Presents

Canadian Career Symposium for graduate students and postdoctoral fellows
November 2nd - 6th, 2020

Présente

Symposium canadien sur les carrières après des études supérieures et postdoctorales du 2 au 6 novembre 2020
The Network, formerly known as the Consortium, grew from a community of professionals who work, practice, and advocate, in the land currently known as Canada. We acknowledge that these are the traditional ancestral lands of many First Nations, Inuit, and Metis peoples. Further we acknowledge the impact that settlement and colonization has had, and continues to have, on the people and the land. We call on everyone hearing or reading this statement to learn more about the lands and water they are on.

'Canada' is a word derived from the word 'kanata' of the Huron-Iroquois language, and it means village, settlement, or community. The Network considers itself to be a community. Through our vision, values, and strategic plan, we commit to reconciliation as defined in the Truth and Reconciliation Commission's Calls to Action.
Organising Committee

**Jacqui Brinkman (Chair)** - Director of Graduate Student Professional Development in the Faculty of Graduate and Postdoctoral Studies, University of British Columbia

**Corinne Bosse**
Learning Designer at Athabasca University
Faculty of Graduate Studies

**Mabel Ho**
Curriculum Developer in the Faculty of Graduate Studies at Dalhousie University

**Catherine Maybrey**
Owner, CM Coaching Services

**Colette Steer**
Manager Recruitment & Events, School of Graduate Studies, Queen's University

**Élise Saint-Jacques,**
Coordonnatrice – Bureau de développement des compétences aux études supérieures. Direction des études supérieures, Polytechnique Montréal

**Emily Bell**
Manager of the Desjardins Centre for Advanced Training of the Research Institute of the McGill University Health Centre

**Sarah Park**
MSc student in Rehabilitation Sciences, University of British Columbia

**Suyin Olguin**
PhD student in English Language & Literature, Queen's University
Thank you to the following institutions for their support!

Athabasca University  
Brock University  
Concordia University  
Dalhousie University  
École nationale d'administration publique  
McGill University  
McMaster University  
Memorial University  
Polytechnique Montréal  
Queen’s University  
Sick Kids Research Institute  
Simon Fraser University  
The University of Lethbridge  
Université de Montréal  
Université du Québec à Trois-Rivières  
Université Laval  
University of Alberta  
University of British Columbia  
University of Calgary  
University of Guelph  
University of Manitoba  
University of Regina  
University of Toronto  
University of Waterloo  
Western University  
York University

Also a huge thank you to members of the GPDN, Tara Christie for communications assets and Lorna MacEachern for website support. To Ian Wereley and Anita Nadeau from CAGS for their support too!
Schedule in Eastern Standard Time
Please note: daylight savings time ends Sunday, November 1st

Horaire à l’Heure Normale de L’Est
Veuillez noter que l’heure d’été se termine Dimanche, le 1er Novembre
The Case For Optimism: Graduate Training And The Non-Academic Job Search

Presenter: Anne Krook, PhD
Host: Melissa Dalgleish, PhD

In this talk, Anne will discuss the elements of your graduate training that make you well suited to land a non-academic job, to thrive there as an employee, and to position yourself for future growth. Good news: the skills graduate school develops in you are important; where you currently learn and deploy them is much less so.

Anne Krook began her career as an assistant professor at the University of Michigan, Ann Arbor, where she taught for seven years before moving to Seattle. After a stint in restaurant bartending, she joined Amazon.com. During thirteen years at the company, she held various roles in US and international website development, program management, internal audit, and infrastructure. She then worked as VP of Operations at a startup, Mindbloom, and then as VP of Operations at Synapse, a product design engineering company. In addition to her university consulting practice, she serves on the Board of Directors of Lambda Legal Defense and Education Fund, whose mission is to achieve full recognition of the civil rights of LGBTQ+ people and everyone living with HIV.
3:00 – 4:15pm  **Flourishing In Turbulent Times**

**Presenter:**  [Susan Porter, PhD, University of British Columbia](#)  
**Host:**  Jacqui Brinkman, MSc

Graduate and postdoctoral studies are opportunities for great personal and professional growth. During this time of global upheaval, it may seem like opportunities and possibilities are diminished, and that survival, rather than flourishing, is the end goal. Susan will explore reasons why graduate education is more important than ever in our world, and suggest mindsets and actions during and after your studies that will be helpful in productively and creatively navigating these uncertain and changing times.

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**Dr. Susan Porter** is the Dean and Vice-Provost of Graduate and Postdoctoral Studies at the University of British Columbia (UBC), and a Clinical Professor in Pathology and Laboratory Medicine. She is also the Past President of the Canadian Association for Graduate Studies (CAGS). A strong focus over the past seven years has been to lead conversations and action towards a rethinking of the core of graduate education – students’ research, theses, and scholarly development – to better meet the urgent needs of the 21st century. Among other initiatives, she co-led a national task force on the subject, and implemented a ground-breaking program at UBC (the Public Scholars Initiative) that demonstrated the immense value and legitimacy of this perspective.

4:15 – 5:00pm  **Making The Most Of The Week’s Events**

**Hosts:**  GPDN Conference Planning Committee

This short interactive session will provide opportunities to introduce yourself to other graduate students and postdoctoral fellows, to discuss key takeaways from the keynote presentations, to share a little about your graduate and postdoc work, and to identify what you are most looking forward to in the week ahead.
Tuesday, November 3rd / Mardi Le 3 Novembre

1:00 – 2:15pm   Know Yourself: The Foundation Of A Great Career

Presenter:   Stephanie Warner, PhD, University of Calgary
Host:         Sarah Park, MSc student, UBC

When we think of career planning, we frequently jump to “What job do I want, and how will I get there?” To answer those questions, you first need to know yourself: who you are, what you want, and what you have to offer. We will engage in guided reflections and activities to build a stronger vocabulary that you can then use to explore and evaluate career options, communicate with future employers, and ultimately find a career that’s a great fit for you!

After participating in the webinar you will be able to:
• Engage in self-reflection to know yourself better
• Articulate your unique values, interests, skills, traits and ambitions
• Begin to use your self-knowledge to explore and refine your career options

Stephanie Warner is a Certified Career Development Practitioner and the Career Development Specialist for PhD students in Career Services at the University of Calgary. She completed a BSc in Biochemistry and a PhD in Experimental Medicine at the University of British Columbia in Vancouver. Stephanie has also taught immunology and cell biology at the University of Calgary as a sessional instructor, and works as a career coach with private clients. She loves to learn new things, and is always curious to see what she can challenge herself with next.
2:30 – 3:45pm  ‘What’s Out There?’ Labour Market Research

Presenter: Dinuka Gunaratne, University of Waterloo and Rebecca Dirnfeld, Simon Fraser University

Host: Jo Minx, MA, Dalhousie University Alum

Are you feeling unclear around what careers you can pursue with your degree?
Do you want to find out more about the labour market but not sure where to start?

After participating in the webinar you will be able to:
- Express the value of conducting labour market research
- Identify sources for online, people and experiential research to support career decision making and planning
- Evaluate the characteristics of different types of companies and identify value fit
- Evaluate job postings as a foundation for creating a career exploration action plan

Dinuka Gunartne is a former international student from Sri Lanka and studied Zoology at the University of Guelph. Throughout his career in Canada for the last 13 years, he has strived to support people who build their careers as students and new Canadians. Dinuka has worked at five postsecondary institutions in Canada in various roles, including international student services, advancement and alumni relations and, most recently, in Career Services. For four years, Dinuka served as the Career Education Coordinator (Graduate Students) at the University of Alberta. In this role, he supported the career development of Masters and Ph.D. students through high touch career education programs (e.g. Career Mentoring Programs, Job Shadowing, etc.). In September 2020, he joined the University of Waterloo to lead Career Education Strategy and Communications within the Centre for Career Action. He holds leadership roles with the Canadian Graduate and Postdoctoral Development Network (GPDN), Graduate Career Consortium (GCC) and Canadian Association of Colleges and University Student Services (CACUSS) and regularly advocated on behalf of graduate students and international students.

Rebecca Dirnfeld is a career advisor with Simon Fraser University's Beedie School of Business. Prior to joining SFU in June 2020 after moving back to Vancouver, Rebecca worked at Ryerson University in Toronto for almost 6 years, in both the Career & Co-op Centre and the Ted Rogers School of Management's Graduate Careers department. Her work in building Ryerson's inaugural pan-campus community of colleagues dedicated to supporting graduate students led to a number of firsts in program initiatives to support this distinct cohort, and she received Ryerson University's Alan Shepard Equity, Diversity and Inclusion Employee Award in 2018. She is chair of the Professional Development Committee for the Graduate & Postdoctoral Development Network (GPDN), and holds a Career & Work Counselling Diploma, George Brown College (2013), an MA History, University of Ottawa (2008), and a BA History, University of British Columbia (2006).
4:00 – 5:15pm  Informational Interviews: Learn Vicariously From Working Professionals

Presenter:  Derrick Rancourt, PhD, University of Calgary
Host: Catherine Swytink-Binnerma, PhD student

As a vicarious, experiential learning exercise, informational interviews give graduate students and postdoctoral fellows the opportunity to source information from working professionals as well as a foundation to expand their network. Professional networks can be beneficial for finding mentors, endorsements, job shadowing opportunities and internships, all of which can lead to informed and appropriate career choices.

After participating in the webinar you will:
- Be able to articulate the contribution informational interviewing can make to your career exploration and mapping experience.
- Know how to find suitable interviewees through techniques for LinkedIn discovery, networking and cold calling.
- Have a strategy for conducting one or more insightful interviews after practicing your interview skills in a familiar area.

Derrick Rancourt is a stem cell biologist and a UCalgary professor. He directs Alberta’s Genome Engineering Facility. His research involves the derivation, expansion, differentiation and genetic manipulation of pluripotent stem cells. Derrick developed UCalgary’s first embedded professional development course when he directed Master of Biomedical Technology Program (2003-2009). Since leaving that role, Derrick has been teaching biotechnology business and professional development at the graduate level.
Wednesday, November 4th / Mercredi Le 4 Novembre

1:00 – 2:15pm  Establishing Meaningful Connections

Presenters:  Jacqui Brinkman, MSc, Mabel Ho, PhD, and Catherine Maybrey, PhD

Your academic and professional network begins to expand the moment you begin graduate studies. But how do you leverage your university experience to create and maintain meaningful connections? Join us in this session where we explore multiple ways to build your academic and professional circles during COVID and beyond, shape your professional contributions to your community, and identify strategies for initiating and sustaining connections. Learning outcomes:

- Recognizing multiple ways to build your academic and professional community
- Articulating the benefits and what you have to contribute
- How to initiate and end conversations and maintain connections

Jacqui Brinkman is the Director of Graduate Student Professional Development in the Faculty of Graduate and Postdoctoral Studies, University of British Columbia. Her current work focuses on improving the graduate student experience through offering professional development programs, orientation, and the Three Minute Thesis. Jacqui completed her BSc (Biology) at the University of Victoria and her MSc (Biology) from McGill University. Jacqui’s past experience includes managing postdoctoral and undergraduate student educational programs within the UBC Faculty of Medicine. She also worked as a lab-based researcher both within academia and the biotechnology industry.

Mabel Ho is the Curriculum Developer in the Faculty of Graduate Studies at Dalhousie University. She completed her PhD in Sociology at the University of British Columbia, Vancouver. She endeavours to support graduate students and post-doctoral fellows’ professional development to best equip them for meaningful careers by helping them explore their emerging professional identity. Mabel has facilitated workshops and taught undergraduate sociology courses at multiple universities across Canada.

Catherine Maybrey, PhD CDP. Catherine is the owner of CM Coaching Services. A champion for innovative and effective career education that reflects the realities of hiring and employment, Catherine partners with individuals and organizations to research, design and deliver customized coaching and training programs that help her clients identify and reach their career goals. With over 10 years’ experience in career development, Catherine has worked with universities and higher education organizations in Canada and the United States, including eight years at McMaster University working with alumni, graduate students and postdoctoral fellows.
2:30 – 3:45pm  Salary Negotiation

Presenter:         Anne Krook, PhD
Host:                    Jacqui Brinkman, MSc, UBC

In this talk, Anne will discuss the elements of a salary negotiation, what kind of research you can do to put yourself in the best position in that negotiation, and how to practice beforehand.

Anne Krook began her career as an assistant professor at the University of Michigan, Ann Arbor, where she taught for seven years before moving to Seattle. After a stint in restaurant bartending, she joined Amazon.com. During thirteen years at the company, she held various roles in US and international website development, program management, internal audit, and infrastructure. She then worked as VP of Operations at a startup, Mindbloom, and then as VP of Operations at Synapse, a product design engineering company. In addition to her university consulting practice, she serves on the Board of Directors of Lambda Legal Defense and Education Fund, whose mission is to achieve full recognition of the civil rights of LGBTQ+ people and everyone living with HIV.

4:00 – 5:15pm  Research Impact, Why Does Your Research Matter (And How Will You Know)?

Panelists:          David J. Phipps, PhD, Shabnam Jabari, PhD, and Vanessa Fong, PhD candidate
Moderator:         James Reynolds, PhD, Associate Dean, School of Graduate Studies, Queen's University

There is a significant gap between research discovery and effective implementation of new knowledge into practice, which results in many innovative discoveries never reaching their intended audience. Panelists will discuss the challenges of translating research outputs across the continuum of discovery to implementation, and the role that researchers can play at all stages of this process.

Participants will learn about
- The systemic barriers between research discoveries and changes in practice;
- The dynamic, iterative process of knowledge translation;
- Tools and approaches that can be incorporated into research methodologies to promote knowledge mobilization.
David J. Phipps, PhD, MBA is the Assistant VP Research Strategy & Impact, in the Office of Research Services, York University. Dr. Phipps is the administrative lead for all research programs and their impacts on local and global communities at York University (Toronto, Canada). He has received honours and awards from the Canadian Association of Research Administrators, Institute for Knowledge Mobilization, International Network of Research Management Societies and the EU based Knowledge Economy Network. He received the Queen Elizabeth II Diamond Jubilee Medal for his work in knowledge mobilization and was named the most influential knowledge mobilizer in Canada. He sits on knowledge mobilization committees around the world and is Network Director for Research Impact Canada.

Shabnam Jabari, PhD is an Assistant Professor in the Department of Geodesy and Geomatics Engineering at the University of New Brunswick. Dr. Jabari has supervised over 15 postdoctoral fellows, undergraduate, and graduate students. She focuses her research on the application of Geospatial Data for Disaster Management, especially for damage detection and flood mapping in urban areas. Dr. Jabari received her PhD from the University of New Brunswick, focusing on using satellite images for Urban Change Detection, which resulted in patented technology. This technology is now transferred to a start-up company for commercialization.

Vanessa Fong is currently pursuing her PhD in Developmental Psychology at Simon Fraser University. Her thesis adopts a patient-oriented framework to examine family quality of life in culturally diverse families of autistic children. She is highly committed to bridging the gap between the scientific and autism community by co-creating knowledge that is relevant and meaningful, and engaging stakeholders in the translation of research to practice. She has received training from the BC SUPPORT Unit Fraser Centre, Centre for Engagement in Research Initiative, and Mitacs-Kids Brain Health Network fellowship programs.
4:00 – 5:15pm  Transitions professionnelles et transactions identitaires chez les diplômés de doctorat

Conférencière:  Marcelline Bangali, PhD, Université Laval
Présentation de la conférencière: Élise Saint-Jacques, PhD, Polytechnique Montréal

Les études sur les transitions des diplômés de doctorat prennent peu en compte les dynamiques identitaires en jeu. Or, nos récents travaux de recherche montrent le rôle majeur de ces processus dans les stratégies d’ajustement indispensables à la réussite de telles transitions. Le but de cette communication est de partager avec les participants quelques repères théoriques étayés par des résultats de recherche.

Titulaire d’un doctorat en psychologie du travail (INETOP-CNAM, Paris), Marcelline Bangali est actuellement professeure au Département des fondements et pratiques en éducation de l’Université Laval. La problématique de l’insertion professionnelle des diplômés de doctorat en dehors du milieu universitaire ainsi que la reconnaissance de leurs compétences constituent un axe principal des travaux de recherche qu’elle a développé ces 10 dernières années, d’abord en France et maintenant au Canada.
Thursday, November 5th / Jeudi le 5 Novembre

1:00 – 2:15pm  English Panel: Careers in Government

Panelists: Farrah Chan, PhD, Bittu George, LLB, Shawn McGuirk, PhD, Yanique Williams, MPIA

Moderator: Catherine Maybrey, PhD

Farrah Chan, PhD is an Aquatic Science Biologist III with Fisheries and Oceans Canada, where she conducts scientific research to support the development of government policies and programs related to aquatic invasive species. Farrah earned her Ph.D. in Environmental Science from the University of Windsor in 2015.

Bittu George is a graduate of Queen's University, with a Bachelor of Arts (Honours) degree in Political Studies and a Bachelor of Laws degree. He is a former city councillor and deputy mayor of Kingston, Ontario, and a former adjudicator with Ontario's Landlord and Tenant Board (LTB) and Social Benefits Tribunal (SBT), now merged together as the Social Justice Tribunals of Ontario (SJTO).

Shawn McGuirk, PhD, is a Senior Policy Advisor at the Natural Sciences and Engineering Research Council of Canada (NSERC), and is an alumni of both the Mitacs Canadian Science Policy Fellowship program and the Recruitment of Policy Leaders program of the Public Service Commission of Canada. During his PhD at the Goodman Cancer Research Centre of McGill University, his research centered on the role of metabolism in cancer progression. As a long-standing director and past president of the student-led non-profit organization Science & Policy Exchange, Shawn is committed to capacity building in science policy and to elevating the voices of the next generation as key stakeholders in policy discussions. Shawn représente également la relève en recherche comme membre du conseil d'administration de l'Acfas.

Yanique Williams, MPIA, currently serves as a Public Policy Manager for Uber Canada focusing on safety policy and advancing the services in the west. She most recently was the Director of Policy to the Minister for Women and Gender Equality and Rural Economic Development. She has experience working in government and the settlement sector. Federally she has also worked in the Office of the Minister of International Trade and the Office of the Minister of Small Business and Tourism. Provincially, she worked in the Office of the Premier of Ontario and the Ontario Ministry of Citizenship, Immigration and International Trade. At OCASI (the Ontario Council of Agencies Serving Immigrants) she worked on both an organizational capacity development initiative and an immigrant and refugee violence against women awareness campaign.
1:00 – 2:15pm Accéder à une carrière enrichissante, satisfaisante et motivante: des stratégies à adopter dès maintenant pour préparer votre vie professionnelle après vos études supérieures!

Présentation et Animation: Guylaine Dubreuil, MA, Responsable du service-conseil en gestion de carrière et Marie Ferland-Gagnon, MA, Conseillère en gestion de carrière, Polytechnique Montréal


**Guylaine Dubreuil** est Responsable du service-conseil en gestion de carrière Polytechnique Montréal.
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**Marie Ferland-Gagnon** Conseillère en gestion de carrière, Polytechnique Montréal.
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Élyse Adam, PhD, Conseillère à la recherche, École Polytechnique Montréal
Élyse a obtenu son doctorat en génie physique de Polytechnique Montréal en 2011. Elle a poursuivi son parcours professionnel en occupant les postes d'agente de brevets en formation dans un cabinet d'avocats montréalais, de conseillère en technologie et innovation chez PRIMA Québec et maintenant celui de conseillère à la recherche à Polytechnique Montréal.

Emilie L. Dubois, PhD, Communicatrice scientifique visuelle, Fondatrice de l'agence IMPAKT Scientifik. Emilie a obtenu un doctorat en Biologie Cellulaire et Moléculaire à l'Université Laval en 2018. Après s'être formée en graphisme, en communication et en entrepreneuriat, elle a fondé l'agence IMPAKT Scientifik pour propulser la Science avec des visuels et des communications de qualité. Avec son équipe, elle forme les étudiants et accompagne chercheurs, entrepreneurs et industries à l'international.

Viviane Lalande, PhD, Communicatrice scientifique, formatrice, chroniqueuse, et créatrice de Scilabus, Viviane est une vulgarisatrice scientifique œuvrant sur de nombreux médias et sous plusieurs formes : vidéos, radio, télévision, livre, conférences, formations, enseignement... Sa chaîne YouTube "Scilabus", première chaîne scientifique au Québec, rassemble plus de 100 vidéos de vulgarisation aux sujets parfois étranges "Quelle est la composition de l'air dans les cavités du poivron ?", "Pourquoi y-a-t-il de la fourrure autour de nos capuches ?", "Pourquoi y a-t-il autant d'air dans les sacs de chips ?". Issue du milieu académique, Viviane détient un doctorat en génie mécanique de Polytechnique Montréal.
Friday, November 6th / Vendredi Le 6 Novembre

1:00 – 2:15pm   English Panel: Careers in Consulting

Panelists:          Love-Ese Chile, PhD, George Cooke, MBA, LLD, Brad King, PhD
Moderator:         Catherine Maybrey, PhD

Love-Ese Chile, PhD, is the Technical Director - Regenerative Waste Labs, Principal Researcher - Grey to Green Sustainable Solutions. Love-Ese is a researcher, consultant and entrepreneur working at the intersection of circular economy, bioeconomy, green chemistry and sustainable science. She completed her doctoral research on biodegradable plastics at the University of British Columbia in 2017 and founded her consulting company Grey to Green Sustainable Solutions with the mission of supporting Canadian SMEs in their transition into the circular bio-economy by providing technical and market insights on biomaterials and other sustainably sourced products. In January 2020 she opened the Regenerative Waste Lab with the goal of developing waste management solutions for plant-based products. She and her team provide technological solutions and biodegradation testing to help close-the-loop on these emerging materials. Love-Ese is passionate about communicating and translating my knowledge into new ventures and initiatives that will add value to our communities. She is on the Board of Science Slam Canada a science communication non-profit and as well as the Liu Institute Network for Africa (LINA), a Vancouver-based non-profit that works to amplify the voices of the African Diaspora by highlighting research and African ways of knowing.

George Cooke, BA(Hons), MBA, LLD, Martello Associates Consulting. George retired in 2013 after 21 years as the President and CEO, and a director of The Dominion of Canada General Insurance Company to form Martello Associates Consulting. George is currently Board Chair OMERS Administration Corporation, and Board Chair PACE Credit Union, have previously served on many Boards including EL Financial Corporation, Empire Life, AECL, Hydro One, OLG, and Curling Canada.

Brad King, PhD, is Vice President for Strategy at Lord Cultural Resources. Brad is an international museum and cultural planning firm, where he has led or contributed to some 250 planning projects over the past 20 years. He holds a PhD in history from the University of Toronto.
Luc Dancause, PhD - Associé fondateur, Conseiller en gestion et partage des connaissances, Sapiens Conseils
Luc est docteur en études urbaines (Université du Québec à Montréal - UQAM) et détient une maîtrise en sociologie (Université McGill). Il travaille à faciliter la circulation et le partage des savoirs entre les organisations et au sein même de celles-ci par ses activités de consultation et d'enseignement. Il est co-fondateur de Sapiens conseils, un collectif spécialisé en gestion et partage des connaissances.

Jean-Sébastien Marchand, PhD - Chercheur Fellow des Instituts de recherche en santé du Canada (IRSC) à l'Université de Sherbrooke.
Jean-Sébastien a obtenu son doctorat (PhD) en avril 2018 à l’ENAP à Montréal. Il est, depuis, chercheur fellow des Instituts de recherche en santé du Canada (IRSC) à l’Université de Sherbrooke. Il est également vice-président et associé du groupe de consultants en gouvernance DNH Group et chargé de cours à l’ENAP.

Émilie Rousseau, MPA - Adjointe à la présidente-directrice générale, Office québécois de la langue française.
Ayant complété une formation initiale en enseignement du français au secondaire, Émilie Rousseau détient une maîtrise en études littéraires obtenue à l'Université du Québec à Montréal ainsi qu'une autre en administration publique, de l'École nationale d'administration publique. Elle a obtenu quelques crédits au doctorat en administration publique, avant de décider de se consacrer pleinement à sa carrière professionnelle. Depuis 8 ans, elle œuvre au sein de la fonction publique québécoise, principalement dans le secteur linguistique. Au fil des ans, elle a occupé des postes associés aux sciences de l'éducation, à l'évaluation de programmes ainsi qu'à la planification stratégique et à la reddition de comptes, avant de devenir adjointe exécutive de dirigeante d'organisme gouvernemental. Elle s'implique également à titre d'administratrice bénévole dans un organisme communautaire de sa région.
2:30 – 3:45pm  English Panel: Alternative careers to Teaching

Panelists: Nidia Cerna, MA, Karima Kara, MEd, Patrick Devey, PhD
Moderator: Corinne Bossé, MA, Learning Designer at Athabasca University, Faculty of Graduate Studies

Nidia Cerna is a Program Manager - Academic Projects at McMaster University, DeGroote School of Business in Hamilton, Canada. Through her career, she has contributed to the strategic direction of curriculum development, while leading design and development educational initiatives to elevate the pedagogical quality of courses and programs supported by emerging technologies with a focus on applied and experiential learning. Nidia is involved in various communities of practice at McMaster University such as Teaching and Learning, Blended and Online Learning, and the Open Educational Resources Committee. She holds an M.A. in Educational Technology from Concordia University, Montreal, Canada, and a B.Sc. in Communication Sciences from the University of Lima, Peru.

Karima Kara, MEd is CEO and Founder of iexpressions consulting. She is a bilingual facilitator, coach and mediator who helps individuals, team and organizations uncover their blindspots and lead more inclusively to achieve higher levels of engagement and performance.

Karima has extensive experience working in public and private sectors. She has facilitated sessions for Global Affairs Canada, the University of Ottawa’s Professional Development Institute, Employment and Social Development Canada (ESDC), the Canadian Bar Association, and Cirque du Soleil.

Karima holds a Master's in Educational Leadership from McGill University and a Bachelor of Education from Queen’s University. She received training as a Mediator from the Centre for Effective Dispute Resolution (CEDR) in the UK and she has a Graduate Diploma in Educational Technology from the Concordia University.
Patrick Devey is the Acting Vice President, Innovation & Strategy, Algonquin College.

Dr. Patrick Devey is the Dean of AC Online, Algonquin College’s (Ottawa) online campus, one of the top providers of online education in the country. Patrick has over 20 years of experience as a senior executive in digital learning in higher education and in corporate training. He earned his doctorate from Concordia University (Montréal) where he studied the retention patterns of undergraduate students in online courses using learning analytics. He is passionate about instructional design in eLearning, building and managing learning development teams, and is a fervent advocate of eLearning as a strategic priority for post-secondary institutions. He continues to design, develop, and teach online courses as a visiting faculty member at McGill University (Montréal), and is a board member for OntarioLearn, the province of Ontario’s consortium that oversees the collaboration of its 24 colleges in sharing online curriculum and services.