

# JOSEPH MIOR

## Residence

17 Irwin's Road  
Bobcaygeon, Ontario K0M 1A0  
1-705-738-5025  
dr.mior@sympatico.ca

## Business

Fleming College  
Box 8000, Lindsay, Ontario K9V 5E6  
1-705-324-9144 Ext. 3428  
jmior@flemingc.on.ca

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## LANGUAGE FACILITY

Fluent in English, French and Italian and currently learning Spanish

## EDUCATION

- Earned a Doctor of Education Degree (09/03) in the College Leadership Program at Ontario Institute for Studies in Education of the University of Toronto
- Regular attendee and presenter at professional seminars, workshops and conferences
- Masters of Arts in Education – Community College Concentration (1993), Central Michigan University
- In-House Market Research Training Program – Goldfarb Consultants, Toronto (1976)
- SPSS/PC+ Course, Washington, D.C. (1986)
- Statistical Analysis Course - Seneca College, Toronto (1976)
- Graduate, Bell Canada's Commercial Manager's Course (1973)
- Partial completion of Masters of Arts in Counselling Psychology – Alfred Adler Institute of Chicago
- Honours B.A. (French Literature – Major/English Literature – Minor) (1971), York University

## EMPLOYMENT HISTORY

- Currently visiting Educator with Central Michigan University M.A. program – Ontario Cohorts

### August, 1986 to Present

- Professor – Sir Sandford Fleming College, School of Environmental and Natural Resource Sciences/School of Interdisciplinary Studies. Have taught Business Practices, Entrepreneurship in the Natural Resources, Communications, Computer Applications, Computer Fundamentals, Conversational French, Human Relations, Psychology, Teams in the Workplace, Conflict, Creative Journey, and The Human Mind Through Film.
- In May, 2002, along with Professor Michel Skolnik of OISE/UT, presented at the annual meeting of the Canadian Society for Studies in Higher Education.
- In January, 1999 I was the only Canadian invited to a two day “Think Tank” session in San Francisco, California sponsored by Thomson Publishing International. The purpose of this “Think Tank” was to provide the newly formed Electronic Publishing division with some direction for products for the College and University division.
- Faculty Representative on the **Board of Governors** ( 1993 - 1999) and reappointed as Faculty Representative for the 2002 -2008 term. Have been a member of the Academic and Student Affairs (Vice-Chair and Chair), Finance, Property and Administration and Operational Review Committees. Developed the Board of Governors Mission Statement. Only Faculty member to ever Chair a major Board Committee.
- Released for a semester (January - April, 1998) to research and prepare a comprehensive review of the Common First Semester for The School of Natural Resources. This entailed working closely with the Academic Team Leader, the Council of Co-ordinators and other groups to resolve some very sensitive issues. The report was accepted and recommendations were implemented.
- Prepared a major multimedia College 30<sup>th</sup> Anniversary presentation for the President (1997).
- Released for a semester (January - April, 1997) to coach and mentor Faculty members on Educational Technology at the School of Natural Resources. This entailed working one on one with Faculty as well as with Program clusters to implement technological innovations in the teaching process. In so doing, I utilized the 360° concept. I would meet with the Faculty member, discuss needs, develop a plan of action, train, look at the results and make necessary adjustments, attend the classroom presentations and then meet again for detailed feedback. This process proved very fruitful and was appreciated by the Faculty involved.

- During this release time I worked closely with the **Learning Resource Centre** personnel at the Frost Campus to make sure that the appropriate equipment was available and working properly. Input for budget purposes was also provided.
- As a means of fostering better communications for this project I produced a newsletter called **Cyberfrost!** It was very well received by Faculty, Staff and Administration.
- Sat on the College Committee which negotiated the Bell Canada/Fleming partnership. (Fall, 1996)
- Worked with Director of Strategic Alliances and the Director of the Ecological Sustainability Institute (ESI) to develop a computer financial tracking model and helped set up the ESI Project Management software. (Fall, 1996). I delivered a presentation of this Model to the League for Innovation in Alabama.
- Student Administrative Council Faculty advisor (1996 and 1997).
- Prepared instructional material and delivered (on an on-going basis) numerous seminars for Professional Development for all Campuses.
- Developed a number of Program specific Computer Fundamentals and Computer Applications, Business Practices, Small Business Management, Psychology and Conversational French courses.
- Classroom performance has been consistently rated excellent by both students and administration. Have been nominated for the Pascal Excellence in Teaching Award.
- I am frequently asked by colleagues to sit in on their lectures and offer critiques.
- Facilitated overnight retreats for the Forestry (1989), Fish and Wildlife (1992), and Aquaculture Programs (1995) that reviewed their program status and developed strategic plans of actions. Follow-up reports were prepared for each program. Each retreat resulted in significant changes to the structure of the programs.
- Conducted Focus Groups with First Semester students and prepared reports which were used to develop and modify the First Semester at Frost (1987, 1988 and 1989).
- Member of the **College Annual Report Committee** (1995)
- Member of **The Food Services Selection Committee** (1995)

- Chaired the College-wide **Course Evaluation Committee**. As a result the first College-Wide Course Evaluation was implemented. (1993-1994)
- Executive Member of the pilot **College Council** for a two-year term. The Council prepared a major College strategic planning document. (1991-1992)
- Member of the **Frost Campus Advisory Committee** and its Chair (1990) for a term.
- Seconded for a six-month period to help establish the **Institutional Research** Department (now called Fleming Data Research) which does research on a College-wide basis. The research included research design, statistical analysis of data, conducting focus groups to establish psychographic profiles of students, writing and presenting reports. (1987)
- Served as a member of the **College Marketing Operational Review Committee** and the **College Logo Committee**. (1986)
- Regularly asked to set in on various College employee selection committees.

#### **January, 2000 to Present**

- Creator and Webmaster for the Cohortian Website for the Community College Leadership Doctoral Program at the Ontario Institute of Studies in Education of the University of Toronto (<http://cclp.mior.ca/>). Part of the services provided in this capacity is the creation of the Community College and Higher Education Research Links which is a database used for research on Higher Education issues. This database is widely used by members of CCL Doctoral Program and the CMU M.A. Program and is frequently accessed by members of other Colleges and Universities.

#### **June, 2002 - March, 2003**

- Reviewed a number of College Introductory Psychology texts for Thomson-Nelson and McGraw-Hill Ryerson.
- Developed a number of multimedia CD's for Thomson-Nelson Publishing to accompany the Canadian Edition of a number of Psychology and Human Growth and Development textbooks.

### **May, 1979 – August, 1986**

- Owned and operated **THE PINWOOD FAMILY RESTAURANT** in Bobcaygeon. This was a 120 seat dining room. During the period of ownership gross sales were tripled, licensed the establishment through L.L.B.O. and had it officially recommended by C.A.A./A.A.A. (The only one in Bobcaygeon.)
- Through strict management controls and stringent budgeting procedures (using a computer model I developed and wrote the program for), was able to achieve food costs/staff ratios significantly below the restaurant industry national average.
- Concurrently operated **FREE SPIRIT PHOTOGRAPHICS** and did freelance work for various commercial clients. Goldfarb Consultants is still using a visual research technique in Canada and the United States that I designed and developed.

### **September, 1976 – April, 1979**

- Senior Project Analyst for **GOLDFARB CONSULTANTS**, Toronto. This firm specializes in behavioural, political and consumer marketing research.
- One of the highlights career with Goldfarb was co-authoring a special report on The Quebec Crisis which was subsequently sold to and carried by over twenty newspapers nationally.
- Also prepared a major confidential report (ten volumes) on **Ethnicity in Canada** for the Federal Government, Minister of Multiculturalism.

### **September, 1976 – November 1976**

- Contracted (personally) with **The Briars Inn and Country Club** to develop a financial plan designed to get multi-million dollar financing to turn the Club into a year-round Conference and Resort. Financing was received and The Briars is now a Five Star (☆☆☆☆☆) Resort.

### **March, 1973 – September, 1976**

- Commercial Manager, **Bell Canada**

### **June, 1972 – March, 1973**

- Supervisor Rates, Toronto Area, **Bell Canada**

### **Sept., 1971 – June, 1972**

- Commercial Assistant, Northeast District, **Bell Canada**

## BELL CANADA ACTIVITIES

- During tenure with Bell Canada, held various positions with increasing responsibility. Each position was in a management capacity. In last position, had a staff of 65 full-time employees and 10 part-time employees.
- Among some of the special projects and major assignments was responsible for were:
  1. Special assignment for the Vice-President of the Toronto Area to co-ordinate the politically sensitive rate increase for the Metropolitan Toronto Area. This included the preparation of material which the Vice-President used to make the presentation to the Toronto City Council.

The program was considered so successful that it was subsequently used by the Montreal office as a model to introduce its rate increase.

2. Chair of a twelve Manager interdepartmental Public Relations Team whose mandate was to make Bell Canada more accessible to the ethnic community.

As a result of my work in the ethnic community, represented the Company on Italian and French Language radio and television program (including C.B.C/S.R.C.)

Was responsible for setting up the first multilingual office in the Company. Within a period of six months, this office was able to handle customer contacts in seventeen languages and still maintained an efficiency level (measured by company-wide standards) comparable to any office in the Company.

Produced the first Italian Language booklet for Italian speaking customers along with an audio-visual presentation (with slides I photographed).

3. A study of the training program for Service Representatives. As a result of this study, a team of Managers was established to completely revise the training program based on my recommendations.
4. Introduced The Business Service Centre (B.S.C.) concept in the Toronto Area. This was an experimental office which merged staff from two separate departments aimed at providing a more efficient and sophisticated level of service to the large Business Customer. The model was subsequently expanded across the Toronto Area.
5. Researched, wrote and gave a series of one day Seminars on "The Work Itself Concept" to various management teams in the Toronto Area.

## Summers 1968-1971

**1968-1971** Front Office Manager, Briars Inn and Country Club, Jackson's Point, Ontario.

**1965-1971** Supply Teacher, Metropolitan Toronto Separate School Board

## EXTRA CURRICULAR ACTIVITIES

### Saint Thomas Aquinas Catholic Secondary School

- One of the founding directors of the Saint Thomas Aquinas Catholic School Council (2001) and Chair (2002-2004). St. Thomas Aquinas C.S.S. is the first Catholic Secondary School in the City of the Kawartha Lakes.

### C.M.H.A.

- A director of **The Canadian Mental Health Association/Victoria County Branch** and member of the Management Committee. As a member of the Management Committee established the organizational structure for the Branch.
- Helped negotiate the purchase and establishment of the C.M.H.A. group home in Victoria County.

### KINSMEN CLUB

- Held all executive positions in the **Bobcaygeon Kinsmen Club** including President.

### BOBCAYGEON CHAMBER OF COMMERCE

- A director of the Bobcaygeon **Chamber of Commerce** and a founding Director of the A. Sheila Boyd Foundation. Acted as its founding Finance Committee Chair.

### SCOUTS CANADA

- Have been associated with **Scouts Canada** since becoming a Cub at the age of seven. As a boy, became a Queen's Scout and received the Bushman's Thong. Have been a leader in my son's Beaver Colony, Cub Pack and Scout Troop.
- As an adult, have held various positions with the Association, including various leadership positions, Group Committee Chair, Area Commissioner for the Etobicoke Area in Toronto, and sat on the Regional Development Committee.

## **MILES FOR MILLIONS**

- In 1976, was chairperson of **MILES FOR MILLIONS WALK** in Toronto. In that year, the organization collected the same amount of money as the previous walk but with a 29% decrease in expenses.

## **YORK UNIVERSITY**

- Founding President of **THE YORK UNIVERSITY FRENCH STUDENTS' ALLIANCE**. As President, sat as an "ex-officio" member of all Departmental Committees, served as student advisor to the Department Head and produced the first Student Calendar at the University.

## **HIGH SCHOOL**

- One of the editors of the newspaper, newspaper photographer and Vice-President of the Debating Club at **St. Michael's College School**, Toronto.

## **HOBBIES**

- Reading, cooking, writing poetry, photography, desktop publishing, surfing the web, multimedia production, computers in general and gardening.
- Greatest joy is playing and working with my family.