**Mia D. Joe, PhD** 757-582-2186

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**Professional Profile**

Dr. Joe is the Director of Brooks Crossing Innovation Lab at Old Dominion University’s Virginia Modeling, Analysis, and Simulation Center (VMASC). As Director, Dr. Joe provides leadership in advanced manufacturing education and workforce development programs. Brooks Crossing Innovation Lab represents a consortium of academic, not-for-profit, government, and industry organizations. The Innovation Lab is a STEM instructional hub which provides an open fabrication space, mixed reality area, machinery workstations, and software training associated with digital design manufacturing and modeling. Dr. Joe holds a Bachelor of Science degree (Magna Cum Laude) in Instructional Design and Technology, a Master of Science in Higher Education, and a Doctor of Philosophy degree in Educational Technology. Previously, Dr. Joe worked as a Senior Project Manager for Educational Technology with Newport News Shipbuilding, a division of Huntington Ingalls Industries. **Strengthsfinder:** Relator, Learner, Activator, Strategic, Achiever

# Technical Skills

HTML5, JavaScript, CSS3, Unity (Basic), Captivate (Professional), Flash, Illustrator, Windows Moviemaker, Photoshop, Articulate, SnagIt, Adobe Dreamweaver, Sony Sound Forge, Audacity, Adobe Audition, MS Expression, MS Word, MS PowerPoint, MS Excel, MS Project, MS Publisher, MS Visio, Webex, Netmeeting, Conference Manager, GoToMeeting, Live Meeting, SharePoint, Adobe Premiere Pro, SAP, Siemens Teamcenter NX

**Professional Accomplishments**

### Educational Technology

* Developed numerous instructional e-learning, blended, and instructor-led courses deployed on the organizational learning management system (LMS). Developed multiple software simulations for instructor-led and computer-based courses earning an “Excellence in Action” award and two “Model of Excellence” nominations. (Newport News Shipbuilding)
* Managed multiple US Army course design initiatives as Lead Training Analyst on the distance learning team. Redesigned and developed US Army Video Tele-Training Instructor Training Course and Systems Approach to Training Instructor Training Course. Developed all course training materials, including the Training Manual, Training Workbook and the actual Instructor Manual which detailed a step-by-step course delivery script. (ProSoft Inc.)
* Analyzed and implemented training initiatives that addressed the developmental needs of telecommunication providers in the United States and Canada. (NeuStar Inc.)

### Project Management

* Managed submission and implementation of two National Shipbuilding Research Program (NSRP) Virtual Reality-Based Training and Augmented Reality research projects which resulted in a $3.6 million award. (Newport News Shipbuilding)
* Managed multiple large-scale projects which included integrating business systems across all four Incumbent Local Exchange Carriers (ILECs) in North America; Verizon East, Verizon West, SBC Communications, and Qwest. (NeuStar Inc.)
* Coordinated with sales, marketing and engineering departments to identify technical and functional requirements, as well as identify usability issues for all software releases. (CACI, Inc.)
* Managed the daily operations of a start-up business including; business plan development,

federal/investor financing, office design and construction, expense and purchasing management and operational process development. (NeuView Imaging Inc.)

### Relationship Management

* Managed all business development, technical and operational requirements, contract negotiation, and front office management of small start-up business. (NeuView Imaging Inc.)
* Managed eleven regional teams of geographically disbursed business professionals. (NeuStar Inc.)
* Managed and monitored subcontracting supplier relations for large research and development projects. (Newport News Shipbuilding)
* Served as an internal strategic business partner with department managers to analyze employee educational needs and implement business plans to improve process efficiency. (Strayer Inc.)
* Coached and mentored direct reports, training analysts, students, instructional designers, elementary school principals and teachers. (Newport News Shipbuilding, Norfolk Public Schools, Strayer, Inc., and all other management/senior level positions.)

# Relevant Work History

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| --- | --- | --- |
| Director, Innovation Lab | Old Dominion University/VMASC | 04/2019-Present |
| Sr. Project Manager | Newport News Shipbuilding | 11/2011-04/2019 |
| Guest Teacher (Science Lab) | Norfolk Public Schools | 01/2010-11/2011 |
| Training Officer | Strayer Inc. (Corporate) | 01/2008-06/2009 |
| Owner/Office Manager | NeuView Imaging Inc. | 04/2006-09/2007 |
| Relationship Manager/Sr. Training Analyst | NeuStar Inc. | 02/2001-03/2006 |
| Senior Training Analyst | Esoftsolutions, Inc. \* | 06/2000-12/2000 |
| Program Technician | ACS Systems & Engineering | 12/1999-06/2000 |
| Application Trainer | The Moore Group \* | 06/1999-12/1999 |
| Senior Training Analyst | Commonwealth of VA/ProSoft Inc. \* | 05/1997-06/1999 |
| Senior Training Analyst | CACI Inc., \*\* | 05/1996-05/1997 |
| Shift Supervisor | Scientific Atlanta \*\* | 10/1994-10/1995 |
| Training Analyst | ProSoft Inc. | 10/1991-10/1994 |

\* Contract/Project-Based employment

\*\* Govt. Contract employment

# Education

*Additional employment provided on request*

**Walden University, Minneapolis, MN**

PhD in Education (134 cr. hrs.), GPA: 3.6

Specialization: Educational Technology

Master of Science in Higher Education, GPA: 3.9 Specialization: Online and Distance Learning

Bachelor of Science, Magna Cum Laude

Major: Interdisciplinary Studies

Concentration: Instructional Design and Technology

Doctoral Coursework: Learner across the Lifespan, Managing Financial Resources, Optimizing Quality and Productivity, Planning and Program Development, Administration and Assessment, Learning Theory in Educational Technology, Leading and Managing Educational Technology, Principles of Distance Education **Certificates:** Elearning Design (ATD), Performance Improvement Consulting (ISPI)