

CURRICULUM VITAE

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ACADEMIC EXPERIENCE

- 2016 – present. Professor – University of Waterloo
- 2013 – 2016. Associate Professor – University of Waterloo
- 2009 – 2013 Associate Professor – University of Calgary
(2010–2011 visiting professor at the Toulouse School of Economics)
- 2006–2009. Assistant Professor – University of Calgary
- 2005–2006. Adjunct Assistant Professor – University of Calgary
- 2001–2005. Visiting Professor – University of British Columbia

ADMINISTRATIVE EXPERIENCE

- 2018 – present. Associate Dean of Research, Faculty of Arts, UWaterloo
 - 2019 June to December – Interim Associate Vice–President, Research Oversight and Analysis
- 2018 – present. Associate editor – Immigration field, IZA world of Labour
- 2017 – present. Member of the Labour Market Information Experts Panel
- 2017 – present. Secretary, Canadian Economics Association
- 2015 – 2022. Founder and Director of Canadian Labour Economics Forum (CLEF)
 - Board-member 2022-2023 (<http://clef.uwaterloo.ca/>)
- 2015–2017. Associate Chair Graduate Studies–Economics, UWaterloo

RESEARCH AFFILIATIONS

- *IZA Research Fellow*, (July 2017–)
- *External Research Fellow at CReAM*. CReAM is an independent and interdisciplinary research centre located in the Department of Economics at University College London, whose research focusses on the global causes and consequences of migration (<http://www.cream-migration.org/index.php>)
- *Associate Researcher to the Global Network on Child Migration*, Office of Population Research, Princeton University. <http://globalnetwork.princeton.edu/> (2013–17)
- *Independent consultant work* (2001–12) (Statistics Canada, World Bank, European Commission)
- *Associate Researcher for the Western Research Network* (1999–2001)

ACADEMIC FORMATION

- 1999. Ph.D. Economics. Boston University. Boston, Massachusetts

RESEARCH INTERESTS

Education, Labor Markets, Immigration, Economics of the Family

GRANTS AND AWARDS

- Co-Applicant. WIN-Arts Seed funding competition (2023-2024). \$15,000. *“Impacts of a transition to hydrogen-based aviation transport systems on economy and gender equality”*
- Principal Investigator. UWaterloo Arts seed grant for international collaboration (2023-24), \$4,970. *“Comparative study of the precarious status of migrant women in the labour market”*
- Co-investigator - Immigration, Refugees, and Citizenship Canada, Settlement Programme (2020-25) \$1,700,000. (My portion \$30,000)

- Co-Applicant. Royal Bank of Canada (2020- 2028), \$631,322 (My portion \$210,000). “RBC Future Launch Longitudinal Study”, (Co)
- Co-Applicant. Canadian Research Data Centre Network (CRDCN) and the department of Women and Gender Equality Canada (WAGE) (2021-22), \$20,090. “Looking for work? Understanding the unemployment transitions of women and men in Canada”
- Principal Investigator. SHHRC-Insight Development Grant (2019-22 COVID Extension 2023), \$60,160. “Conspicuous Consumption, Savings and Income Inequality”
- Principal Investigator SHHRC-U. Waterloo seed grant - high ranking in Insight Grant competition (2016-18), \$8,000
- The John Vanderkamp Prize for the best paper published in 2014 in *Canadian Public Policy*, \$5,000 (“The puzzling effect of Delaying Schooling on Canadian Wages”)
- Principal Investigator SHHRC-U. Waterloo seed grant - high ranking in Insight Grant competition (2015-17), \$8,000
- CLSRN-SSHRC “Improving Immigration Outcomes in British Columbia” (2013–14) \$15,000, “The Labour Market Outcomes of Married Immigrant Women”
- Principal Investigator University of Calgary SSHRC competitiveness preparation grants for the project “Fertility Decisions of Canadian Immigrant Households” (June 1st, 2012 – September 31, 2013 - \$4,000)
- Principal Investigator SSHRC-Standard Research Grant (May 2009-11), \$24,000. “The delay of post-secondary schooling decisions”
- Principal Investigator CLSRN “Education, Training and school-to-work transitions” (2006 –07), \$5,000 (PI)
- Post-Doctoral Research Fellow (Western Research Network, University of British Columbia, July 1999-June 2001; \$20,000/per year)
- Bank of Spain Doctoral Fellowship (1993-1998, \$40,000/year)

REFEREED PUBLICATIONS

- [“Differences in Skill Requirements Between Jobs Held by Immigrant and Native Women Across Five European Destinations,”](#) (with Alicia Adsera and Virginia Hernanz) (2023) *Population Research and Policy Review*, vol. 42(3), pages 1-29, June.
- [“The work trajectories of married Canadian immigrant women, 2006-2019”](#) (with Annie (Yazhuo) Pan and Tammy Schirle,) (2023) *Journal of International Migration and Integration*, vol. 24(Suppl 3) pp. 697-716.
- [“Linguistic Proximity and the occupational assimilation of immigrant men in Canada”](#) (with Alicia Adsera) (2021) *Labour* vol.35(1), pp. 1-23
- [“Divorce, Remarriage and Child Cognitive Outcomes: Evidence from Canadian Longitudinal Data of Children”](#) (2020) (with Yazhuo Pan) *Journal of Divorce & Remarriage*, vol 61(8), pp. 636-62 doi: 10.1080/10502556.2020.1827345
- [“Speeding up for a son: Sex ratio imbalances by birth interval among South Asian migrants to Canada”](#) (2020) (with Alicia Adsera) *Canadian Studies in Population*, 47, pp.133-149 (2020)
- [“The Effect of Housing Price Changes on Fertility: Evidence from Canada”](#) (2019) (with Jeremy Clark), *Economics: The Open-Access, Open-Assessment E-Journal*, 13 (2019-38): 1-32. _
- “A Comparative Analysis of the Labour Market Performance of University-Educated Immigrants in Australia, Canada, and the United States” (2019) (with Mikal Skuterud and Andrew Clarke) *Journal of Labor Economics*, vol 37(S2), S443-S490

- “Fertility Issues in Developed Countries” (with Alicia Adsera) (2017). The Oxford Handbook of Women and the Economy S. Averett; L. Argys; S. Hoffman, editors. Oxford University Press (DOI 10.1093/oxfordhb/9780190628963.013.7)
- “Occupational Skills and Labour Market Progression of Married Immigrant Women in Canada” (with Alicia Adsera), *Labour Economics*. Vol.39 (2016), pp.88-98.
- “The fertility of married immigrant women to Canada” (with Alicia Adsera), (2016) *International Migration Review*, Volume 50, Issue 2, Pages: 475–505.
- “The Social Rate of Return to Investing in Character: An Economic Evaluation of Alberta's Immigrant Access Fund Small Loan Program” (with Herbert Emery) *Journal of international Migration and Integration* (2015), vol.16(2), pp. 205–224
- “Immigrants and Demography: Marriage, Divorce, and Fertility” (with Alicia Adsera) Handbook on the Economics of International Migration, Volume 1A, edited by B. R. Chiswick and P. W. Miller for the “Handbooks in Economics Series”, Kenneth J. Arrow and Michael D. Intriligator eds., Elsevier B.V. 2014, pp 315-374
- “New Directions in immigration policy: Canadian’s evolving approach to the selection of economic immigrants” (with Garnett Picot and Craig Riddell), *International Migration Review*, vol. 48(3), pp.846-867. Fall 2014.
- “The Puzzling Effect of Delaying Schooling on Canadian Wages” (with Alicia Menendez), *Canadian Public Policy* (Fall 2014), vol.40(3), pp.197-208. *John Vanderkamp Prize 2014*
- “The Myth of Immigrant Women as Secondary Workers: Evidence from Canada” (with Alicia Adsera) *American Economic Review Papers and Proceedings* (2014), vol.104(3), pp. 360-364.
- “Factors influencing the fertility choices of child immigrants in Canada” (with Alicia Adsera) *Population Studies* (2014) vol.68(1) pp.65-79
- “Family Friendly Benefits?” (with Lynda Gagne) *Journal of Management and Organization* (2013) vol.10(6), pp.721-747.
- “Fertility Patterns of Child Migrants: Age at Migration and Ancestry in Comparative Perspective”, (with Alicia Adsera, Wendy Sigle-Rushton and Ben Wilson), (2012), Migrant Youth and Children of Migrants in a Globalized World, *the Annals of the American Academic of Political Science*, (Sept 2012); vol.643(1), pp.160-189
- “The long term consequences of business cycles for human capital accumulation” (with David Green and Herb Emery), (2012) *Industrial & Labor Relations Review* vol.65(3), pp.708-734
- “Evidence of the Association between Household Food Insecurity and Heating Cost Inflation in Canada from 1998–2001” (with Jesse Matheson, J. Herbert Emery, Aaron C. Bartoo, Sharon I. Kirkpatrick, Valerie Tarasuk, Lynn McIntyre) (2012), *Canadian Public Policy* (2012), vol.38(2), pp. 181-215.
- “Unemployment Insurance Savings Accounts in Latin America: Overview and Assessment” (with Craig Riddell) (2011). In R. Holzmann and M. Voldopivec eds. Reforming Severance Pay: An International Perspective. World Bank Publications, Washington D.C. (2011), pp. 211-238 (Previously published as *IZA Working Paper 5577*, 2011)
- “The Fertility Decisions of Canadian Immigrants”, (with Alicia Adsera) in Canadian Immigration: Economic Evidence for a Dynamic Policy Environment. Ted McDonald, Elizabeth Ruddick, Arthur Sweetman, and Christopher Worswick, eds. 2010, (Montreal and Kingston: McGill-Queen's University Press, Queen's Policy Studies Series), pp: 283-310
- “Marriage Market Imbalances and the Labor Force Participation of Canadian Women” (with Herb Emery) (2009). *Review of Economics of the Household*: vol 7(1): pp 43-57
- “Should Workers Care about Firm Size?” (with Stephanie Lluís) (2008). *Industrial Labor Relations Review* vol. 62 (1): pp 104-125

- "Education, Credentials and Immigrant Earnings" (with Craig Riddell) (2008) *Canadian Journal of Economics*, vol. 41(1): pp 186-216
- "Housing, Neighbourhoods and Canadian Children's Development Outcomes", (with Lynda Gagne) (2006). *Canadian Public Policy*, vol. 32(3): pp.275-300
- "The Effect of Literacy on Immigrant Earnings", (with David Green and Craig Riddell) (2006). *The Journal of Human Resources*, vol.41(2), pp.380-410.
- "Signaling, Inequality and the Social Structure" (2005), *Economica*, vol. 72(287), Page 515-529,
- "The Role of Credentials in the Canadian Labor Market", (with Craig Riddell) (2002). *Canadian Journal of Economics*; 35(4): 879-905
- "*Sheepskin Effects and the Returns to Education*" (with Craig Riddell) (2002). *Towards Evidence-Based Policy for Canadian Education*, edited by Patrice de Broucker and Arthur Sweetman, John Deutchs Institute of Economic Policy, Queen's University. McGill-Queen's Press 2002, pp. 423-445

WORKING PAPERS (under review in Journals)

- "Differences in time allocation across activities and inputs on child raising: Evidence from Canada" (with Allison Mascella). CLEF working paper #48 <https://clef.uwaterloo.ca/wp-content/uploads/2022/11/Immigrant-time-use-WP.pdf>
- "Revisiting the added worker effect" (with Tammy Schirle and Yazhuo (Annie) Pan) (R&R CPP)

WORK IN PROGRESS

- "The quality of Immigrant Women's jobs" (with Sumeet Daht)
- "Conspicuous consumption and Inequality" (With Francisco Gonzalez and Iuliia Nestorova)

Other non-refereed contribution

Technical reports:

- "[Facing challenges, finding opportunity: Young people in Canada navigating a new employment reality](#)" (2024) with Valentina Castillo Cifuentes, Mariah Jolin, Ilona Dougherty and Amelia Clarke)
- "[Uneven Odds: Men, Women and the Obstacles to Getting Back to Work with Kids](#) (with Tammy Schirle, and Annie (Yazhuo) Pan). CD.Howe Institute E-brief, Sept 28, 2022
- "Looking for work? Understanding the labour market transitions of women and men in Canada" (with Annie Yazhuo Pan, and Tammy Schirle) December 2021. *Department of Women and Gender Equality (WAGE) internal report*
- "Knowledge Synthesis Report on Canada's Racialized Immigrant Women and the Labour Market."2021. (with Bessma Momani, Rachel Johnstone, Nada Basir, Margaret Walton-Roberts, Jenna Hennebry, Melissa Finn, Kersty Kearney, Lydia Callies, and Jesse Uszkay. *Immigration Refugee Citizenship Canada*. https://uwaterloo.ca/women-work-and-the-economy/sites/ca.women-work-and-the-economy/files/uploads/files/ircc_knowledge_synthesis_august_23_2021.pdf
- Arcila, A. Ferrer, A. and Schirle, T. "Occupational Segregation, Skills, and the Gender Wage Gap." Report prepared as part of the Gender Wage Gap Grant Program, Ontario Pay Equity Commission, March 2017 (https://www.researchgate.net/publication/323738583_Occupational_segregation_skills_and_the_gender_wage_gap)
- "The gender wage gap and returns to skills: Evidence from Ontario" (with Tammy Schirle and Andres Arcila-Vasquez), Laurier Centre for Economic Research & Policy analysis (LCERPA), LCERPA Commentary # 2016-2), http://www.lcerpa.org/public/papers/LCERPA_C2016_2.pdf

- “*Economic Outcomes of Adult Education and Training*”, (with Craig Riddell) Prepared for the International Encyclopaedia of Education, third edition, Oxford: Elsevier. 2010. Also appears as a Chapter in “*Adult Learning and Education*”, 1st Edition. K.Rubenson Ed. Elsevier 201, pp. 299-304 (ISBN: 9780123814890)

Policy Briefs:

- “[Labour Market Barriers Faced by Highly Educated Racialized Newcomer Women in Canada](#)” (2024) (with Sumeet Singh Dhat), *Women, Work and the Economy*
- “Young Canadians prefer in-person and hybrid work, according to a new report”, (With Ilona Dougherty and Amelia Clarke). *The conversation*, published July 2nd, 2024 ([Young Canadians prefer in-person and hybrid work, according to a new report \(theconversation.com\)](#))
- “The startling impact of covid-19 on immigrant women in the workforce”. Policy Options, Oct 21, 2020 (with Bessma Momani) <https://policyoptions.irpp.org/magazines/october-2020/the-startling-impact-of-covid-19-on-immigrant-women-in-the-workforce/>
- “Educational Attainment and Labor Market Performance: an Analysis of Immigrants in France”, (with Mehtap Akgüç). IZA DP No. 8925 (<http://ftp.iza.org/dp8925.pdf>)
- “Are Married Immigrant Women Secondary Workers?” *IZA World of Labor* 2014, <http://wol.iza.org/articles/are-married-immigrant-women-secondary-workers>
- “Evidence from Canada contradicts the common notion that migrant women are secondary workers” (with Alicia Adsera) The LSE’s daily blog on American Politics and Policy, June 24 2014 <http://blogs.lse.ac.uk/usappblog/category/authors/alicia-adsera/>
- “The Effect of Age and Background on the Fertility Patterns of Child Migrants”, *Population Change and Lifecourse Cluster Research Brief* N. 16, Sept. 2013

RECENT PARTICIPATION IN CONFERENCES AND SEMINARS (past 4 years)

- Presented Paper “Canada's racialized immigrant women and the Labour market”
 1. 2024, September, 27, Immigration and Labour Market Conference, (HEC-Montreal, Canada)
 2. 2024, May 30, Canadian Economics Association Meetings (Toronto, Canada)
- Presented Paper “Labour market transitions of women, the added worker effect”
 3. 2023, November 21-23, CRDCN 2023: Leveraging Data, Research, and Policy Collaborations (Hamilton, Canada)
- Presented Paper “Immigrant Gaps in Parental Time Investments”
 1. 2023, May 30, Canadian Economics Association Meetings - On-line (Winnipeg, Canada)
- Presented Paper “The work trajectories of Canadian Immigrant women”
 1. 2023, May 17, Invited Seminar, University of Strathclyde (Glasgow, UK)
 2. 2022, June 3, Canadian Economics Association Meetings (Ottawa, Canada)
- Presented Paper “Conspicuous consumption and Inequality”
 3. 2021, June 4, Canadian Economics Association Meetings -on line (Vancouver, Canada)
 4. 2020, May 28, Canadian Economics Association Meetings (Toronto, Canada) CANCELLED –COVID19
- Presented Paper “Career progression of immigrant women across Europe”
 1. 2021, June 4, Canadian Economics Association Meetings (Vancouver, Canada)
 1. 2019, June 13, Jornadas de Economia Laboral (Huelva, Spain)
 2. 2019, June 2, Canadian Economics Association Meetings (Banff, Canada) CANCELLED for family reasons
 3. 2019, April 10, Population Association of America (PAA) meetings (Austin, Texas)
 4. 2019, March 8, invited seminar, Dalhousie University (Halifax, NS)
- Presented Paper “Linguistic proximity and work patterns of immigrant men”
 1. 2018, April 5, Demographics, Immigration, and the Labor Market workshop, University of Nuremberg (Nuremberg, Germany) <https://www.iab.de/en/veranstaltungen/konferenzen-und-workshops/demographics2018.aspx>
 2. 2018, March 17, invited seminar, University of Alcalá de Henares (Madrid, Spain)
 3. 2017, March 10, invited seminar, University of Manitoba (Winnipeg, MA)

POLICY AND KNOWLEDGE BUILDING WORKSHOPS (past 4 years)

- Knowledge Mobilization Workshop, “*Canada’s Racialized Immigrant Women and the Labour Market*”, shared with the Women, Work and the Economy (Waterloo, February 9, 2024)
- Expert participant in Roundtable discussion “*Youth Labour Market Scarring*” (June 28, 2023, Century Initiative and the Future Skills Centre)
- Expert participant in Roundtable discussion “*Category Based Selection and the Future of Express Entry*”, (Nov 7th, 2022 Ryerson University)
- Panelist in the webinar “*Updates on the “shecession”: women’s employment and sectors in recovery*”, webinar # 2 in the series “*Labour Market Information Series: New LMI for Career Practitioners*”, (March 28th, 2022, Labour Market Information Council and CERIC)
<https://ceric.ca/ceric-events/webinars/labour-market-information-series-new-lmi-for-career-practitioners-in-canada>
- Participant in Roundtable discussion “*The Future of Immigration Policy*”, (Nov 23rd, 2021 Ryerson University) <https://www.torontomu.ca/cerc-migration/events/2021/11/canadian-immigration-policy/>
- Panelist in *Using SGBA+ to Address Data Bias from the Initial Research Design*, (May 28, 2021, <https://uwaterloo.ca/defence-security-foresight-group/events/gba-webinar-series>)
- Panelist in *Spotlight on Immigration*, session in the RDCN 2020 Virtual Conference “Public Policy and the Data Revolution” (Wednesday October 7 2020)
- Discussant in “Gender in the Academy” book workshop, Waterloo, June 18, 2020

Other Academic Contributions

- Adjudication Committee of SSHRC-Insight Development Grants (2021 to 2023)
- Evaluator - Canada Research Chairs (2022); SSHRC Insight Grant (2023)
- Adjudication Chair of the Program Committee for the Annual Conference of the Canadian Labour Economic Forum (CLEF) (2016-2022); Canadian Labour Market and Skills Researcher Network (CLSRN) (2015)
- Evaluator for projects submitted to *Status of Women Canada, Gender Equality (GE) and Gender-Based Violence (GBV) Research in Canada* (2019)
- Referee for *Canadian Public Policy, Journal of International Migrations and Integration, Labor Economics, Industrial Labor and Relations Review, Demography, International Migration Review, the Statistics Canada Research Paper Series; Journal of Population Economics; Journal of Demographic Economics; IZA Journal of Development and Migration; International Migration; Industrial Relations.*
- Reviewer of Labour Market Information Council articles, and applications to the Research Data Center (Statistics Canada)

TEACHING AND ADVISING

- **Graduated PhD students**; Allison Mascella (UWaterloo 2021) first job SWORDC analyst; Andres Arcila-Vasquez (U.Waterloo 2020) first job Analyst TD bank; Yazhuo Pan (Co-supervisor; U. Waterloo 2020) first job Canadian Pension Plan Investments; Cecilia Garcia (Co-supervisor. U.Calgary, grad. 2013) first job Bank of Mexico; Alexander Smith (Co-advisor. U.Calgary, grad. 2010), first job University of Massachusetts
- **PhD. Committees**: Aidi Yu (On-going, U.Waterloo, Prospectus 2021); Iuliia Nesterova (U.Waterloo, 2023); Jack Chen (U.Waterloo, 2020); Jue Zhang (U.Waterloo, 2018); Hongxiu Li (U.Waterloo, 2017); Hang Gao (U.Waterloo, 2017).
- **MA thesis advisor**: Caiwei Sun (U.Waterloo, 2024); Sanjhanaa Shankar (U.Waterloo, 2024); Burak Gulgen (Second Reader. U.Waterloo, Stratford, 2024); Jung-Hyum Kim (U.Waterloo 2021);

Klayton Goncalvez, (U.Waterloo, 2018); Idris Ademuyiwa (U.Waterloo, 2016); Adam Page, (U.Waterloo, 2014)

- **U Waterloo Honours Essay Advisor:** Mehak Hooda (F23); Xie (F22); Zhan (F22); Mubassir (W22); Yifei Gan (W22); Yujie Gu (W21), Justin Hum (W21), Valerie Yan (W20), Yuki Xia (W20), Quinn Bhenke (W19), Ophelia He (W19); Denique Lovell (F18); Yilin Lou (F17); Le Huy (Bill) (W17); Christine (W17); Jing Wang (F16); Lise (W16), Gao (S15); Goncalves (W15); Khawaja (W15); Lin (W15); Law (W2015); Yang (W15); Gu (F14);
- **External Examiner:** Ryan Bacic (McMaster University, Economics, Sept 2024); Phuong Vu (Western University, Economics, Sept 2023); Nick Manuel (U. of Guelph, Economics 2020); Min Hu (Dalhousie University, Economics 2019); Seda Gunduz (U. of Ottawa, Economics, 2017); Jennifer (Jiayuan) Teng (U. of Guelph, Economics 2015); Wen Ci (Carleton University, Economics 2013); Pamr (U. of Calgary, Sociology, 2012); Phillip Leonard (McMaster University, Economics, 2012).
- **Graduate courses:** "Research Methods in Economics", "Economics of Inequality", "Labor Economics", "Applied Economics", **Undergraduate courses**, Majors Program: "Economics of Poverty and Inequality", "Economics of Social Problems", "Labor Economics", "Applied Economics", "Statistics in Economics".
- **Other:** Judge for the "Case competition Case: the brain drain", organized by the Undergraduate Economics council, Univ. of Toronto (March, 2022)

MEDIA

- Youth and Innovation project commented on Financial Post (29 May 2024) (<https://financialpost.com/globe-newswire/youth-innovation-project-new-report-reveals-insights-on-how-canadian-youth-are-navigating-a-new-employment-reality>); The conversation (July, 2, 2024) (<https://theconversation.com/young-canadians-prefer-in-person-and-hybrid-work-according-to-a-new-report-232244>); Global news (July 10, 2024) (<https://globalnews.ca/news/10614844/youth-unemployment-canada-job-hunt-tips/>); City News (July 17, 2024) (<https://kitchener.citynews.ca/2024/07/17/more-young-people-prefer-to-work-in-person-hybrid-work-uw-study/>)
- Comment on low fertility, Stats Canada report on CTV (<https://www.ctvnews.ca/canada/canada-s-fertility-rate-reached-a-record-low-in-2020-statcan-1.5926642>), May 3, 2022
- Research on housing prices and fertility featured in the *Financial Post*: "How high housing costs impact people's decision to have children", *Haider-Moranis Bulletin*, October 31, 2019: (<https://business.financialpost.com/real-estate/how-high-housing-costs-impact-peoples-decision-to-have-children>)
- Research on the gender gap featured in *University Affairs*, "Putting the family in Economics", Diane Peters, October 5, 2018; (<https://www.universityaffairs.ca/features/feature-article/putting-the-family-in-economics/>) and *The ObserverXtra* "Mind the gap" Whitney Nellson, April 21 2016 (<https://observerxtra.com/2016/04/21/mind-the-gap/>)

SERVICE (University of Waterloo, since 2020)

- Adjudication committee of University of Waterloo's postdoctoral funding (2023 competition)
- Task Force to draft a White Paper on Bibliometrics (2022)
- Adjudication panel for the *Youth Violence in Waterloo Region* (2023) and the *Homeless Initiative with the Region of Waterloo* (2022) call for proposals
- Member *Tenure and Promotion Committee*, Saint Paul (Fall 2021)
- Member of the UW India Committee (2021-present)
- Member of hiring panel for the [Manager, Research Program Development and Partnerships, Anti-Racism](#) – position at OR (November-December 2020)
- University of Waterloo External Faculty member of the Program Review Committee of Recreation and Leisure Studies department. (November 2020)