality Technology” grant funding to develop multiple augmented reality-based training systems. (Role: PI)
- **Systems Engineering Research Center (SERC)**, “Integrated Digital Maturity Pathway” grant funding to develop a maturity model tool. (Role: Co-PI)
- **NeuStar Inc.**, “ETN Transition”, independent contract to transition the European telephone number administration by developing required procedures. (Role: PI)
- **Commonwealth of Virginia, Department of Social Services**, “ADAPT Eligibility Worker Training”, independent contract to train state eligibility workers on new eligibility system. (Role: PI)
- **ProSoft Inc.**, “ADAPT Eligibility Worker Training”, independent contract to train state eligibility workers on new eligibility system. (Role: PI)
- **Commonwealth of Virginia, Department of Social Services**, “Advanced ADAPT”, independent contract to develop statewide training eligibility training program. (Role: PI)

UNIVERSITY SERVICE

- Faculty Senate - Promotion and Tenure Committee (2022 - 2026)
- Faculty Senate - **Inaugural** Research Faculty Senator (2020 - 2025)
- Member – President’s Strategic Planning Committee
- Mentor - ODU Student President (2021)
- Mentor - Women’s Initiative Network (2021 - Present)
- Member - National Shipbuilding Research Program (NSRP), (2015 – Present)
- Decisionmaker - Title IX Cases (2023 - Present)
- Mentor/Employer – ODU Graphic Design Student Projects (2021, 2022)

COMMUNITY and PARTNER AFFILIATIONS

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- After school programs with **Jefferson Labs**.
- **Newport News Shipbuilding Apprentice School** Youth Builder programs which focused on Shipbuilding careers and Trades Training.
- After school programs with **Newport News Shipbuilding's GEMs (Girls with Engineering MindS)** program.
- Young Adult **Newport News Police** Commissioner after school programs.
- Employer mentor for the **Hampton Roads Community Action Program's (HRCAP)** STEP job readiness program.
- **Christopher Newport University (CNU)** volunteer recruitment
- **Hampton Roads Transit (HRT)** for teen student transportation
- **Northern Virginia Community College** free Virtual Summer STEM camps
- **Boys and Girls Club of Virginia** virtual classes.
- **Norfolk State University's** Upward Bound program.
- **Washington Area Lawyers for the Arts (WALA)** virtual entrepreneurship classes.
- **Newport News Citizen's Advisory Committee** Administrator and Member
- Employer Mentor in the "Navigating Wealth" program with **New Horizons Regional Educational Center**.
- **Congressman Bobby Scott's** Congressional App Challenge Award Ceremony Host and Judge (4 years).
- Executive Team Member of the **Southeast Community Partnership**.
- STEM focused Earth Day event with **Newport News Public Schools**.
- **Scott Center** giveaway for Newport News Public School Students.

HONORS

- Mentor Award, Women's Initiative Network (2024)
- 5-year Service Award, Virginia Modeling, Analysis, and Simulation Center (2024)
- Excellence in Action Award, Newport News Shipbuilding (2013)
- "On-the-SPOT" Award, Newport News Shipbuilding (2012, 2013, 2014, 2015, 2016)
- Emerging Leader Award, Newport News Shipbuilding, (2017)

PRESENTATIONS

- **Newport News Shipbuilding**, AI in Shipyard Processes Workshop (2026)
- **Old Dominion University**, Leadership Series: Transitioning to Industry (2025) Panel
- **Virginia Department of Education**, VITAL Conference (2025), The Dubious Professor
- **Hampton University** and **Hampton High School**, "Virginia Audio Studio Summit" (2021)

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- **Old Dominion University**, Department of Science, (2021)
- **Old Dominion University**, “Dean’s Gathering,” (2019)
- **Newport News Police Department**, “Forensic Science Lab” for Young Adult Police Commissioner Program, (2022)
- **Old Dominion University**, “Strome College of Business Community Problem-Solving Challenge,” (2020, 2022)
- **Old Dominion University** “Department of Education, (2021)
- **National Shipbuilding Research Program**, “Virtual Reality-Based Training,” Workforce Development Panel Meeting (2015)
- **National Shipbuilding Research Program**, “Leadership Development,” Workforce Development Panel Meeting (2016)
- **National Shipbuilding Research Program**, “Improving Workforce Development Initiatives Using Augmented Reality Technology,” Workforce Development Panel Meeting (2017)
- **National Shipbuilding Research Program**, “Virtual Spray Paint Training System,” Workforce Development Panel Meeting (2018)
- **ShipTech Conference**, “Improving Workforce Development Initiatives Using Augmented Reality Technology” (2017)
- **Augmented World Expo**, Panel Discussion on “Developing Augmented Reality-Based Training” (2017)
- Virginia Department of Education, **Virtual Virginia Teaching and Leadership Conference**, “The Dubious Professor; An AI-driven plan,” (2025)

PUBLICATIONS

Draper-Amason, Darryl C, Joe, M. “Human-in-the-loop in AI Driven Maturity Models, Series Part 2” (2025), Performance Improvement Journal.

Draper-Amason, D. C., & Joe, M. (2024). Laying the Groundwork: ai in Maturity Model Development. Performance Improvement Journal, 63(4), 147-155.

Joe, Mia Da'Nene, "Instructional Design Techniques Used to Develop Virtual Reality-Based Safety Training in an Industrial Environment" (2020). Walden Dissertations and Doctoral Studies. 8395. <https://scholarworks.waldenu.edu/dissertations/8395>

Joe, M., Smith, K., Diaz, R. “Employing H2 and AR Immersive Environments with Real-Time Feedback to Enhance Digital Engineering Workforce Development.” Proceedings of the American Society of Naval Engineers Design Sciences Series: Digital Engineering: Digital Twin. Washington, D.C., November 6-7, 2019.

Joe, PhD, Mia,D.. Augmented World Expo. Conference Speaker. 2019 May.

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Joe MD. Virtual Reality Training (2015-410). National Shipbuilding Research Program. 2014 September.

PRESS/MEDIA

- [Booting Up for the Future with Brooks Crossing Innovation Lab \(SAP\)](#)
- [Hampton Roads Students Using Innovation Lab to Find Creative Solutions for Real-World Problems](#)
- [Old Dominion University Offers Free DJ Classes at Newport News STEM Lab](#)
- [Hampton Roads Students Explore Coding Music Production Entrepreneurship in New Program](#)
- [The Pandemic has Altered Operations at Brooks Crossing, but The Community Amenity is Still Trying to Reach People](#)
- [This Local Lab is Making Masks for Frontline Workers: Looking to Expand to The Peninsula](#)
- [Brooks Crossing Innovation Lab: Sparking Community's Imagination](#)
- [The Brooks Crossing Innovation & Opportunity Center in Newport News](#)
- [Drone Day 2022](#)