

Connie E. Taylor, PhD

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EDUCATION

- ◆ **PhD**, Faculty of Education, Queen's University (2015)
- ◆ **Master of Education**, Faculty of Education, Queen's University (2010)
- ◆ **Bachelor of Commerce - Honours Quantitative Methods**, Concordia University (1975)

INDEPENDENT SCHOLARSHIP

Coaching/Consulting

Work one-on-one with clients to establish: healthy career & life choices; and sound business strategies & practices. **ongoing**

Workshop/Presentations Development & Delivery

ongoing

(sample: *Wise Life Practices for Tough Times – December 2020*
Wisdom Talks & Walks – November 2019
Co-creative Leadership: Be A Wise Catalyst – September 2019;
Make Sense Of Your Life & Its Work – June 2019)

ACADEMIC EXPERIENCE

Teaching

Graduate Teaching Fellow, Queen's University, Faculty of Education

2012-2015

Designed curriculum, taught, and evaluated student progress for the FOCI 285 course titled, "Teaching in Business and Industry," for the Bachelor of Education program.

Teaching Assistant, Queen's University, Faculty of Education

2012-2013

Marked and conducted general teaching assistance duties for Professors, Dr. LeRoy Whitehead and Dr. Amanda Cooper, for the PROF 155 class on Social Context for the Bachelor of Education program.

Teaching Assistant, Queen's University, Faculty of Education

2008-2011

Conducted event planning, a program review, and facilitated program administration for Professor, Dr. Stephen Elliott, and Associate Professor, Aynne Johnston, for the Artist-in-Community Education stream of the Bachelor of Education program.



Educational Research and Contracts

Educational Research, Queen's University, Department of Family Medicine

2015-2016

Conducted research as part of an interdisciplinary team on a project titled "Mapping Reflective Practice" which determined the reflective capacity of students in a community-based family medicine clerkship. It provided insight for a wide variety of educators interested in reflective practices and critical thinking.

Research Assistant, Queen's University Graduate Studies Faculty of Education

2009-2015

Conducted data analysis, writing, and conference presentations with a research team for SSHRC funded projects under the guidance of Dr. N. Hutchinson, Dr. J. Versnel, and Dr. P. Chin for the Co-operative Education and Workplace Learning (CEWL) research program.

Research Assistant, Queen's University, Community Outreach Centre **2012-2014**
Research design, ethics application, data collection, analysis and report writing for a Case Study exploring the outcomes of the Reading and Parents Program (RAPP) offered by Kingston Literacy & Skills.

Lead Researcher, Youth Engagement Strategy, Report for the City of Kingston **2011-2012**
Lead researcher on a project that: mapped existing programming offered for youth aged 13-24 in-school and within the community; identified gaps in the inventory of programming; and made recommendations to the City of Kingston and its community partners for future program planning.

Project Manager, Queen's University Graduate Studies Faculty of Education **2011**
Completed the Vendor of Record submission on behalf of the Faculty for the Ontario Ministry of Education under the direction of Dr. John Freeman and Dr. Rebecca Luce-Kapler.

Case Study Researcher, Arts Network for Children & Youth **2011**
Research project funded by the Arts Network for Children & Youth under the direction of Professor Larry O'Farrell at Queen's University.



Conference Proposal Reviewer

Canadian Committee of Graduate Students in Education (CCGSE) **2013**
Organized and led the submissions review for Queen's Rosa Bruno-Jofré Symposium in Education **2012**
Queen's Rosa Bruno-Jofré Symposium in Education **2011**
Canadian Committee of Graduate Students in Education (CCGSE) **2009**
Queen's Graduate Studies in Education Symposium **2008**



Discussant

Queen's EDUC-895 Roundtable for Dr. Nancy Hutchinson **2015**
Queen's EDUC-895 Roundtable for Dr. Chris deLuca **2014**
Queen's EDUC-895 Roundtable for Dr. Nancy Hutchinson **2013**
Queen's EDUC-895 Roundtable for Dr. Lynda Colgan **2012**
Queen's EDUC-895 Roundtable for Dr. Nancy Hutchinson **2012**



Refereed Conference Papers/Presentations

Taylor, C. E. (May 2014). *Wisdom in Action: A phenomenological study of wise acts and practice*. Presented at the 42nd Annual Conference Canadian Society for the Study of Education, St. Catharines, ON.
Taylor, C. E. (June 2013). *Academic insights revealed: Transformative learning theory applied to writing stories*. Presented at the 41st Annual Conference Canadian Society for the Study of Education, Victoria, BC.
Taylor, C. E., Hutchinson, N. L., Ingersoll, M., Dalton, C., Dods, J., Godden, L., Chin, P., & deLugt, J. (2013). *At-risk youth find hope in work-based education*. Presented at the 41st Annual Conference Canadian Society for the Study of Education, Victoria, BC.
Colgan, L. E. C., Dalgarno, N., Martin, A., & **Taylor, C. E.** (June 2013). *University-Community partnerships to support STEM outreach*. Presented at the 41st Annual Conference Canadian Society for the Study of Education, Victoria, BC.
Colgan, L. E. C., Dalgarno, N., & **Taylor, C. E.** (June 2013). *Alternative practicum placements for teacher candidates through community-university partnerships*. Presented at the 41st Annual Conference Canadian Society for the Study of Education, Victoria, BC.

- Taylor, C. E.** (May 2012). *Becoming wiser: A phenomenological study of wise individuals' experience of wise practice*. Presented at the 40th Annual Canadian Society for the Study of Education, Waterloo, ON.
- Hutchinson, N., Versnel, J., **Taylor, C. E.**, Ingersoll, M., de Lugt, J., Godden, L., Chin, P., & Dalton, C. J. (May 2012). *Using work-based education to ensure smooth transitions for at-risk youth*. Presented at the 40th Annual Conference Canadian Society for the Study of Education, Waterloo, ON.
- Taylor, C. E.** (April 2012). *Writing stories reveal academic insights: transformative learning theory incorporated with autoethnography*. Presented at the American Educational Research Association 2012 Annual Meeting, Vancouver, BC.
- Taylor, C. E.**, Hutchinson, N. (April 2012). *How well does work-based education meet the needs of at-risk youth? At-risk speak out*. Presented at the American Educational Research Association 2012 Annual Meeting, Vancouver, BC.
- Hutchinson, N., **Taylor, C. E.**, de Lugt, J., Godden, L., Ingersoll, M., Chin, P., Versnel, J. (April 2012). *What makes work-based education effective for keeping at-risk youth in school: Views of at-risk youth and their educators in two Canadian provinces*. Presented at the American Educational Research Association 2012 Annual Meeting, Vancouver, BC.
- Ingersoll, M., Dalton, C., **Taylor, C. E.**, & Godden, L. (April 2012). *How co-op changed everything: Stories from at-risk students*. Presented at Queen's 2012 Horizons Conference, Kingston, ON.
- Taylor, C. E.** (March 2012). *Writing Stories: A self-study incorporates autoethnography with transformative learning theory to reveal academic insights*. Presented at the Rosa-Bruno Jofré Symposium in Education, Queen's University, Kingston, ON.
- Taylor, C. E.** (July 2011). *Wisdom acquisition revealed: How wise individuals report learning life lessons*. Presented at the Second World Congress on Positive Psychology, Philadelphia, PA.
- Taylor, C. E.** (June 2011). *The learning and life management practices of wise individuals reveal the experiential process of acquiring wisdom: Implications for teaching practices and educational policy*. Presented at the 39th Annual Conference Canadian Society for the Study of Education, Fredericton, NB.
- Taylor, C. E.** (April 2011). *Spirituality: A balance in the process of acquiring wisdom*. Presented at the American Educational Research Association 2011 Annual Meeting, New Orleans, LA.
- Taylor, C. E.** (June 2010). *Illuminating the wisdom acquisition process: A cross-cultural Canadian examination of wise individuals' learning experiences*. Presented at the 38th annual Canadian Society for the Study of Education, Montreal, QC.
- Taylor, C. E.** (June 2010). *Exploring the process of wisdom acquisition and questioning if the process is educable*. Presented at the 38th annual Canadian Society for the Study of Education, Montreal, QC.
- Hutchinson, N., Dalton, C., Dods, J., deLugt, J., **Taylor, C. E.**, DeLuca, C., Booth, C., Godden, L., Versnel, J., & Chin, P. (June 2010). *A case of good fit: Individual and contextual factors in one work-based education program for at-risk youth*. Presented at the 38th Annual Conference Canadian Society for the Study of Education, Montreal, QC.
- Taylor, C. E.**, Dalton, C., & Godden, L. (April 2010). *Strategies for work-based education (WBE) and co-operative education that meet the needs of youth with disabilities and at-risk youth: What youth suggest*. Presented at the National Consultation on Career Development and Workforce Learning, Toronto, ON.
- Taylor, C. E.** (April 2010). *Exploring the process of wisdom acquisition: Preliminary findings of a multi-case study*. Presented at Queen's 10th Annual Graduate Students in Education Symposium, Kingston, ON.
- Taylor, C. E.** (March 2010). *Exploring the process of wisdom acquisition: How wise individuals describe learning and integrating life lessons*. Paper presented at the International Journal of Arts & Sciences Conference for Academic Disciplines, Orlando, Florida.
- Hutchinson, N., Versnel, J., Dods, J., Chin, P., Booth, C., Hardacre, A., **Taylor, C. E.**, & Dalton, C. (May 2009). *Developing a model of person-context relations to enhance the role of work-based education in the transition of disengaged youth*. Paper presented at the 37th annual Canadian Society for the Study of Education, Ottawa, ON.
- Taylor, C. E.** (April 2009). *Wisdom is a verb: A research proposal exploring how we acquire wisdom*. Roundtable presentation at the 9th Annual Queen's University Graduate Students in Education Symposium, Kingston, ON.



Non-Refereed Conferences/Workshops

- Taylor, C. E.** (March 2008, March 2007 & September 2006). *Create an Effective System of Policies & Procedures*. Key-To-Sector Workshops, Toronto, ON.
- Taylor, C. E., & Yousie, J.** (Fall, 2007). *Called To A Full Life, Eight Week Workshop*. Compelling Concepts, Oakville, ON.
- Taylor, C. E.** (November 2007). *Taking the Pain Out of Writing Policies & Procedures*. Association of Fundraising Professionals Congress 2007, Toronto, ON.
- Taylor, C. E.** (October 2007). *Take the Pain Out of Policies & Procedures*. United Way of Oakville Workshop, Oakville, ON.
- Taylor, C. E.** (June 2007). *Create An Effective System of Policies & Procedures*. Vitalize 2007 Alberta's Voluntary Sector Conference, Calgary, Alberta.



Publications

- Taylor, C. E., Hutchinson, N. L., Ingersoll, M., Dalton, C., Dods, J., Godden, L., Chin, P., & deLugt, J.** (2015). At-risk youth find hope in work-based education. *Exceptionality Education International*, 25, 158–174.
- Taylor, C. E., & Brook, J.** (2012). *Youth Strategy Report: Phase I Research – Technical Report* Commissioned by the City of Kingston, Kingston, ON.
- Taylor, C. E., Ingersoll, M., Coe, H., & Matheson, I.** (2011). *Vendor of Record Arrangement for Education Research and Evaluation Services* submitted to Ontario Ministry of Education – Technical Report commissioned by Queen's University, Faculty of Education, Kingston, ON.
- O'Farrell, L. & **Taylor, C. E.** (2011). *Reflections on the purpose and structure of the artist in community education program at Queen's university: A case study – Technical Report* Commissioned by the Arts Network for Children and Youth, Kingston, ON.
- Taylor, C. E.** (2007). Policy writing: Payoff in better organization outweighs the effort required. *Canadian Fundraiser eNews*. Retrieved February 15, 2007 from <http://www.canadianfundraiser.com/newsletter/article.asp?ArticleID=2214>
- Taylor, C. E.** (2005). Corporate social responsibility: What's it all about? *The Business Advocate*. April 2005.
- Taylor, C. E.** (2004). The privacy advantage. *The Business Advocate*. January 2004.

BUSINESS EXPERIENCE

CEO, Compelling Concepts, Toronto

2001-2008

Creation, management and delivery for this consulting practice directed at supporting non-profit organizations in the implementation of mission and goals. Sample projects for clients:

- ☑ **Positive Leadership** - executed leadership assessment, provided executive coaching, made board recommendations resulting in staff changes and improved working relations at the United Way of Oakville
- ☑ **Team Facilitation** - conducted an organizational audit, developed a strategic plan and implementation strategy for the Kidney Foundation of Canada, Central Ontario Branch resulting in a rejuvenated team well positioned to execute their \$2M operating budget
- ☑ **Strategic Planning** - designed and structured a planned giving strategy for Trinity College's \$12M bequest pool; developed a community endorsed strategic plan for the Aids Committee of Toronto, an organization comprised of 40 unionized staff with an operating budget of \$3M
- ☑ **Best Practices** – designed systems of policies and procedures for Sick Kids Foundation and Trent University; developed privacy policies; authored publications outlining compliance with Federal Privacy Legislation (PIPEDA)
- ☑ **Training & Development** - designed and presented workshops for the Canadian Fundraiser's Key-To-The-Sector Workshops and the Alberta Government's Vitalize 2007 Conference; customized presentations, facilitations and training sessions for clients, staff and Boards of Directors



**VP Corporate Development & Executive Director Foundation (dual role)
Norshield Financial Group, Montreal**

1996-2000

Accountable for internal and external marketing, communications, customer and public relations for this Financial Services organization

- ☑ **Revenue Generation & Marketing Expertise** - implemented marketing strategies resulting in the growth of assets under management from \$150M to over \$1B, provided sales support developing advertising campaigns in both official languages, creating marketing materials, a corporate video and launching a web site
- ☑ **Event Planning & Product Launch** - negotiated and managed a variety of sporting sponsorship programs and entertainment events, ran trade shows, product launches and educational seminars
- ☑ **Staff Management** – managed a small internal group and outsourced to a pool of graphic designers, writers and PR consultants
- ☑ **Structure & Operations** – incorporated and managed the company's private Foundation
- ☑ **Fundraising** - generated \$750,000 of donations during the first two start-up years
- ☑ **Granting** - disseminated funds to a variety of institutions
- ☑ **Spokesperson** - for the Corporation and Foundation



VP Finance & Administration, Co-Founder, LanSer Wireless Inc., Montreal

1988-1992/1994-1996

Second-in-command, responsible for visioning, strategic planning, operations and financial management for this entrepreneurial company providing wireless point-of-sale systems domestically and internationally

- ☑ **Business Development** - in conjunction with the LanSer team built the company to 75 employees with international sales of \$2M and raised \$21M of debt and equity from strategic partners
- ☑ **Finance & Accounting** - prepared financial forecasts and budgets to meet corporate and investor needs, managed the accounting function, acquired government research & development grants
- ☑ **HR** - managed the hiring and downsizing of technical and support staff, installed group insurance benefits, obtained Director's & Officer's liability insurance to meet IPO requirements



Director Human Resources & Administration, ABL Canada Inc., Montreal

1992–1994

Managed all aspects of Human Resources and facilities management for a startup international telecommunications company

- ☑ **HR** - recruited highly qualified staff under tight time constraints (ABL grew to 240 employees in three countries over a two-year period), supervised the payroll function and introduced all health and safety procedures
- ☑ **Facilities Management** - leasehold improvements and ongoing maintenance of a 32,000 sq ft combined office and manufacturing building, including state of the art telecommunications and security systems
- ☑ **Quality Assurance** - designed the HR and sales order procedures for ISO 9002 certification



Financial Analyst, Bell Canada, Montreal & Ottawa - held a succession of positions over a ten-year period with increasing management responsibilities for the programming, design, and analysis of financial studies