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# Donald K. McIntosh, Ph.D.

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## Trimeritus eLearning Solutions

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## PROFESSIONAL HIGHLIGHTS

- More than 20 years of instructional design and development experience in post-secondary education and corporate training
- Managed production and delivery of learning technologies from film to eLearning
- Managed programs, projects and teams of 15 to 30 people and budgets of over \$1,000,000
- Developed modules, courses, and systems in a wide range of media
- Initiated programs to enable more effective use of educational technology
- A skilled curriculum and instructional designer employing needs assessment, objective writing, media production, and evaluation
- An evaluation and eLearning specialist
- Outstanding research, data interpretation, analytical and evaluation abilities
- Excellent communication, media production and computer skills

## WORK EXPERIENCE

**Trimeritus eLearning Solutions Inc.,** Burnaby, BC 2001 - Present  
**eLearning Consultant**

- Development of eLearning strategies
- Analysis of the cost and learning benefits of eLearning
- Assessment of needs and readiness
- Curriculum and course design
- Research and evaluation of systems and courseware
- Secretary of the Board of Directors of eLearning BC--an alliance of BC eLearning companies.
- Recent clientele include Vancouver Film School, Canadian Tourism Human Research Council, Elections BC, VanCity Credit Union, BC Ministry of Forests and Range, TM NewMedia Inc., Applied Management Centre, Technology Evaluation Centers
- Recently wrote a chapter on learning management and contributed to others for a collaboratively written text called Education for a Digital World recently published by the Commonwealth of Learning ([www.col.org](http://www.col.org)).

**University of Phoenix, Vancouver Campus,** Burnaby, BC 2001 - Present  
**Faculty Member**

- Teach courses in education and e-business on-ground and via FlexNet

**TELUS Learning Services/BC Tel Education,** Burnaby, BC 1997 - 2001  
**Senior Consultant, e-Learning/Manager, Design Services**

- Began the process of shifting a centralized, classroom-based training organization to alternative delivery mechanisms such as distributed learning centres, on-line learning and electronic performance support systems
  - Established four Regional Learning Centres in British Columbia
  - Initiated Intranet based learning in the company
  - Supervised the development of a new web site for Learning Services

- Evaluated a wide range of products and services for on-line delivery of course materials
- Participated in the rollout of SAP in the company
- Managed technology support services for the training department

**Delta Centre for Learning Technologies, Guelph, Ontario** 1995 - 1997  
**Consultant and Secretary to the Board of Directors**

- Initiated a consortium of educators and business which secured \$5 million in federal funding; the Delta Centre was formed to support the use of technology for training
- Conducted bibliographic research into learning organizations and diffusion/adoption of training technologies for a Human Resources Development Canada report
- Evaluated test creation, training administration and Microsoft Office training software and made recommendations on appropriate applications to fulfil client's training needs

**University of Guelph, Guelph, Ontario** 1973 - 1995

**Director** (1990 - 1994)

**Teaching Support Services**

- Developed an organization that combined the teaching improvement program and audio-visual services with instructional development and educational technology
- Managed a department of 30 dedicated people and a budget of \$1 million according to TQM principles; consistently met budget objectives
- Reorganized the department to adapt to new technologies and new budget constraints resulting in more efficient, up-to-date services
- Developed the "Instruct" system of computer-based learning that provided interactive instruction and increased student access to course information, faculty and other students

**Adjunct Professor** (1981 - 1995)

Department of Rural Extension Studies, University of Guelph

- Facilitated courses in adult education and learning technologies

**Co-ordinator of Media Production/Development Associate** (1973 - 1990)  
**Office for Educational Practice/Audio Visual Services**

- Produced many instructional films, videotapes, audiotapes, slide/tape programs and computer based learning projects that improved the quality of instruction
- Developed teaching workshops for faculty both locally and internationally (West Indies and Ghana) which enhanced teaching skills and media use
- Designed new classrooms and redesigned old ones to accommodate the students and improve their ability to see, hear and interact with the professor

## **EDUCATIONAL BACKGROUND**

**Ph.D.** Instructional Design, Development and Evaluation  
School of Education, Syracuse University, Syracuse, New York, 1980

**M.S.** Television-Radio  
Syracuse University, 1969

**B.Sc.** Mathematics and Physics  
University of Toronto, Toronto, Ontario, 1964