

Research Portal

Application - Insight Development Grants

Identification

Applicant

Family Name: Covell

First Name: Christine

Middle Names: L

Current Position: Assistant professor

Primary Affiliation: University of Alberta

Department/Division: Faculty of Nursing

Application

Application Title Designed to Stay: Canadian-Educated International Students as Future Permanent Residents

Research group 4 - Sociology; demography; law; criminology; social work; communication studies; journalism; media studies; gender studies; cultural studies; library and information science; and related fields

Multidisciplinary evaluation (required) Yes No

Joint or special initiative Select

Is this a [research-creation project](#)? Yes No

Does your proposal involve [Aboriginal Research](#) as defined by SSHRC? Yes No

Scholar Type

Are you an [Emerging Scholar](#) or [Established Scholar](#)? Emerging

Have you received a previous grant (with the exception of a fellowship and/or knowledge mobilization grant) as principal investigator or project director, through any of the following organizations: SSHRC, Natural Sciences and Engineering Research Council, or Canadian Institutes of Health Research?

Yes No

When did or will you obtain your highest degree? For doctoral and master's degrees, this is the thesis defense date for the first highest degree obtained.

2011-02

Do you currently hold a tenured or tenure-track postsecondary appointment?

Yes No

When did you obtain your tenured or tenure-track position?

2016-01

Confirmed Scholar Type **Emerging**

Administering Organization

Organization University of Alberta

Department/Division Faculty of Nursing

Invitations

Role	Last Name	First Name	Organization	Department
Co-applicant	Bourgeault	Ivy	University of Ottawa	Telfer School of Management
Co-applicant	Esses	Victoria	The University of Western Ontario	Psychology
Co-applicant	Neiterman	Elena	University of Waterloo	School of Public Health and Health Systems

Activity Details

Certification Requirements

Does the proposed research involve humans as research participants?

Yes No

Does the proposed research involve animals?

Yes No

Environmental Impact

A. Will any phase of the proposed research take place outdoors and on federal lands in Canada, as interpreted in section 2(1) of the [Canadian Environmental Assessment Act, 2012](#) (CEAA 2012)?

Yes No

B. Will any phase of the proposed research take place outdoors and outside of Canada?

Yes No

C. (i) Will the grant permit a designated project, as listed in the CEAA 2012 [Regulations Designating Physical Activities](#) (RDPA), to be carried out in whole or in part?

Yes No

OR (ii) Will any phase of the proposed research depend on a designated project, as listed in the RDPA, being carried out by an organization other than the granting agency?

Yes No

Keywords

List up to 10 keywords that best describe the proposal.

Immigrants, Human Capital, International Students, Migration, Knowledge Workers, Employment, Education

Disciplines

Indicate and rank up to three disciplines relevant to your proposal, with #1 the most relevant and #3 the least relevant.

1. Sociology Social Structure
2. Economics Labour and Demographic Economics
3. Education Counselling & Career Guidance

Areas of Research

Indicate and rank up to three areas of research relevant to your proposal, with #1 the most relevant and #3 the least relevant. If you select "Not Subject to Research Classification" in #1, the system will automatically remove any other areas of research when you save this page.

1. Immigration
2. Employment and labour
3. Education

Temporal Periods

Indicate up to two historical periods covered by your proposal.

	From		To	
	Year	Period	Year	Period
1.	<input type="text" value="2002"/>	AD	<input type="text" value="2017"/>	AD
2.	<input type="text"/>		<input type="text"/>	

Geographical Regions

Indicate and rank up to three geographical regions relevant to your proposal, with #1 the most relevant and #3 the least relevant.

1. Western Canada
2. Central Canada
- 3.

Countries

Indicate and rank up to five countries relevant to your proposal, with #1 the most relevant and #5 the least relevant.

1. Canada
- 2.
- 3.
- 4.
- 5.

Revisions since previous application

Summary of Proposal

Designed to Stay: Canadian-Educated International Students as Future Permanent Residents.

They are designed to stay, Canada is beckoning and international students are responding. But are we ready? Recognized as a safe country with an accepting society and excellent universities, Canada has fast become a top destination country for international students. Greater than 300,000 international students are enrolled in our universities and within three years the numbers are expected to rise to well above a half a million. With the recent

Personal information will be stored in the Personal Information Bank for the appropriate program.

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changes to American immigration policies and Brexit it is anticipated that more and more international students will consider Canada an attractive study destination.

Over one half of all Canadian-educated international students indicate a desire to stay in the country after graduation. Recognized as 'designer immigrants' international students' are believed to possess the attributes that make them readily employable upon graduation. Their tenure at Canadian universities affords international students the opportunity to acquire Canadian education and professional competencies, perfect their language skills, become familiar with the culture and values of the country and develop professional and social relationships, all attributes that are attractive to Canadian employers. But we know curiously little about how or when Canadian-international students decide to stay or return to their home country, or what type of challenges they will face if they decide to stay. We also do not fully understand the types of support that can help international students successfully navigate the immigration process to become permanent residents.

Our study addresses these gaps in research by focusing on international students studying at Canadian universities and the relatively unexplored but promising path for them to become permanent residents. We will collect data from sixty international students enrolled in social sciences and humanities programs at two large universities in different regions of Canada. We will use both qualitative (interviews) and quantitative (questionnaires) to explore which factors international students consider when making decisions about staying in Canada or returning to their home country after graduation, how they arrive at these decisions, and types of support that can help them navigate the immigration process. The information we obtain from this study will be used to frame a more substantial investigation of these issues at the national level, while considering level, program and region of international students' studies.

The originality of this proposed research is the attention it draws to a group of prospective newcomers who have the potential for quickly entering the labour market and contributing long-term to the Canadian economy. The significance of focusing on Canadian-educated international students who want to stay is the potential it has for being an ethically promising solution for selecting immigrants who can help address the country's growing demand for knowledge workers. For many years, Canada's knowledge-based economy has created demands for knowledge workers that have consistently outpaced domestic production and supply forcing employers and governments to turn to foreign sources. International students who want to stay have a clear advantage over foreign-educated knowledge workers because they are job ready at time of immigration, a quality foreign-educated knowledge workers do not often possess.

The wider social benefit of this research is the new knowledge it provides to education and immigration policy-makers to develop and refine supports for international students who want to stay, and to promote the selection of immigrants who are prepared to thrive and prosper long-term in Canada. By acknowledging the value of facilitating the permanent residency of international students this study raises societal awareness of the benefits of welcoming international students into our universities and communities and of the potential they have for contributing culturally and economically long-term to Canadian society.

Roles and Responsibilities

The interdisciplinary research team for this project includes the applicant and three co-applicants who have experience conducting research about knowledge worker migration. Covell, Neiterman, Bourgeault & Esses, scholars from different disciplines, have collaborated on several studies and disseminated their findings in both scholarly peer-reviewed and knowledge-user friendly forums. This project continues their professional partnership and their new program of research about international student migration.

Applicant Dr. Christine Covell (relative contribution 55%): Dr. Covell is a newly recruited Assistant Professor at the University of Alberta in the Faculty of Nursing. She has a PhD from the University of Toronto where she developed expertise in theory generation and measurement, mixed-methods and quantitative methodologies with advanced statistics. Dr. Covell's postdoctoral studies were funded by the Canadian Institutes of Health Research and were carried out at the University of Ottawa. During her postdoctoral training she developed expertise in knowledge worker migration and collaborated with social scientists from the fields of sociology, economics and management to conduct research that explored the intersection of human capital, immigration and gender on the employability of degree-prepared immigrants.

Dr. Covell has published 23 (17 as primary author) peer-reviewed publications (4 additional papers are currently under review), 7 research reports, 20 (16 invited) presentations, and 13 grants (\$4,062,814 career total, 4 as PI for \$273,360). Her h-index from Google Scholar (since 2012) is 10. She has experience leading small research teams employing mixed-methods designs with questionnaires and interviews. While a postdoctoral fellow and as a new faculty member, Christine supervised research assistants and co-op students. If funded, this research project will be a major focus of Dr. Covell's research time (70% of research time). Dr. Covell's role will be to oversee the project to ensure that it follows the proposed methodology, timeline and budget. She will lead the quantitative data collection (content and face validity and test-retest reliability of the questionnaire) and data analysis, work with Dr. Neiterman to ensure the qualitative data collected for this study is trustworthy, and supervise and mentor the graduate student located at the University of Alberta recruited for this project. She will lead the dissemination of the study's findings through both academic peer-reviewed and knowledge-user friendly forums. Her affiliation with the Pathways to Prosperity Partnership (P2P) will be valuable to ensure with Dr. Esses the study's findings reach a cross-section of representatives from federal and provincial migration ministries; municipalities; national, regional, and local organizations involved in newcomer settlement and researchers. Dr. Covell has access to formal research mentorship from well-established researchers and grant administrative mentorship through the Faculty of Nursing and the University Research Support Office at the University of Alberta. She also has built in mentorship support from co-applicants Bourgeault and Esses who are accomplished researchers.

Co-applicant Dr. Elena Neiterman (relative contribution 35%) is a Sociologist, employed at School of Public Health and Health Systems. She received her PhD in Sociology from the McMaster University and her postdoctoral studies were carried out at the University of Toronto. Her doctoral and postdoctoral studies were supported by the Social Sciences and Humanities Research Council. Dr. Neiterman's expertise pertinent to this proposal is qualitative research methodologies, higher education and migration and immigration theory and research. She has published numerous papers in both sociology and interdisciplinary journals (h-index, 7 Google Scholar 2012). She has supervised graduate students and research assistants. If funded, this research will be 30% of her research time. Dr. Neiterman's role will be to supervise and mentor the graduate student recruited for this project located at the University of Waterloo. A qualitative researcher, Dr. Neiterman will provide expertise to the team for data collection and analysis of the interview data. Dr. Neiterman will be directly involved in disseminating the study results and designing the knowledge mobilization products for informing policy and research. Her affiliation with the Canadian Sociological Association will be instrumental for disseminating the study's findings at the Congress of the Humanities and Social Sciences in 2018.

Co-applicant: Dr. Ivy Lynn Bourgeault (relative contribution 5%) is a CIHR Gender, Work and Health Chair who has expertise that cuts across health sciences, sociology and human resources disciplines. She is a Professor at the Telfer School of Management and the lead of the pan Canadian Health Human Resources Network (CHHRN)

at the University of Ottawa and the SSHRC-CIHR Healthy and Productive Work Partnership Development Team. She has extensive experience leading large national and international teams that include knowledge users and decision making partners. She has published widely (h-index 23, Google Scholar 2012) and consulted internationally and is formally affiliated with many research teams, globally. Her areas of expertise relevant to this proposal are gender and the professions more broadly, migration, and knowledge mobilization. If funded, this study will represent 5% of Dr. Bourgeault's research time. Dr. Bourgeault's role will be to provide expert opinion regarding grant administration and facilitate linkages with national and international knowledge-users. She will participate in research team meetings, the interpretation of the study's findings and development and dissemination of the knowledge mobilization products.

Co-applicant: Dr. Victoria Esses (relative contribution 5%) is Professor of Psychology and Director of the Centre for Research on Migration and Ethnic Relations at the University of Western Ontario. She is also the Principal Investigator and Co-Chair of the SSHRC funded Pathways to Prosperity (P2P) Partnership. P2P is an alliance of academic, community and government partners dedicated to fostering welcoming communities that promote the economic, social and civic integration of migrants and minorities in Canada. She has extensive experience conducting research of direct relevance to policy and practice, particularly in the area of immigration and ethnic relations. She has presented and published widely (h-index 30, Google Scholar 2012). Dr. Esses's role for this project is to advise on and facilitate the dissemination of the knowledge mobilization products developed from this project, especially those relevant for the P2P audience. She will also be instrumental to team for facilitating linkages with government, education, immigration and community stakeholders who work with and on behalf of international students. This project represents 5% of Dr. Esses's research time.

Roles and Training of Students

Two graduate students will be recruited for this study, one based at the University of Alberta (Edmonton, Alberta) and the other at the University of Waterloo (Waterloo, Ontario). They will be intimately involved in the project. Through participating in the proposed research the students will acquire a foundational level of expertise in the research process. The students at the University of Alberta and University of Waterloo will work collaboratively with Drs. Covell and Neiterman and be trained to: compose the ethics submissions, develop study advertisements (creating and distributing advertisements flyers and electronic communication scripts), participant recruitment (responding to inquiries), schedule data collection sessions, collect data (interviewing the participants, administering the questionnaire), perform analyses (entering data into SPSS and running analyses, develop coding system for interview data and using NVIVO to code the transcripts) and develop knowledge mobilization activities (drafting research summaries, developing and presenting conference posters and papers, present at the local research meetings and the seminars held at the International Student Centres). They will also be provided training on The Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans [TCPS 2] (2014) prior to commencing their work on this project. Drs. Covell and Neiterman will stress the importance of ethical behavior, confidentiality and anonymity in research, especially as they relate to collecting and storing data. These tutorials will facilitate the students' application of the knowledge they acquired in their research courses.

Drs. Covell and Neiterman have dedicated research space at their universities for students with desks, chairs, new computers with internet, Skype, Microsoft Office, Endnote (bibliographic) and Adobe Acrobat XI Pro software, telephones with answering machines. Office supplies and services such as pens, photocopying,

printing, faxes, long-distance telephone usage, teleconferences, Adobe Connect are provided in-kind from the applicant and/or co-applicants' faculties. The data for this project will be deposited and stored in a research data repository at the University of Alberta, Faculty of Nursing. The research data repository is a secure and confidential virtual research environment created to support research. The graduate students recruited for this project will have access to the research data repository and the computer programs remotely to code and/or analyze the qualitative (interview) and quantitative (questionnaire) data.

When preparing manuscripts the graduate students will benefit from University of Alberta's and affiliated universities' large collection of in-print and electronic resources. The libraries provide support for publishing including citation and writing help, identifying appropriate journals for publication and an Education & Research Archive (ERA) for depositing authors' post prints facilitating green open-access of the publications generated from this proposed research. They will also have access to on-site forums (research seminars, workshops, 3-minute thesis competitions) where graduate students can showcase their work and network with faculty.

Knowledge Mobilization Plan

Findings from this research will be made available and disseminated through both academic peer-review, open access forms and our formal affiliations (Covell & Bourgeault) with the SSHRC funded Pathways to Prosperity (P2P) Partnership (<http://p2pcanada.ca>) led by Co-applicant Dr. Esses. We foresee a minimum of two peer-reviewed presentations will be delivered at national conferences. One will be at the Pathways to Prosperity (P2P) Annual National Conference. The P2P partnership promotes research about international students making it an ideal forum to present (graduate student, Covell, Bourgeault & Esses) the empirical findings related to the second research objective: Societal, Institutional and Individual Factors and International Students' Inclinations to Stay or Go. Second paper will be presented at the Canadian Sociological Association Annual Conference (graduate student, Covell, Bourgeault & Neiterman) on the theoretical advances we propose to make to the "push-pull" model and suggestions for linkages with other migration or sociological theories.

All members of the team will be involved in the development of two manuscripts for publication that build on our conference presentations. We will target the journals of International Migration and Integration and Higher Education. To fulfill SSHRC's open access publication requirement we will pay for one to be published open through the publisher. Copies of both papers will be deposited through U of A's open access repository (<https://era.library.ualberta.ca>). We will capitalize on opportunities and modalities available locally to disseminate our findings. We will support and encourage students to present at regional Metropolis Conferences (targets both academics and policy-makers), universities forums (International Student Centres, University and Faculty Research Conferences) and P2P webinars. We will use twitter to share our findings and post research summaries on the P2P website and our faculty webpages.

Expected Outcomes

Scholarly Benefits

Indicate up to three scholarly benefits of the proposed project. (required)

1. Enhanced theory
2. Enhanced research collaboration
3. Student training/skill development

Summary of Expected Scholarly Outcomes

This proposed research enhances the theoretical literature on migration by exploring the process of international students' decision-making about migration. It also enhances the 'push-pull' model by identifying relationships between and hierarchy within the various factors that contribute to migration. Our interdisciplinary research team aims to build capacity in this area of inquiry. Moving forward we will add new academic scholars to our research team from the fields of economics, education and immigration and relevant knowledge-users from immigration and education sectors, and community organizations. Scholarly development of students is a priority and this study creates opportunities for students to experience "hands on" learning. They will learn about the procedures of quantitative, qualitative and mixed-methods methodologies and to produce and deliver a variety of knowledge mobilization products, gain transferable skills for graduate studies and academic and applied work settings

Societal Benefits

Indicate up to three societal benefits of the proposed project.

1. Enhanced policy
2. Training and skill development
3. Cultural outcomes

Summary of Expected Societal Outcomes

Canada is expecting a substantial growth in the international student population over the next few years. This study will help raise societal awareness about the benefits of welcoming international students into our universities and communities by drawing attention to their potential for contributing culturally and economically long-term to Canadian society. The proposed research will generate evidence to enhance immigration policy to further clear the path for international students who want to reside long-term in Canada. It draws attention to the importance of facilitating international students' access to settlement services so they can thrive in Canada. Access to these services will permit international students to develop skills (such as fluency in the English and/or French language and knowledge of the Canadian culture and customs) needed to successfully integrate into their workplaces and new communities.

Audiences

Indicate up to five potential target audiences for the proposed project.

1. Academic sector/peers
2. Postsecondary students
3. Postsecondary institutions
4. Canadian government
Federal
5. Not-for-profit/community organizations

Summary of Benefits to Potential Target Audiences

Different but complementary audiences will profit from our study. Academic communities from a variety of disciplines will benefit from newly created knowledge and its rapid dissemination through open-access, peer-reviewed forums and existing virtual platforms. Students will profit from research assistantships, and dissemination of the findings through local research seminars and our classroom teachings. Policy-makers from higher education and immigration sectors and decision-makers from professional and employment arenas (e.g. employers) will profit from timely and relevant evidence in forms designed to address their needs and mobilized through accessible mediums such as research briefs, webinars.

Funds Requested from SSHRC

Year 1

Personnel costs			
Student salaries and benefits/Stipends	Number	Amount	Justification
Undergraduate			
Masters	2	\$22,446.00	Two graduate students (one per data collection site) will be recruited for 8 hours/week for 2 terms in year 1. One based on the University of Alberta guidelines for Graduate Research Assistantships, the four-month term stipend for students for 2016-2017 is of \$5533 per term (includes 10% social benefits on salary portion). One based on the University of Waterloo guidelines for Graduate Research Assistantships 2016-2017, for four-month term @ \$39/hour with 14% social benefits is \$5690 per term.
Doctoral			
Subtotal		\$22,446.00	
Non student salaries	Number	Amount	Justification
Postdoctoral			

Personnel costs			
Student salaries and benefits/Stipends	Number	Amount	Justification
Professional/Technical Services	2	\$7,600.00	1) Professional transcription of 60, 45 minute interviews @ \$2.00/minute is \$5400. 2) Set-up of Research Data Repository (HRDR, 2016) for analyzing qualitative & quantitative data at U of A (includes SPSS 24 + NVivo 11 with 2 external users for 1 year) = \$2200. This service ensures controlled, remote access to data for the lifecycle of the project and security, confidentiality, and preservation of data in accordance with the Tri-Agency Statement on the Principles of Data Management 2016.
Other			
Subtotal		\$7,600.00	
Travel and Subsistence Costs for Research	Number	Amount	Justification
Applicant/Team Member(s)			
Student(s)			
Subtotal		\$0.00	
Travel and Subsistence Costs for Dissemination	Number	Amount	Justification
Applicant/Team Member(s)			
Student(s)			
Subtotal		\$0.00	
Other Expenses	Amount	Justification	

Personnel costs			
Student salaries and benefits/Stipends	Number	Amount	Justification
Supplies			
Non-disposable equipment		\$200.00	Two digital recorders to collect interview data purchased @ Best Buy. (\$100 x 2 = \$200)
Participant Incentives		\$1,800.00	Participant incentives: \$30 Grocery Gift Cards for 60 participants (30 participants per data collection site).
Subtotal		\$2,000.00	
Grand total year 1		\$32,046.00	

Year 2

Personnel costs			
Student salaries and benefits/Stipends	Number	Amount	Justification
Undergraduate			
Masters	2	\$22,446.00	Two graduate students (one per data collection site) will be recruited for 8 hours/week for 2 terms in year 1. One based on the University of Alberta guidelines for Graduate Research Assistantships, the four-month term stipend for students for 2016-2017 is of \$5533 per term (includes 10% social benefits on salary portion). One based on the University of Waterloo guidelines for Graduate Research Assistantships 2016-2017, for four-month term @ \$39/hour with 14% social benefits is \$5690 per term.
Doctoral			

Personnel costs			
Student salaries and benefits/Stipends	Number	Amount	Justification
Subtotal		\$22,446.00	
Non student salaries	Number	Amount	Justification
Postdoctoral			
Professional/Technical Services	1	\$300.00	Renewal of Research Data Repository for storing qualitative and quantitative data at the University of Alberta, includes access to SPSS 24 and NVivo 11 with one external users for 2nd year is \$300.
Other			
Subtotal		\$300.00	
Travel and Subsistence Costs for Research	Number	Amount	Justification
Applicant/Team Member(s)			
Student(s)			
Subtotal		\$0.00	
Travel and Subsistence Costs for Dissemination	Number	Amount	Justification
Applicant/Team Member(s)	2	\$5,000.00	The applicant or one research team member will present research findings at two national conferences (e.g. the Canadian Sociology Association, Pathways to Prosperity-P2P). The estimated cost for a Canadian conference is \$2,500; (registration + airfare + ground travel + accommodations + per diem of \$60/day per U of A guidelines). Applicant's or Co-Applicants' professional

Personnel costs

Student salaries and benefits/Stipends	Number	Amount	Justification
			development fund will subsidize conference expenses.
Student(s)	2	\$4,000.00	-Each student recruited for this project will accompany a team member to the national conferences and present there. Cost per conference is \$2000.00 per student (student registration + airfare + ground travel + accommodations + per diem of \$60/day per U of A guidelines).
Subtotal		\$9,000.00	

Other Expenses	Amount	Justification
Supplies	\$300.00	Costs associated with dissemination of findings (printing of research posters, research-related papers/documents).
Non-disposable equipment		
One open access publishing costs	\$2,500.00	Increasingly, researchers are being encouraged to provide rapid and free access to evidence generated from publicly funded research. The intent of this knowledge mobilization strategy is to foster wide and equitable dissemination of findings to both international academic and stakeholder audiences. The cost of an open-access publication in an international peer reviewed journal will be passed on to the authors.

Personnel costs

Student salaries and benefits/Stipends	Number	Amount	Justification
Hospitality		\$1,080.00	Disseminating research findings to stakeholders who work with and or behalf of international students at an end-of-grant knowledge mobilization research seminars held at the University of Alberta & University of Waterloo International Student Centres. Hospitality Lunch will be offered for 60 participants (30 per/university) @ \$18.00/person (per U of A L'Express Student run catering agency)=\$1080
Subtotal		\$3,880.00	
Grand total year 2		\$35,626.00	
Grand total		\$67,672.00	

Funds from Other Sources

You must include all contributors (e.g., individuals, not-for-profit organizations, philanthropic foundations, private sector organizations) that are providing contributions for the project. Indicate whether or not these contributions have been confirmed.

If a funding source is not listed, you must:

- (a) type the source name in Funding Source
- (b) identify the contribution type
- (c) enter an amount.

If you have received, from a single funding source, more than one contribution of the same type (e.g., cash) and confirmation status, you must combine these into one entry (e.g., two \$20,000 confirmed cash contributions from a university become one \$40,000 confirmed cash contribution).

For examples of Canadian and international sources of eligible cash and/or in-kind support, see [SSHRC's Guidelines for Cash and In-Kind Contributions](#).

Note: All contributions must be indicated in Canadian currency.

Funding Source	Contribution Type	Confirmed	Year 1	Year 2	Total
					\$0.00
Details					
					\$0.00

Funding Source	Contribution Type	Confirmed	Year 1	Year 2	Total
Details					
					\$0.00
Details					
Grand total					\$0.00

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Detailed Description

Objectives

Nearly 300,000 international students are enrolled at Canadian universities (Canadian Bureau for International Education [CBIE], 2015). Viewed as a country with an excellent education system, a tolerant and non-discriminatory society and with a reputation of being safe, Canada has fast become one of the top destination countries for university students who want to study abroad. Students from more than 185 countries worldwide attend our universities. Chinese students make up one-third of the international student population, followed by students from India, South Korea, France, and Saudi Arabia. Majority (88%) of the international students are studying at the graduate level. The four major fields of study are engineering (20%), business (17%), natural science (13%) and social sciences (13%). Ontario, British Columbia and Quebec receive the largest proportions of international students, followed by Alberta, Manitoba, Saskatchewan, and Atlantic provinces (CBIE, 2015).

Almost two-thirds of all international students intend to work in Canada following their studies. While 20% plan to work for up to three years before returning to their home country, over one-half intend to work and reside permanently in Canada (CBIE, 2015). Thus by educating international students Canada has access to a pool of highly employable prospective immigrants who are '*designed*' (Simmons, 1999, Hawthorne, 2012) to meet the growing demands of our knowledge-based economy. But we know remarkably little about: 1) How and when Canadian-educated international students decide if they will seek permanent residency or return to their home country, 2) What type of challenges international students face if they decide to stay in Canada, 3) What types of support international students need to successfully navigate the immigration process in Canada, and 4) What factors at the societal, institutional and individual level influence international students' inclinations to stay in Canada post-graduation. Our study will address these research gaps. The **objectives of our proposed research** are:

1. Explore international students' experiences and processes of decision-making about staying in Canada or returning to their home country post-graduation.
2. Identify the individual (demographic characteristics, social support, family ties, students' adjustment), institutional (student's relationships with university students and professors, student's satisfaction with university) and societal (labour market in home country and Canada, home country's economy) factors associated with their inclination to stay or return to home country post-graduation.

Context

Originality and significance

Developed countries have begun to recognize the value of welcoming international students. In Canada, international students contributed \$11.4 billion to the economy in 2014 and 122,700 jobs a year (Global Affairs Canada, 2016). Consequently, Canadian universities are encountering strong competition for international students from their counterparts in Australia and the United Kingdom. These countries recognize the clear advantage international students have over foreign-educated immigrants that makes them ideal candidates for permanent immigration (Ziguras & Law, 2006). *Designed to stay*, international students are educated to local standards, have had time to adjust to the country's customs and practices, refine their language skills, and create social ties in the host country (Hawthorne & To, 2014). They are also generally younger, making them more adaptable than older immigrants and set to contribute long-term to the economy (Ziguras & Law, 2006). As a result host countries have developed immigration policies to facilitate international students' transition to permanent residency post-graduation (Belkhdja & Esses, 2013). This had led some to speculate international student's choice of university has become linked to their possibility of becoming permanent residents of the host country post-graduation and not necessarily the quality of the education (Geddie, 2013). Still others surmise students do not set out to intentionally immigrate, but rather upon graduation find a supportive labour market and immigration climate in the host country that facilitates their transition to permanent residency (Kim, Bankart & Isdell,

2011). In recent years Canada has begun to streamline the process for international students to stay and work temporarily post-graduation (Citizenship and Immigration Canada [CIC], 2016) Yet it remains unclear if these policy changes will encourage Canadian-educated international students to *seek permanent residency once they begin working* in Canada, or if they intended to *apply for permanent residency prior to their arrival* in Canada. (K. Williams, Williams, Arbuckle, Walton-Roberts, & Hennebry, 2015)

Few studies explore Canadian-educated international students' experiences when deciding to stay or return to their home country (Arthur, 2003; Arthur & Flynn, 2011a, 2013; Geddie, 2013; Lu, Zong, & Schissel, 2009; Nunes & Arthur, 2013; Popadiuk & Arthur, 2014; K. Williams et al., 2015). Findings reveal a host of economic (human capital, professional networks, employment in field of study, career success), social (family circumstances and ties, sense of belonging) and cultural (parental expectations, language fluency, acculturation) factors that influence international students' decision-making. They also highlight the complexities of students' decision-making, and potential variability and confluence of the factors depending on demographic characteristics, i.e. gender and country of origin. But the studies employed small samples, limiting generalizability of their findings.

Challenges faced by international students who decide to stay primarily focus on securing employment and navigating the immigration process (Arthur & Flynn, 2013; J. Williams, 2013; K. Williams et al., 2015). Transitioning from a temporary visa to permanent residency can be a stressful period for international students (K. Williams et al., 2015). The tension between securing employment that matches their educational qualifications and 'survival' can result in many working in lower paying jobs. This has led the call for student-centred settlement services that are easily accessed and available to students sooner rather than later in their transition from student to immigrant (Covell et al., 2015; Gate-Gasse, 2012). Yet the type of services students need has not been fully explored. Our study addresses these gaps in research and overcomes weaknesses of previous studies by using mixed data with a larger sample of international students from two institutions located in two geographic regions of Canada.

Theoretical Approach and Literature

Theoretical and empirical literature concerning international students' migration must be contextualized in a wider discussion on the "brain drain" that is facilitated by active and passive recruitment practices depleting the source countries of valuable human capital – their best and brightest (Baruch, Budhwar, & Khatri, 2007; Kapur & McHale, 2005). Some international students do not intend to migrate and some are being sponsored by foreign governments to receive lucrative international education in order to come back and better contribute to the economic and intellectual development of their home country (Soon, 2012). The theoretical model employed by the proposed project acknowledges the importance of historical-political context that characterizes the postcolonial practices of international migration, but seeks to illuminate its influence in the context of micro analysis and to better contribute to our understanding of the *processes* through which international students arrive at the decision of staying in Canada or going back home. To link micro and macro factors that influence students' decision-making, we employ the modified "push-pull" model to the analysis of international students' migration.

The "push-pull" model Lewin (1951) has been widely used in migration research (Baruch et al., 2007; Bourgeault, Neiterman, LeBrun, & Winkup, 2010; Mazzarol and Soutar, 2002). The model suggests that a number of factors at the individual, institutional, and national levels can explain the nature of the decision to migrate and the related direction or flow of the migrant. Appealing factors in the countries of destinations, such as economic or political stability and opportunities for professional growth, are conceptualized as "pull factors" that attract individuals to a new country. The "push factors" drive individuals to seek migration and include unattractive features of their country of origins, such as poor economic conditions, lack of employment opportunities, and political volatility.

Consistent with the rest of the literature on migration, the scholarship examining migration patterns of international students considers the impact of the "push" and "pull" factors (Mazzarol & Soutar, 2002) to

be central in students' decision-making to seek education in other parts of the world. In this population, lack of access to high quality, post-secondary education and poor economic prospects in the country of origin are considered to be central drivers of emigration, or "push" factors (McMahon 1992). However, when deciding on the host institution, international students review a variety of additional "pull" factors that specifically pertain to their goal of obtaining education in the host country. These include knowledge about the host country, personal recommendations from family and friends, geographic proximity of the institution, costs associated with studying abroad, physical and social environment of the institution and the social links that students may have to family or friends once abroad (Mazzarol, 1998). As such, the "push-pull" model when applied to the international students recognizes a host of meso factors that facilitate students' decision-making.

While use of "push-pull" model is not a new addition to the study of migration of international students, the majority of existing research focuses on students' decision-making *before* they move abroad. Drawing on the survey data examining decision-making of the Australian international students from Taiwan, Indonesia, China and India, Mazzarol and Soutar (2002) point out that a possibility of staying in the host country is a factor considered by the international students in choosing a university, but we do not fully understand how, when and why international students make decisions about staying in the host country or return home, a gap addressed in this study. Our theoretical approach is heavily informed by the "push-pull" factors model but also seeks to address the criticisms leveled against this model for overlooking socio-political context that can shape global migration patterns through government policies, corporate power, and environmental influences (Buchan 2004; Labonte, Parker & Klassen, 2006; Walton-Roberts, 2015). Analyzing students' experiences and the process of decision-making, we aim to identify the linkages between micro (individual), meso (institutional), and macro (societal or socio-political) factors that shape students' decisions about migration and professional integration in Canada. (See Figure 1 developed by Covell & Neiterman for this study). This allows us not only to better understand how international students arrive at the decision to stay in Canada or return home but also to contribute to the development of "push-pull" factors model that is yet to explain how various factors *interact* to influence migration decision-making, which play more/less dominant role, and address the criticism of overlooking the socio-political context in its analysis.

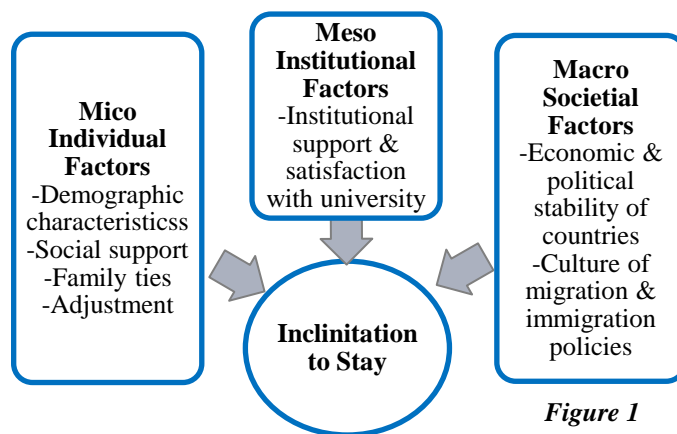


Figure 1

experiences and the process of decision-making, we aim to identify the linkages between micro (individual), meso (institutional), and macro (societal or socio-political) factors that shape students' decisions about migration and professional integration in Canada. (See Figure 1 developed by Covell & Neiterman for this study). This allows us not only to better understand how international students arrive at the decision to stay in Canada or return home but also to contribute to the development of "push-pull" factors model that is yet to explain how various factors *interact* to influence migration decision-making, which play more/less dominant role, and address the criticism of overlooking the socio-political context in its analysis.

Potential Influence and Impact

Findings about international students are important to many audiences. Federal and provincial/territorial immigration stakeholders will acquire useful information to develop communication tools to inform students of the immigration process and policy to expedite permanent residency for those who want to stay. Settlement organizations gain information to tailor existing and develop new student-centred supports and provide them at the right place and right time to reach international students. Universities, professors and students will learn better ways to support international students during and after completing their studies. Career counselors will find the evidence useful to prepare students to transition out of university into the workforce. Employers will learn about the value international students can bring to their organizations and ways to support their integration into the workplace. Researchers will learn how well the measures performed in the Canadian context and of newly identified societal "push-pull" factors and linkages among the factors that will advance the model and uncover other theoretical perspectives to inform migration theory and research.

Principal Applicant as Emerging Scholar

My program of research focuses on knowledge workers and identifying ways to leverage their human capital to address the demands of the labour market. Knowledge worker migration is a major theme of my research program and has been the emphasis of my scholarly work for the last four years. My research is informed by ongoing collaborations with scholars from the disciplines of sociology, economic and business and focuses on two groups of highly-educated immigrants, internationally educated health professionals and Canadian-educated international students. Findings from these studies were disseminated through peer-reviewed presentations (11), open-access publications (6), reports (3) and knowledge-user centred venues i.e. online summaries (2), webinars (2), consultations (3), course teaching (2) and invited guest lecturers (3). Through my research I recognized the gap in evidence on international students and conducted a study with support of a small grant from the SSHRC funded Pathways to Prosperity (P2P) Partnership. The initial study explored the retention and employment of international students in regulated health professions (Covell, Neiterman, Atanackovic, Owusu, & Bourgeault, 2015). In 2016 we began a follow-up study expanding our research scope to include students in all health fields. These studies provided funded research training for two postdoctoral fellows, and a faculty assigned PhD student. This proposed project extends my previous research scope beyond the health professions by focusing on international students who are *currently enrolled in social sciences and humanities programs, i.e. business, philosophy and social work*. It provides the scientific base for a larger exploration of “push-pull” factors while considering students’ program, level and region of study.

Methodology

International students are designed to integrate smoothly into the labour market, making those who want to stay promising candidates for permanent immigration. **Research questions.** Our study will explore: 1) How and when international students decide if they will seek permanent residency or return to their home country, 2) What type of challenges international students face if they decide to stay, 3) What types of support they need to successfully navigate the immigration process in Canada, and 4) What factors at the societal, institutional and individual level influence their inclinations to stay in Canada post-graduation? **Participants and setting.** Students will be recruited from two large Canadian universities that reflect different geographic regions (provinces), University of Alberta and University of Waterloo (Ontario). International students represent 16% (6500) of the 40,000 students at each university. We will purposively recruit 60 international students, 30 at each university, targeting graduate and undergraduate students in their final year of study. These students’ tenure in Canada provide sufficient time to perfect their language skills, adjust to the university environment, culture and customs, and are nearing graduation, which may inform their inclination to stay. We will target students whose primary field of study is in social sciences and humanities and seek to create a sample diverse in ethnicity, race, gender, and age. To recruit participants we will post advertisements throughout the universities, use snowball sampling, and solicit support of the International Student Centres’ student focused communication tools (e.g. LISTSERVs). **Design.** We will use a mixed methods concurrent (QUAL + QUAN) Triangulation Design. Collecting different but complementary data increases the depth and breadth of the findings and will reduce the potential weaknesses inherent when using only one type of data (Creswell & Plano Clark, 2011). **Data collection, measures and analysis.** Both qualitative (interviews) and quantitative (questionnaires) data will be collected from each informant, individually, in person during a prearranged data collection session. Although the sequence of data collection in concurrent mixed methods approaches has been found to not influence participants’ responses to open or closed-ended questions (Covell, Sidani, & Ritchie, 2012), the exploratory, descriptive nature of this study lends to conducting the interviews first, followed by the questionnaire (Creswell & Plano Clark, 2011). While it is anticipated international students will have a good command of the English language,

administering the questionnaire verbally will help overcome any misunderstanding students' language abilities may present. A \$30 grocery coupon will be offered as an incentive for participating in the study.

Objective 1 - Explore international students' experiences and processes of decision-making about staying in Canada or returning to their home country post-graduation will be explored by in-person, semi-structured individual interviews. The interview questions will explore which factors students consider when making decisions about staying in Canada or returning home, how they arrive at these decisions, and what types of supports can help them navigate the immigration process. Interviews will last approximately 45 minutes, recorded and transcribed verbatim. NVivo 11 software will be used to code and manage the interview data. Analysis will use Charmaz's (2014) guidelines moving from open, line-by-line coding to a focused coding. The recommendation to code in gerunds (noun forms of verbs) will be particularly instrumental for depicting the *process* international students undergo in making migration-related decisions. Inductive thematic analysis will be conducted concurrently with data collection.

Objective 2 - Identify the individual and institutional factors associated with their inclination to stay in Canada or return to their home country post-graduation will be investigated by collecting quantitative data with the same 60 participants by using a 41-item questionnaire that measures the independent variables of social support, adjustment, family ties, institutional support, labour market in Canada and their home country on the dependent variable inclination to stay post-graduation. We will draw on the work of Baruch et al. (2007) who used established, widely used scales (see Table 1) to measure "push" and "pull" factors with international students in the United States. Prior to their use we will assess the scales' face and content validity with a panel of experts and test-retest reliability with 10 international students (5 from each university) not participating in the study. All scales include response options anchored in (1) that range from strongly disagree to strongly agree.

Table 1. Push and Pull Factor and Related Measure

Variable	Measure
Social support	<i>Students' relationships scales</i> : three, 5-item Likert-type, 7-response option scales to assess students' relationships with professors & students ($\alpha = .87, .90, .87$).
Adjustment	<i>Student's adjustment scale</i> : a 5-item, Likert type, 7-response option scale to assess student's overall adjustment in a new country, ($\alpha = .78$).
Family ties	<i>Family contact scale</i> : a 4-item, Likert-type, 6-response option scale to assess the student's social ties with their family, ($\alpha = .77$).
Institutional support	<i>Satisfaction with the institution scale</i> : a 6-item Likert-type, 7-response option scale to assess the student's satisfaction with university, ($\alpha = .90$).
Labour Market	<i>Job market scale</i> : two 5-item, 7-response option scales to assess student's perception of the labour markets in both the host ($\alpha = .73$) & home country ($\alpha = .70$).
Home country economy	<i>Home country economy</i> : a single item, categorical variable, student's home country grouped to: developed, transitioning or developing economy (United Nations, 2016).
Inclination to stay	<i>Intend to stay</i> : a single-item, five-level response option to assess the student's inclination to stay in host country or return to their home country post-graduation.

We will collect demographic data: age, gender, home country, family size and location, program and level of study, length of time in Canada. Data will be stored in a virtual, secure, confidential research data repository at University of Alberta. We will examine between province differences in QUAN data (independent t-tests) and conduct descriptive statistics (frequencies, measures of central tendency, independent t-tests) in SPSS 24. Sixty participants (30 per university) provides sufficient power to explore between group differences (Cohen, 1992). Data sets (QUAN & QUAN) will be analyzed separately and the two sets of results will be converged during interpretation in order to draw valid conclusions about students' migration decisions (Creswell & Plano Clark, 2011). Findings from this proposed research will frame a substantive exploration of these questions on a national scope.

Project Timeline

Tasks, Team member responsible (CC=Covell; EN=Neiterman, IB=Bourgeault, VE=Esses, GRA=Graduate Research Assistants) and expected month of implementation												
Tasks	Team Member	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Year 1												
Conduct Study												
Project Planning	CC, EN, IB & VE											
Graduate student recruitment & training	CC, EN & GRAs											
Ethics approval	CC, EN & GRAs											
Participant recruitment, data collection. Qualitative data transcriptions & analysis ongoing	CC, EN & GRAs											
Setting up quantitative data sets, cleaning, analysis	CC, EN & GRAs											
Summarize and report results	CC, EN, IB & VE											
Year 2												
Knowledge Mobilization												
Knowledge-user friendly: plan & develop webinars, research briefs, summaries, tweets	CC, EN, IB & VE											
Knowledge-user friendly: disseminate/deliver webinars, research briefs, summaries, tweets	Team											
Conference papers & poster: write & present	Team											
Manuscripts Write & submit	Team											

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Template: SSHRC

Dr. Christine L Covell

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Dr. Christine Covell

Language Skills

Language	Read	Write	Speak	Understand	Peer Review
English	Yes	Yes	Yes	Yes	Yes
French	Yes	No	Yes	Yes	No

Degrees

2011/3 - 2015/10	Post-doctorate, Postdoctorate, Health Human Resources and Policy Research, University of Ottawa Degree Status: Completed Thesis Title: A Pan Canadian Perspective on the Successful Integration of Internationally Educated Nurses Supervisors: Dr. Ivy Bourgeault
2004/9 - 2011/6	Doctorate, PhD in Nursing Science, Health Services Research, University of Toronto Degree Status: Completed Thesis Title: Relationship of Nursing Intellectual Capital to the Quality of Patient Care and the Recruitment and Retention of Registered Nurses Supervisors: Dr. Souraya Sidani
1985/9 - 1988/5	Master's Thesis, Master of Science in Nursing, Critical Care Clinical Nurse Specialist and Nursing Education, California State University, Long Beach Degree Status: Completed Thesis Title: Nurse-Patient Communication in the Critical Care Unit Supervisors: Dr. Flora Meisenheimer
1975/9 - 1980/5	Bachelor's, Bachelor of Science in Nursing, Nursing, California State University, Long Beach Degree Status: Completed

Credentials

2016/3	Registered Nurse, College of Registered Nurses of Alberta
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Recognitions

2006/1	Sigma Theta Tau Honor Society - 0 Sigma Theta Tau International Honor Society Distinction
2004/1 - 2005/1	Employer Recognition Award-Specialty Certification - 0 Canadian Nurses Association Distinction

User Profile

Research Specialization Keywords: Employability, Gender, Health Human Resources, Health Worker Migration, Human Capital, Immigrants, International Students, Knowledge Workers, Management, Theory Testing

Employment

2016/1	Assistant Professor Nursing, Nursing, University of Alberta Full-time, Assistant Professor Tenure Status: Tenure Track
2011/3 - 2015/10	Postdoctoral Fellow Canadian Health Human Resource Network, Telfer School of Management and Faculty of Health Sciences, University of Ottawa Full-time Tenure Status: Non Tenure Track
2008/9 - 2011/9	Nursing Research Consultant The Research Institute of the McGill University Health Centre
2009/1 - 2009/4	Research Assistant. Study: Nurse Dose: Empirical Validation of the Concept. PI: S. Sidani Centre for Health Interventions, Nursing, Ryerson University Part-time Tenure Status: Non Tenure Track
2007/11 - 2008/5	Research Assistant. PI: J. Ritchie Nursing Research, Montreal, Quebec, Canada, The Research Institute of the McGill University Health Centre Part-time Tenure Status: Non Tenure Track
2006/6 - 2006/12	Research Assistant. Study: Initial Group Equivalence Systematic Review. PI: S. Sidani Nursing, Toronto, Ontario, Canada, University of Toronto Part-time Tenure Status: Non Tenure Track
2006/1 - 2006/5	Teaching Assistant. Course: Program Planning and Evaluation. Professor of Record: S. Sidani Nursing, Toronto, Ontario, Canada, University of Toronto Part-time Tenure Status: Non Tenure Track
2001/9 - 2005/9	Faculty Lecturer Nursing, Montreal, Quebec, Canada, McGill University Part-time Tenure Status: Non Tenure Track
2004/9 - 2005/6	Research Assistant. Study: Hospital Reports: 2002 and Beyond. PI: L. McGillis Hall Nursing, Toronto, Ontario, Canada, University of Toronto Part-time Tenure Status: Non Tenure Track
2004/9 - 2004/12	Teaching Assistant. Course: Measuring Nursing Care Effectiveness. Professor of Record: L. McGillis Hall Nursing, Toronto, Ontario, Canada, University of Toronto Part-time Tenure Status: Non Tenure Track

1988/12 - 1995/4 Faculty Lecturer
Nursing, Montreal, Quebec, Canada, McGill University
Part-time, Lecturer
Tenure Status: Non Tenure Track

Research Funding History

Awarded [n=5]

- 2012/5 - 2020/5
Collaborator Pathways to Prosperity: New Policy Directions and Innovative Local Practices for Newcomer Integration and Attraction, Grant
- Funding Sources:**
Social Sciences and Humanities Research Council of Canada (SSHRC)
Partnership Grant
Total Funding - 2,513,360
Principal Applicant : Esses, Victoria
- 2016/6 - 2019/6
Principal Applicant Systematic Review to Develop a Comprehensive Measure of Nursing Intellectual Capital, Grant
- Funding Sources:**
University of Alberta
Nursing Research Development Fund
Total Funding - 16,500
Co-investigator : Bontis, Nic; Sidani, Souraya
- 2016/6 - 2018/6
Co-applicant Healthy & Productive Knowledge Workers: The Impact of a Personal or Familial Mental Health Issue in Health Care, Education and Accounting/IT Professions & Accommodating Return to Work, Grant
- Funding Sources:**
Social Sciences and Humanities Research Council of Canada (SSHRC)
SSHRC-CIHR Partnership Development Grant
Total Funding - 150,000
Co-applicant : Adams, Tracy; Benoit, Cecilia; Hedden, Lindsay; Neiterman, Elena; Power, Nicole; Price, Sheri; Thiessen, Kelly; Wilson, Alison;
Principal Applicant : Bourgeault, Ivy Lynn;
Principal Investigator : Arnold, Kara; Bujaki, Meerdiee
- 2016/6 - 2017/6
Co-applicant Canadian Health Workforce Conference: Optimizing the Health Workforce, Grant
- Funding Sources:**
Canadian Institutes of Health Research (CIHR)
Knowledge Translation
Total Funding - 25,000
Co-applicant : Barer, Morris; Lavoie-Tremblay, Melanie; Mathews, Maria; McGillis Hall, Linda; Salami, Bukola; Thiessen, Kelly; Tomblin Murphy, Gail;
Co-knowledge User : Ballinger, Geoff; Connell, Krista; Grimes, Kelly; Owen, Adam;
Principal Applicant : Bourgeault, Ivy
- 2016/5 - 2017/5
Co-investigator Internationally Educated Nurses' Experience of Occupational Mobility, Grant
- Funding Sources:**
University of Alberta
Faculty Endowment Fund

Total Funding - 5,000

Principal Applicant : Oladunni Salami, Bukola

Completed [n=2]

2014/6 - 2015/12

Principal Applicant

The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students in the Regulated Health Professions in Canada, Grant

Funding Sources:

SubGrant from Pathways to Prosperity Partnership fund by SSHRC

Small Grant

Total Funding - 7,500

Co-investigator : Bourgeault, Ivy Lynn; Neiterman, Elena

2013/6 - 2015/6

Principal Investigator

Factors that Support the Successful Integration and Retention of Internationally Educated Nurses into the Canadian Healthcare Systems, Grant

Funding Sources:

Health Canada

Internationally Educated Health Professional Portfolio

Total Funding - 249,595

Co-investigator : Kilpatrick, Kelley; Ndengeyingoma, Assumpta; Primeau, Marie-Douce; Tchouaket, Eric;

Principal Applicant : St-Pierre, Isabelle

Course Development

2016/9

Curriculum Developer and Course Instructor, University of Alberta

Course Title: Nursing Research

Course Level: Undergraduate

Editorial Activities

2014/5 - 2014/9

Content Editor, Canadian Journal of Nursing Research

Journal Review Activities

2016/7

Human Resources for Health

Number of Works Reviewed / Refereed: 1

2016/6

Canadian Journal of Nursing Leadership

Number of Works Reviewed / Refereed: 1

2014/1

Journal of Nursing Regulation

Number of Works Reviewed / Refereed: 1

2010/1

International Journal of Nursing Studies

Number of Works Reviewed / Refereed: 11

2008/1

Journal of Advanced Nursing

Number of Works Reviewed / Refereed: 10

2007/1	Canadian Journal of Nursing Research Number of Works Reviewed / Refereed: 7
2016/5 - 2016/6	Human Resources for Health Number of Works Reviewed / Refereed: 1

Graduate Examination Activities

2016/6	Committee Member, Kelly Negrin, University of Alberta
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Knowledge and Technology Translation

2014/1 - 2017/1	Conference Planning Committee, Research Uptake Strategies Group/Organization/Business Serviced: Canadian Health Workforce Conference Target Stakeholder: Government Personnel Outcome / Deliverable: Conference held October 2014 & October 2016
2014/10 - 2016/10	Advisory Committee Member for Communication Competency Program, Consultation Service Group/Organization/Business Serviced: Touchstone Institute Target Stakeholder: Healthcare Personnel Outcome / Deliverable: Occupational-specific language assessment
2015/12 - 2016/2	Invited Advisory Member for the CNFU Recommendations for the Health Accord, Policy/Regulation Development Group/Organization/Business Serviced: Federal Government Target Stakeholder: Government Personnel Outcome / Deliverable: Canadian Federation of Nurses Union report sent to Federal Health Minister
2015/11 - 2015/12	Sessional Planning & Chair -Challenges for Integrating Health Professionals Educated Abroad, Research Uptake Strategies Group/Organization/Business Serviced: Pathways to Prosperity (P2P) Annual Conference Target Stakeholder: Government Personnel Outcome / Deliverable: Afternoon breakout session at national conference
2014/4 - 2015/4	Research Mentor Canadian Centre for Advanced Practice Nursing Research Fellow, Research Uptake Strategies Group/Organization/Business Serviced: Canadian Centre for Advanced Practice Nursing Research Target Stakeholder: Academic Personnel Outcome / Deliverable: Development of a research protocol to answer a clinical question
2014/10 - 2014/11	Judge-Poster & Presentation, Research Uptake Strategies Group/Organization/Business Serviced: Canadian Health Workforce Conference 2014 Target Stakeholder: Policy Maker/Regulator Outcome / Deliverable: Awards for Achievement
2013/5 - 2013/6	Judge-Posters, Research Uptake Strategies Group/Organization/Business Serviced: Canadian Association of health Services & Policy Research Conference Target Stakeholder: Policy Maker/Regulator Outcome / Deliverable: Award for Achievement

Most Significant Contributions

- 2008/1 Theory Generation: Middle-Range Theory of Nursing Intellectual Capital
The theory conceptualizes the nursing human capital within an organization and its influence on patient and cost-related organizational outcomes. The theory has been well received by the professional community, cited in many textbooks, used by professors to teach theory generation and testing and students to guide their theses.

Presentations

1. Neiterman E, Atanackovic J, Owusu Y, Bourgeault IL. (2016). The Study-Migration Pathway: Understanding the factors that influence the employment and retention of international students as regulated health professionals in Canada. Canadian Association of Health Services and Policy Research, Toronto, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
2. (2016). Nursing Intellectual Capital & Palliative Care Nursing. International Conference on Palliative Care, Montreal, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
3. Neiterman E, Atanackovic J, Owusu Y, Bourgeault IL. (2016). Should the stay or should they go? Employment and Retention of International Students in Health Sector. Canadian Society for Sociology of Health-Fifth Biennial Bilingual Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
4. Harbman P, Bryant-Lukosius D, Martin-Misner R, Carter N, Donald F, Valatits R, Kilpatrick K, Sherafili D, Tramner J. (2016). An Innovative Academic-Practice Partnership to Integrate Research Activities into Advanced Practice Nursing Practice: Results of research training and mentoring. International Nurse Practitioner/Advanced Practice Nursing Network Conference, Munich, Germany
Main Audience: Knowledge User
Invited?: No, Keynote?: No
5. Neiterman E, Bourgeault IL. (2015). Economic, Social and Cultural capital as Facilitators for Integration of Internationally Educated Health Professionals. Pathways to Prosperity Conference, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
6. St-Pierre I, Primeau M, Kilpatrick K, Ndengeyingoma A, Tchouaket E. (2015). Recherche Pancanadienne: Enjeux quant aux stratégies de recrutement au moyen d'ordres professionnels. 6e Congrès Mondial SIDIEF 2015, Montreal, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
7. Tchouaket E, St-Pierre I. (2015). Internationally Educated Nurses in Canada: A cross sectional survey to identify predictors of professional registration and employment. Pathways to Prosperity Conference, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
8. Neiterman, E, Bonsirven, M, Slade, S, Bourgeault, IL. (2015). Facts and Gaps in the Literature on IMGs: Mapping the results from CHHRN knowledge synthesis & the IMG Database. CAHSPR Conference 2014, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No

9. Harbman, P Bryant-Lukosius, D Martin-Misener, R Carter, N Donald, F Valaitis, R Kilpatrick, K Sherafili, D Tramner, J. (2015). An Innovative Academic-Practice Partnership to Integrate Research Activities into Advanced Practice Nursing Practice: Results of research training and mentoring. International Nurse Practitioner/Advanced Practice Nurse Conference, Munich, Germany, Germany
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
10. Neiterman E, Bourgeault IL. (2014). Knowledge Synthesis of Internationally Educated Nurses in Canada: Gap Analysis and Recommendations for Education and Research. 7th National Conference Partners in Education and Integration of IENs, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
11. Neiterman E, Bourgeault IL. (2014). Internationally Educated Health Professionals, Professional Integration and Forms of Capital. Canadian Sociological Association Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
12. Primeau MD, St-Pierre I, Kilpatrick K, Ndengeyingoma A. (2014). An Integrated Conceptual Framework of Internationally Educated Nurses' Workforce, Workplace and Professional Integration. 7th National Conference Partners in Education and Integration of IENs, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
13. Neiterman E, Bourgeault IL. (2014). Knowledge Synthesis of Internationally Educated Health Professionals in Canada: Gap Analysis and Recommendations for Research. Canadian Association of Health Services and Policy Research, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
14. Harbman P, Bryant-Lukosius D, Martin-Misener R, Carter N, Donald F, Valaistis R, Kilpatrick K, Sherafili D, Tramner J , DiCenso A. (2014). Bridging Research into Clinical Practice: An Innovative Academic-Practice Partnership to Integrate Research Activities into Advanced Nursing Practice. International Nurse Practitioner/Advanced Practice Nursing Network Conference, Helsinki, Finland
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
15. Mulvale G, Brassat-Latulippe A, Safarov A. (2014). Building the Health Workforce for the Future. Student Career Panel. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
16. (2013). Relationship of Nursing Intellectual Capital to the Quality of Patient Care the Recruitment and Retention of Registered Nurses. Mission Hospital Nursing Research Committee, Mission Viejo, United States
Main Audience: Researcher
Invited?: Yes, Keynote?: No
17. Sidani S, Manojlovich M, Doran D, Fox M, Kelly H, Jeffs L, McAllister M. (2013). The Forgotten Components of Care Quality: An Exploration of nursing processes. Research Symposium, Toronto, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: Yes
18. Bourgeault IL, Netierman E, Quatro A. (2012). Workplace Integration and Retention of Internationally Educated Nurses: What is the employers' role?. 6th National Conference Partners in Education and Integration of IENs, Banff, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No

Publications

Journal Articles

1. Salami B, *Meherali S, Covell CL. (2017). Downward Occupational Mobility of Baccalaureate Prepared Internationally Educated Nurses to Licensed Practical Nurses. *International Nursing Review*. Submitted
Refereed?: Yes, Open Access?: No
Contribution Percentage: 11-20
2. Sidani S, Manojlovich M, Doran D, Fox M, Covell CL, Kelly H, Jeffs L, McAllister M. (2016). Nurses' perceptions of interventions for the management of patient-oriented outcomes. *Worldview on Evidenced-Based Nursing*. 13(1): DOI: 10.1111/wvn.121.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 11-20
3. Harbman P, Bryant-Lukosius D, Martin-Misner R, Carter N, Covell CL, Donald F, Gibbins S, Kilpatarick K, McKinlay J, Rawson K, Sherifali D, Tranmer J, Valaitis R. (2016). Partners in research: building academic-practice partnerships to educate and mentor advanced practice nurses. *Journal of Evaluation in Clinical Practice*. 2
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
4. Covell CL, Primeau MD, Kilpatrick K, St-Pierre I. (2016). Internationally educated nurses in Canada: predictors of workforce integration. *Human Resources for Health*. Submitted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
5. Covell, CL. Neiterman, E. Bourgeault, IL.(2016). Scoping review of the literature about professional integration of internationally educated health professionals. *Human Resources for Health*. 14(38): 10.1186/s12960-016-0.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
6. Neiterman E, Bourgeault IL, Covell CL. (2016). What do we know and not know about International Medical Graduates (IMGs) in Canada?. *Health Care Policy*. Revision Requested
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
7. Covell CL, Neiterman E, Bourgeault IL. (2015). Forms of capital as facilitators of internationally educated nurses' integration into the Canadian nursing workforce. *Canadian Public Policy*. 44(1): 1-10.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
8. Covell CL, Sidani S. (2014). Nursing intellectual capital theory: implications for research and practice. *Medscape Nurses MedPulse Newsletter*, January 28, 2014.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90

9. Covell CL, Neiterman E, Bourgeault IL. (2014). A scoping review on internationally educated nurses in Canada. *Canadian Journal of Nursing Research*. 46(3): 26-45.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
10. Covell CL, Sidani S. (2013). Nursing intellectual capital theory: operationalization and empirical validation of the concepts. *Journal of Advanced Nursing*. 69(8): 1785-1796.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
11. Covell CL, Sidani S. (2013). Nursing intellectual capital theory: implications for research and practice. *OJIN: Online Journal of Issues in Nursing*. 18(2): Manuscript 2.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
12. Covell CL, Sidani S. (2013). Nursing intellectual capital: testing selected propositions. *Journal of Advanced Nursing*. 69(11): 243202445.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 81-90
13. O'Connor P, Ritchie JA, *Drouin S, Covell CL. (2012). Redesigning the Workplace for 21st Century Healthcare. *Health Care Quarterly*. 15: 30-35.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
14. Covell CL, Sidani S, Ritchie JA. (2012). Does the sequence of data collection influence participants' responses to closed and open-ended questions? A methodological study. *International Journal of Nursing Studies*. 49(6): 664-671.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 81-90
15. Manojlovich M, Sidani S, Covell CL, Antonakos CL. (2011). Nurse dose: Linking staffing variables to adverse patient outcomes. *Nursing Research*. 60(4): 214.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40

Book Chapters

1. Covell, CL *James, Y. (2016). Nursing Profession in Canada. Bourgeault IL. *Introduction to the Health Occupations in Canada*. : 60.
Submitted, Canadian Institutes of Health Research
Refereed?: Yes
Contribution Percentage: 91-100

Dissertations

1. Relationship of Nursing Intellectual Capital to the Quality of Patient Care and the Recruitment and Retention of Registered Nurses. (2011). University of Toronto. Doctorate. Supervisor: Sidani S

Reports

1. St-Pierre I, Covell CL, Primeau MD, Kilpatrick K, Ndengeyingoma A, Tchouaket E. (2015). Factors that Support the Successful Integration and Retention of Internationally Educated Nurses into the Canadian Healthcare Systems: A Mixed Methods, Multiphase Study. 50. Health Canada
Contribution Percentage: 51-60
2. Covell CL, Neiterman E, Atanackovic J, Owusu Y, Bourgeault IL. (2015). The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada. 60. University of Western Ontario
Contribution Percentage: 31-40
3. Bourgeault IL, Neiterman E, Covell CL. (2013). Internationally Educated Health Professionals: A Review of the Canadian Literature. 120. Canadian Health Human Resources Network.
Contribution Percentage: 21-30
4. Sidani S, Manojlovich M, Doran D, Fox M, Covell CL, Kelly H, Jeffs L, McAllister M. (2012). The Forgotten Components of Care Quality: An Exploration of Nursing Processes. 30. Ryerson University
Contribution Percentage: 11-20

Online Resources

1. Covell, CL, Neiterman, E, Atanackovic, J, Owusu, Y, Bourgeault, IL. The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada: Summary Report. (2016).
Contribution Percentage: 81-90
Description / Contribution Value: E-Bulletin Summary Report open access and sent to P2P members (researchers, decision-makers and knowledge-users)
2. Covell, CL, Bourgeault, IL. Canadian Health Human Resource (CHHRN) Library. (2012).
Contribution Percentage: 41-50
Description / Contribution Value: Led the development of an online, open access academic and grey literature about health human resources in Canada

Conference Publications

1. (2016). An Innovative Academic-Practice Partnership to Integrate Research Activities into Advance Practice Nursing Practice: Results of research training and mentoring. International Nurse Practitioner/Advanced Practice Nursing Network Conference (1). International Nurse Practitioner/Advanced Practice Nursing Network
Abstract
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 11-20
2. (2016). Should they stay or should they go? Employment and retention of international students in health sector. Canadian Society for Sociology and Health-Fifth Biennial Bilingual Conference (1). CSSH
Abstract
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 41-50

3. (2016). The Study-Migration Pathway: Understanding the factors that influence the employment and retention of international students as regulated health professionals. Canadian Association of Health Services and Policy Research (1). CASPHR
Poster
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 41-50
4. (2015). An Innovative Academic-Practice Partnership to Integrate Research Activities into Advanced Practice Nursing Practice: Results of research training and mentoring. International Nurse Practitioner/Advanced Practice Nurse Conference (1). International Nurse Practitioner/Advanced Practice Nursing Network
Abstract
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 11-20
5. (2015). Economic, Social and Cultural Capital as Facilitators for Integration of Internationally Educated Health Professionals. Pathways to Prosperity Conference (1). Pathways to Prosperity
Abstract
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 31-40
6. (2015). Internationally Educated Nurses in Canada: A cross sectional survey to identify predictors of professional registration and employment. Pathways to Prosperity Annual Conference (1). Pathways to Prosperity
Abstract
Published
Refereed?: No, Invited?: Yes
Contribution Percentage: 81-90
7. (2014). An Integrated Conceptual Framework of Internationally Educated Nurses' Workforce, Workplace and Professional Integration. 7th National Conference Partners in Education and Integration of IENs (1). Partners in Education and Integration of IENs
Abstract
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 11-20
8. (2014). Knowledge Synthesis of Internationally Educated Health Professionals: Gap Analysis and Recommendations for Research. Canadian Association of Health Services & Policy Research (1). CAHSPR
Abstract
Published
Refereed?: Yes, Invited?: No
Contribution Percentage: 71-80
9. (2014). Building the Health Workforce for the Future. Canadian Health Workforce Conference (1). Canadian Health Workforce Conference
Abstract
Accepted
Refereed?: No, Invited?: Yes
Contribution Percentage: 91-100

10. (2014). Knowledge Synthesis of Internationally Educated Nurses in Canada: Gap Analysis and Recommendations for Education and Research. 7th National Conference Partners in Education and Integration of IENs (1). Partners in Education and Integration of IENs
Abstract
Accepted
Refereed?: Yes, Invited?: No
Contribution Percentage: 81-90
11. (2014). Facts and Gaps in the Literature on IMGs: Mapping the Results from CHHRN Knowledge Synthesis & the IMG Database. Canadian Association of Health Services and Policy Research (1). CAHSPR
Poster
Accepted
Refereed?: Yes, Invited?: Yes
Contribution Percentage: 31-40
12. (2014). Knowledge Synthesis of Internationally Educated Health Professionals in Canada: Gap Analysis and Recommendations for Research. Canadian Association of Health Services and Policy Research (1). CAHSPR
Abstract
Accepted
Refereed?: Yes, Invited?: No
Contribution Percentage: 71-80
13. (2014). Internationally Educated Health Professionals, Professional Integration and Forms of Capital. Annual Canadian Sociological Association Conference/ Canadian Federation of Humanities and Social Sciences (30). CSA
Abstract
Accepted
Refereed?: Yes, Invited?: Yes
Contribution Percentage: 31-40
14. (2013). Workplace Integration and Retention of Internationally Educated Nurses: What is the employers' role?. 7th National Conference Partners in Education and Integration of IEN (1). Partners in Education and Integration of IENs
Abstract
Accepted
Refereed?: Yes, Invited?: No
Contribution Percentage: 81-90



Date Submitted: 2017-02-02 11:32:55

Confirmation Number: 654211

Template: SSHRC

Dr. Ivy Bourgeault

Correspondence language: English

Sex: Female

Date of Birth: 12/20

Contact Information

The primary information is denoted by (*)

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1 Stewart St. Room 227
University of Ottawa
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Email

Work (*)	ivy.bourgeault@uottawa.ca
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Website

Personal	www.ivylynnbourgeault.ca
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Dr. Ivy Bourgeault

Language Skills

Language	Read	Write	Speak	Understand	Peer Review
English	Yes	Yes	Yes	Yes	Yes
French	Yes	No	Yes	Yes	No

Degrees

1996/1 - 1998/6	Post-doctorate, SSHRC & NHRDP Postdoctoral Fellowship, Women's Health and Health Policy, York University Degree Status: Completed Supervisors: Georgina Feldberg
1991/9 - 1996/2	Doctorate, Doctor of Philosophy, Community Health/Medical Sociology, University of Toronto Degree Status: Completed Supervisors: David Coburn
1989/9 - 1992/1	Master's Thesis, Master of Science - Masters, Community Health/Medical Sociology, University of Toronto Degree Status: Completed Supervisors: Merrijoy Kelner
1985/9 - 1989/4	Bachelor's Honours, Bachelor of Science, Psychology, University of Alberta Degree Status: Completed

Recognitions

2014/11 - 2014/11	Visiting Professorship, Discipline of Work and Organizational Studies University of Sydney Prize / Award
2014/4 - 2019/3	CIHR Chair in Gender, Work and Health Human Resources University of Ottawa Distinction
2009/4 - 2014/3	CIHR/Health Canada Research Chair in Health Human Resources Policy University of Ottawa Distinction
2004/4 - 2009/3	Canada Research Chair in Comparative Health Labour Policy McMaster University Distinction

2000/7 - 2005/6
 CIHR New Investigator Award
 McMaster University
 Prize / Award

User Profile

Research Specialization Keywords: Alternative Health Care, Community Health, Health Human Resources, Health Policy, Maternity Care, Midwifery, Population Health, Qualitative Methodology, Rural Health Care, Women's Health

Employment

2014/4
 Professor with Tenure
 Telfer School of Management, Telfer School of Management, University of Ottawa
 Full-time
 Tenure Status: Tenure

2008/8 - 2014/3
 Professor with Tenure
 Health Sciences Program, Faculty of Health Sciences, University of Ottawa
 Full-time
 Tenure Status: Tenure

2004/7 - 2008/7
 Associate Professor with Tenure
 Department of Health, Aging and Society and Department of Sociology, sociology,
 McMaster University
 Full-time
 Tenure Status: Tenure

2003/1 - 2004/6
 Assistant Professor
 Department of Sociology and Health Studies Programme, sociology, McMaster University
 Full-time
 Tenure Status: Tenure

1998/7 - 2002/12
 Assistant Professor
 Departments of Sociology and Health Sciences Program, sociology, University of Western
 Ontario
 Full-time
 Tenure Status: Tenure

1997/1 - 1997/4
 Instructor
 Sociology, sociology, Trent University
 Part-time
 Tenure Status: Non Tenure Track

1996/9 - 1997/4
 Instructor
 Sociology, sociology, York University
 Part-time
 Tenure Status: Non Tenure Track

Research Funding History

Awarded [n=7]

2014/4 - 2019/3
 Principal Applicant
 CIHR Chair in Gender, Work and Health Human Resources, Research Chair
Funding Sources:
 Canadian Institutes of Health Research (CIHR)

Chair
Total Funding - 800,000

2012/4 - 2019/3
Co-applicant

On the Move: Employment-Related Geographic Mobility in the Canadian Context, Grant

Funding Sources:

Social Sciences and Humanities Research Council of Canada (SSHRC)
SSHRC

Total Funding - 25,000,000

Co-applicant : Arnold, K; Aure, M-A; Baldacchino, G; Barber, P; Barnetson, B; Bornstein, S; Bourgeault, I; Creswell, T; Dorow, S; Dupré, K; Foster, J; Gerrard, S; Gmelch, G; Gravel, S; Greenwood, R; Haan, M; Halseth, G; Hanley, J; High, S; Hughes, K; Jackson, L; Johnson, M; Karlsdottir, A; Leiter, M; Lippel, K; MacDonald, M; Markey, S; May, D; Nakache, D; Nolin, C; Power, N; Premji, S; Roseman, S; Sinclair, P; Skaptadottir, U; Smith, A; Stanford, J; Taylor, A; Tucker, E; Voden, K; Vosko, L; Walsh, D; Walters, D;

Principal Applicant : Barbara Neis

2014/4 - 2017/3
Co-investigator

Measuring Factors that Influence Nurse Practitioner (NP) Activities and the Implications for Optimizing NP Patient Panel Size in Primary Healthcare(PHC) Settings, Grant

Funding Sources:

Ontario Ministry of Health and Long Term Care
Health Services Research Fund

Total Funding - 483,000

Co-applicant : D Bryant-Lukosius; I Bourgeault; K Kilpatrick; N Akhtar-Danesh; N Carter; Rick Glazier;

Principal Applicant : F Donald; R Martin-Misener

2014/4 - 2017/3
Co-applicant

Entry-to-Practice and Retention of International Medical Graduates in Canada, Grant

Funding Sources:

Canadian Institutes of Health Research (CIHR)
OOGP

Total Funding - 188,624

Co-applicant : I Bourgeault; S Beardall; S Slade; Y Yi;

Principal Applicant : M Matthews

2014/9 - 2015/5
Co-applicant

The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada., Grant

Funding Sources:

Pathways to Prosperity
Pathways to Prosperity

Total Funding - 7,500

Co-applicant : Elena Neiterman; I. Bourgeault;

Principal Applicant : Christine Covell

2014/7 - 2015/3
Principal Applicant

Developing a tool for analyzing and planning for sex/gender in research on the international migration of health workers, Grant

Funding Sources:

Canadian Institutes of Health Research (CIHR)
Planning Grant

Total Funding - 9,750

Co-applicant : Denise Spitzer; Margaret Walton-Roberts; Ronald Labonte; Vivien Runnels

2010/10 - 2014/9 Source Country Perspectives on the Migration of Highly Skilled Health Personnel: Causes, Consequences and Responses, Grant
Principal Investigator

Funding Sources:

Canadian Institutes of Health Research (CIHR)

Standard Operating Grant

Total Funding - 1,116,371

Co-applicant : S. Yaya; T Philomina;

Principal Applicant : G Tomblin-Murphy; R Labonte;

Principal Investigator : Ivy Bourgeault

Completed [n=1]

2012/4 - 2013/3 Knowledge Translation Tools Addressing Comparative Perspectives on the Migration of Health Workers, Grant
Principal Applicant

Funding Sources:

Canadian Institute for Health Research

KTS

Total Funding - 100,000

Co-applicant : A Baumann; A Davies; A Hagopian; B Ogembo; E Mills; E Neiterman; G Tomblin Murphy; I St-Pierre; J Crush; J Hatcher Roberts; K Reiger; M Santiago; P Zurn; R Huish; R Labonte; T. Eckenwiler; T Goertzen

Student/Postdoctoral Supervision

Master's Thesis [n=24]

Principal Supervisor	Caroline Chamberland (In Progress)
Co-Supervisor	Stephanie Abou Eid (In Progress)
Co-Supervisor	Greg Huyer (In Progress)
Co-Supervisor	Sarah Simkin (In Progress)
Co-Supervisor	Robin Lewis-Hebert (In Progress)
Academic Advisor	Rana Annous (Completed) Student Degree Received Date: 2014/6
Co-Supervisor	Emily Rowland (Completed) Student Degree Received Date: 2015/1
Principal Supervisor	Yvonne James (Completed) Student Degree Received Date: 2013/8
Co-Supervisor	Vicki Sabourin (Completed) Student Degree Received Date: 2013/12
Co-Supervisor	Kate McNaughton, (Completed) Student Degree Received Date: 2012/8
Academic Advisor	Jessica Reszel, (Completed) Student Degree Received Date: 2012/9
Academic Advisor	Karen Lawford (Completed) Student Degree Received Date: 2011/10

Academic Advisor Richa Sharma (Completed)
Student Degree Received Date: 2012/1

Principal Supervisor Jan Jablonski (Completed)
Student Degree Received Date: 2012/8

Academic Advisor Anne Brassat, (Completed)
Student Degree Received Date: 2010/9

Co-Supervisor Nathalie Richard, (Completed)
Student Degree Received Date: 2010/4

Academic Advisor Sheila Novek (Completed)
Student Degree Received Date: 2011/6

Principal Supervisor Johanna Geraci (Completed)
Student Degree Received Date: 2011/4

Principal Supervisor Jennifer Aylward (Completed)
Student Degree Received Date: 2008/4

Academic Advisor Amber Walker (Completed)
Student Degree Received Date: 2007/6

Academic Advisor Henrika Spykerman (Completed)
Student Degree Received Date: 2005/6

Academic Advisor Jacqui Olgivie (Completed)
Student Degree Received Date: 2006/6

Principal Supervisor Patricia Khokher (Completed)
Student Degree Received Date: 2002/4

Academic Advisor Julie Harnish (Completed)
Student Degree Received Date: 1999/8

Doctorate [n=27]

Co-Supervisor Yvonne James (In Progress)

Co-Supervisor Bonnie McIntosh (In Progress)

Academic Advisor Zubeida Ramji (In Progress)

Academic Advisor Jean Paul Nyonator (In Progress)

Principal Supervisor Myuri Manogaran (In Progress)

Academic Advisor Kathleen Grady (In Progress)

Co-Supervisor Maisam Najafizada (In Progress)

Co-Supervisor Karen Lawford (In Progress)

Co-Supervisor Maria Benkhalti Jandu (Completed)

Academic Advisor Lindsay Hedden, (Completed)
Student Degree Received Date: 2015/12

Principal Supervisor Mariam Stitou (In Progress)

Co-Supervisor Birama Apho Ly (In Progress)

Principal Supervisor Esther Shoemaker (In Progress)

Principal Supervisor Brenda Ogembo (In Progress)

Academic Advisor Heather Greenwood (In Progress)

Academic Advisor Dana Riley (Completed)
Student Degree Received Date: 2012/6

Academic Advisor Chantal Nelson (Completed)
Student Degree Received Date: 2012/6

Principal Supervisor Jelena Atanackovic (Completed)
Student Degree Received Date: 2014/5

Principal Supervisor Elena Neiterman (Completed)

Academic Advisor Gillian Mulvale (Completed)
Student Degree Received Date: 2006/8

Principal Supervisor Yvonne LeBlanc (Completed)
Student Degree Received Date: 2010/5

Academic Advisor Pat Miller (Completed)
Student Degree Received Date: 2008/6

Principal Supervisor Patricia Khokher (Completed)
Student Degree Received Date: 2008/8

Academic Advisor Kathy Deliovsky (Completed)
Student Degree Received Date: 2005/6

Principal Supervisor Kristine Hirschhorn (Completed)
Student Degree Received Date: 2005/8

Co-Supervisor Sally Lindsay (Completed)
Student Degree Received Date: 2005/8

Academic Advisor Rebecca Sutherns (Completed)
Student Degree Received Date: 2001/6

Post-doctorate [n=9]

Academic Advisor Marie-Helene Gervais (In Progress)

Academic Advisor Noemie Carriere-Bonnet (In Progress)

Academic Advisor Rodrigue Deuboue (In Progress)

Principal Supervisor Chrissy Kelly (Completed)
Student Degree Received Date: 2014/4

Principal Supervisor Danielle Rolfe (Completed)
Student Degree Received Date: 2013/6

Co-Supervisor Sylvia Reitmanova, (Completed)
Student Degree Received Date: 2013/12

Principal Supervisor Dana Riley, (Completed)
Student Degree Received Date: 2014/4

Principal Supervisor Christine Covell (Completed)
Student Degree Received Date: 2015/8

Principal Supervisor Rishma Walji, (Completed)
Student Degree Received Date: 2011/9

Event Administration

- Host/Organizer, Building a Healthier Ontario: A showcase of the Population Health Improvement Research Network,, Conference, 2011/9 - 2011/9
- Host/Organizer, Kick Off & Eastern Regional Consultation of the pan Canadian HHR Network, Conference, 2011/5 - 2011/5
- Host/Organizer, Provincial Consultation around the Development of the Ontario Health Human Resources Research Network, Conference, 2009/12 - 2009/12
- Host/Organizer, Biennial Bilingual Conference of the Canadian Society of the Sociology of Health, Conference, 2012/10 - 2012/10
- co-host, World Congress of the International Sociological Association, Conference, 2014/7 - 2014/7
- Host, Source and Destination Country Perspectives on the Migration of Health Workers Conference, Conference, 2009/5 - 2009/5
- Host/Organizer, Fourth Biennial Bilingual Conference of the Canadian Society of the Sociology of Health, Conference, 2014/5 - 2014/5
- co-host, International Health Workforce Collaborative Conference, Conference, 2014/5 - 2014/5
- Host/Organizer, Central Regional Consultation & Planning for the pan Canadian HHR Network, Conference, 2010/5 - 2010/5
- Host/Organizer, Provincial Consultation around the Development of the Population Health Improvement Research Network, Conference, 2009/11 - 2009/11
- Host/Organizer, Second Biennial Bilingual Conference of the Canadian Society of the Sociology of Health, Conference, 2010/10 - 2010/10
- Host/Organizer, Western Regional Consultation of the pan Canadian HHR Network, Conference, 2012/2 - 2012/2
- Host/Organizer, Second International Sociological Association Forum, Research Committee on the Sociology of Health Meeting, Conference, 2012/8 - 2012/8
- Organizer/host, Canadian Health Workforce Conference, Ottawa, October, Conference, 2016/10 - 2016/10
- Host/Organizer, Fifth Biennial Bilingual Conference of the Canadian Society of the Sociology of Health, Conference, 2016/5 - 2016/5
- Host/Organizer, Canadian Health Workforce Conference, Conference, 2014/10 - 2014/10

Editorial Activities

- 2013/9 co-editor, Special issue of Healthcare Policy on Sociological Insights on Inequities in Health and Healthcare. Volume 9
- 2010/1 co-editor, Handbook of Qualitative Health Research. London: Sage
- 2009/10 co-editor, Current Sociology, 57(4) Special Issue on "Comparative Research on the Professions

Presentations

1. Bourgeault, I.L. (2015). Team-Based Models of Care: Impact on Patients, Providers & Health Systems. Federal-Provincial Territorial Committee on Health Workforce Workshop on Team-Based Models of Care, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
2. Bourgeault, IL Nelson S, & Turnbull J. (2015). Optimizing Scopes of Practice: New Models of Care for a New Health Care System. International Health Workforce Collaborative, London, United Kingdom
Main Audience: Researcher
Invited?: Yes, Keynote?: No
3. Labonté, R. Tomblin Murphy, G. and Abel Chikanda, Jonathan Crush, Yoswa Dambisya, Annette Elliott Rose, Sheba George, Joan Guy-Walker, Janet Hatcher-Roberts, Maria Midea Kabamalan, Adrian MacKenzie...(2015). Source country perspectives on the migration of highly trained health personnel: Causes, consequences and responses. International Health Workforce Collaborative, London, United Kingdom
Main Audience: Researcher
Invited?: Yes, Keynote?: No
4. Bourgeault, I.L. Walji, R., M., Landry, M., & Sweetman, A. (2015). The Impact of Legislation on Expanded Scopes of Practice: Prescribing by Optometrists and Pharmacists and Test Ordering by Physiotherapists in Ontario. Canadian Association of Health Services and Policy Research Conference, Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
5. Bourgeault, I.L. (2015). Barriers and Facilitators to Optimising Health Professional Scopes of Practice: Why are Health Professional Boundaries so Difficult to Change. Interim Meeting of the ISA RC 52 Sociology of Professional Groups, Milan, Italy
Main Audience: Researcher
Invited?: Yes, Keynote?: No
6. Bourgeault, I.L. (2015). International Health Workforce Collaborative Conference. Canadian Panel member Optimising Health Professional Models of Care, London, United Kingdom
Main Audience: Knowledge User
Invited?: No, Keynote?: No
7. Dogbey, B.; Bourgeault, I.L. , Labonté, R., & Deonandan, R. (2015). Migration perspectives of doctors, nurses and clinical officers from Kenya. Canadian Sociology Association meeting, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
8. Bourgeault, I.L., Runnels, V.; Packer, C.; Yeates, N.; Labonté, R.(2015). Knowledge and effects of the WHO Global Code of Practice on the International Recruitment of Health Personnel on health worker migration. Canadian Association for Health Services and Policy Research (CAHSPR), Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
9. Bourgeault, I.L. (2015). The BC Launch of the Canadian Academy of Health Sciences Optimising Health Professional Scopes of Practice report. Dalhousie University, Nova Scotia, Canada
Main Audience: Decision Maker
Invited?: No, Keynote?: No
10. Bourgeault, I.L. (2015). International Trade Agreements and HRH Panel. International Health Workforce Collaborative Conference, London, United Kingdom
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No

11. Labonté, R., Runnels, V.; Packer, C.; Crooks, V.; Bourgeault, I.L.; Snyder, J. (2015). Moving targets? The health equity challenges of health worker migration and patients without borders. World Federation of Public Health Associations, 14th World Congress on Public Health “Healthy People- Healthy Environment.”, Kolkata, India
Main Audience: Researcher
Invited?: Yes, Keynote?: No
12. Bourgeault, I.L.; Chamberland, C.; Labonté, R.; Palaganas, E.C.; Midea, M.; Kabamalan, M. ; Ogena, N.B.; Rajan, I.; Sood, A.; Nair, S.; Walton-Roberts, M.; Runnels, V.; Packer, C.(2015). The impacts of health professional migration on health equity in India and the Philippines. World Federation of Public Health Associations, 14th World Congress on Public Health “Healthy People- Healthy Environment.”, Kolkata, India
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
13. McIntosh, B., Wolfson, M., & Bourgeault, IL. (2015). Exploring Colorectal Cancer Screening among First Nations. Canadian Association of Health Services and Policy Research Conference, Montreal, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
14. Sanders, D.; Mathole, T.; Dambisya, Y.; Mohlala, G.; Bourgeault, I.L.; Labonté, R.; Tomblin Murphy, G.; Runnels, V.; Packer, C. (2015). Migration of South African highly trained health professionals: Results of key informant interviews. World Federation of Public Health Associations, 14th World Congress on Public Health “Healthy People- Healthy Environment.”, Kolkata, India
Main Audience: Researcher
Invited?: Yes, Keynote?: No
15. Bourgeault, I.L. (2015). A focus on the legislative recommendations of the Canadian Academy of Health Sciences report. Nova Scotia Regulated Health Professions Network, Halifax, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
16. Walton-Roberts, M., Thomas, P., Rajan, R., Nair, S., Sood, A., Bourgeault, I. Labonté, R., Tomblin Murphy, G.(2015). Placing Health Professional Migration on the Post 2015 Global Development Agenda: Source Country Perspective on the Migration of Highly Trained Health Personnel: Causes, Consequences and Responses. World Federation of Public Health Associations, 14th World Congress on Public Health “Healthy People- Healthy Environment.”, Kolkata, India
Main Audience: Researcher
Invited?: Yes, Keynote?: No
17. Bourgeault, I.L. , Ronald Labonté, Abel Chikanda, Jonathan Crush, Yoswa Dambishya, Annette Elliott Rose, Sheba George, Joan Guy-Walker, Janet Hatcher-Roberts, Midea M. Kabamala, Gail Tomblin Murphy,. (2015). Health Worker Migration from South Africa, India, Jamaica and the Philippines: Causes, Consequences and Responses. World Congress on Public Health “Healthy People- Healthy Environment.”, Kolkata, India
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
18. Nourpanah, S., Bourgeault, IL Jackson, L., Gardiner Barber, P. (2015). The policy landscape for employment related geographic mobility of healthcare workers in Nova Scotia. Canadian Sociology Association meeting, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No

19. Ghosh, H., Benoit, C., Bourgeault, I.L.(2015). Meeting the Health Service Needs of Urban Aboriginal Women for Co-occurring Diabetes, Mental Health and Addiction Issues. Canadian Association of Health Services and Policy Research Conference, Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
20. Runnels, V., & Bourgeault, IL., Labonté, R., Packer, C. (2015). Recurrent Themes in Research on the International Migration of Health Workers. Interim Meeting of the ISA RC 52 Sociology of Professional Groups, milan, Italy
Main Audience: Researcher
Invited?: Yes, Keynote?: No
21. Jackson, L., Bourgeault, IL Gardiner Barber, P., & Leiter, M. (2015). Taking healthcare to patients: Home healthcare workers' experiences of being on the road. Canadian Sociology Association meeting, montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
22. Ronald Labonté, Gail Tomblin Murphy, Abel Chikanda, Jonathan Crush, Yoswa Dambishya, Annette Elliott Rose, Sheba George, Joan Guy-Walker, Janet Hatcher-Roberts, Midea M. Kabamalan, Adrian MacKenzie,. (2015). Health Worker Migration from South Africa, India, Jamaica and the Philippines: Causes, Consequences and Responses. World Federation of Public Health Associations, 14th World Congress on Public Health "Healthy People- Healthy Environment, Kolkata, India
Main Audience: Researcher
Invited?: Yes, Keynote?: No
23. Labonté, R. Bourgeault, I. Tomblin Murphy, G. and Abel Chikanda, Jonathan Crush, Yoswa Dambisya, Annette Elliott Rose, Sheba George, Joan Guy-Walker, Janet Hatcher-Roberts, Maria Midea Kabamalan... (2015). Source country perspectives on the migration of highly trained health personnel: Causes, consequences and responses. Barbados Health Equity Colloquium, University of West Indies, barbados, Jamaica
Main Audience: Researcher
Invited?: Yes, Keynote?: No
24. Dogbey, B.; Bourgeault, I.L. , & Labonté, R.(2015). New developments in the policy context of migration of health professionals from Kenya. Canadian Association for Health Services and Policy Research, montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
25. Tomblin Murphy G, MacKenzie A, Palmer R, Waysome B, Guy-Walker J, Elliott Rose A, Rigby J, Bourgeault, I, Labonté R. (2015). Jamaican Perspectives on the Migration of Highly Trained Health Personnel: Causes, Consequences and Responses. Barbados Health Equity Colloquium, barbados, Jamaica
Main Audience: Researcher
Invited?: Yes, Keynote?: No
26. S Nelson & J Turnbull. (2014). Optimizing Scopes of Practice: New Models of Care For a New Health Care System. American Association of Medical Colleges, Washington, United States
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
27. C Covell, E Neiterman. (2014). Internationally Educated Health Professionals, Professional Integration and Forms of Capital. Canadian Sociology Association Conference, St Catherines, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No

28. (2014). Conceptualizing Different Approaches to Health Professional Regulation: Comparing Ontario & Brazil. Professional Standards Authority Workshop on Improving professional regulation in health and social care: interdisciplinary insights, London, United Kingdom
Main Audience: Researcher
Invited?: Yes, Keynote?: No
29. Torres, S., Najafizada, M., Bourgeault, IL., Labonte, R., & Packer, C. (2014). Models of Community Health Workers in a Number of High-Income Countries Including Canada. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
30. Bourgeault, IL., Labonté, R., Tomblin Murphy, G., Palaganas, E., Sanders, D., Wayson, B., & Rajan, I.(2014). Health Worker Migration from South Africa, India, Jamaica and the Philippines: Causes, Consequences and Responses. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
31. Bourgeault. IL., Nourpanah, S., Jackson, L., Leiter, M., Price, S.,& Gardiner Barber, P.(2014). Potential Future Crisis in Health Human Resources in Nova Scotia? A Critical Look at Key Policy Documents Related to Labour Shortages and Labour Mobility. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
32. (2014). Gendering Health Human Resources Research and Policy. Canadian Association of Health Services and Policy Research Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
33. (2014). Source Country Perspectives on the Migration of Health Workers: Philippines Policy Dialogue. Philippines Policy Dialogue, Manila, Philippines
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
34. M Najafizada, I. Bourgeault, R Labonte, C Packer, S Torres. (2014). Community health worker models in high income countries. Canadian Public Health Association Conference, Toronto, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
35. (2014). The migration of health workers in and out of India: the context of globalization. Summer Institute on Indian Studies, Montreal, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: Yes
36. (2014). Background to Health Human Resource Planning: Successes of HHR Planning Internationally. Ontario Medical Students Assn. Lobby Day Pre Meeting, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
37. E Neiterman, S Salmonsson. (2014). Navigating through Otherness and Belonging: A Comparative Case Study of IMG Professional Integration in Canada and Sweden. Canadian Sociology Association Conference, toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
38. (2014). You can't just be a little bit pregnant: A system's view of midwifery policy and practice in Canada. Graduate School of Public Policy, Regina, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: Yes

39. Manogaran, M., Gamble, B., & Bourgeault, IL.(2014). The Pathway to Patient Diagnosis and Care: The Role of the Medical Laboratory Technologists. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
40. (2014). Overview of the CIHR College of Reviewers Advisory Committee. CIHR Chairs and Scientific Officer's Meeting, Ottawa, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
41. D Riley. (2014). An implementation evaluation of the National Collaborating Centres for Public Health: A Qualitative Study. Canadian Public Health Association Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
42. C Covell, E Neiterman. (2014). CHHRN Knowledge Synthesis: Internationally Educated Health Professionals in Canada. Gap Analysis and Recommendation for Research. Canadian Association of Health Services and Policy Research Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
43. Bourgeault, I.L. (2014). Collaborations in Health Care: Optimizing Health Professional Scopes of Practice. University of Newcastle, Industry Development Centre, Newcastle, Australia
Main Audience: Knowledge User
Invited?: Yes, Keynote?: Yes
44. E Neiterman, C Covell, M Bonsirven, S Slade. (2014). Facts and Gaps in the literature on IMGs: Mapping the Results from CHHRN Knowledge Synthesis & the IMG Database. Canadian Association of Health Services and Policy Research Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
45. Hedden, L., Barer, ML., Cardiff, K., McGrail, KM., Law, MR., & Bourgeault, IL.(2014). The Feminization of the Primary Care Physician Workforce. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
46. Bourgeault, I.L. (2014). The case for a Pan Canadian HHR Agency. Royal College of Physicians and Surgeons of Canada NSS Human Resources for Health Conference, Ottawa, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
47. Nelson S, & Turnbull J. (2014). Optimizing Scopes of Practice: New Models of Care For a New Health Care System. American Association of Medical Colleges, Washington, United States
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
48. Ratti, S., Harrison, J., & Bourgeault, IL.(2014). Let's Talk It Up: A Review on the Speech-Language Pathology and Audiology Professions in Canada. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
49. Bourgeault, I.L. (2014). Contrasting Source and Destination Country Perspectives on the Migration of Health Workers. Global Health Migration Symposium, Sydney, Australia
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No

50. C Demers, Y James & E Bray. (2014). The need for a pan-Canadian Health Human Resources Strategy. Queen's Health Policy Change Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
51. Hebert, R.L., Chiochio, F., Bourgeault, I.L., Fleury, M-J.(2014). The Role of Gender and Informational Role Self-Efficacy in Physicians' Nurse Knowledge Sharing and Decision Making. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
52. H Ghosh & C Benoit. (2014). Identifying and defining the culturally-appropriate health services for urban Aboriginal women dealing with co-occurring addiction, depression and diabetes. International Intersectionality Conference, Vancouver, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
53. V Runnels, R Labonte, P Thomas. (2014). International Migration of Indian Nurses – Findings from the Literature and Key Informant Interviews. The Partners in Education & Integration of Internationally Educated Nurses: 8th National Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
54. Manogaran, M., Bourgeault, I.L., Gamble, B., & Gilbert, J.(2014). Managing the Transitions of Neonatal Patients from the Neonatal Intensive Care Unit: The Role of Interprofessional Collaboration. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: Yes
55. E Shoemaker. (2014). Care: An Evidence Based Strategy to Reduce Caesarean Section Rates for Low Risk Women. Optimizing Childbirth Across Europe Conference, Brussels, Belgium
Main Audience: Researcher
Invited?: Yes, Keynote?: No
56. Runnels, V., & Bourgeault, I.L.(2014). Health Policy Knowledge Exchange- A tool for Analyzing and Planning for Sex/Gender in Research on the International Migration of Health Workers. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
57. C Covell & E Neiterman. (2014). Knowledge Synthesis of Internationally Education Nurses In Canada: Gap Analysis And Recommendations For Education And Research. The Partners in Education & Integration of Internationally Educated Nurses: 8th National Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
58. Bourgeault, I.L. (2014). The Nova Scotia Launch of the Canadian Academy of Health Sciences Optimising Health Professional Scopes of Practice report. Dalhousie University, Halifax, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
59. S Nelson, J Turnbull, G Mulvale, N Ries. (2014). Optimizing Scopes of Practice: New Models of Care For a New Health Care System. Panel presentation at the Canadian Association of Health Services and Policy Research Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No

60. Esther Shoemaker Danielle Rolfe. (2013). MSH-CARES: An evidence based strategy to reduce Caesarean sections in Ontario. Canadian Assn of Health Services and Policy Research, Vancouver, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
61. (2013). An introduction to OHHRRN and CHHRN. The Council of Ontario Regulated Health Professional Associations, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
62. (2013). Towards Improved Collaboration between the Council of Ontario Health Service Research Directors and the LHINS. COHSRD meeting, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
63. (2013). An introduction to the IGH Chair in Gender, Work and Health Human Resources. IGH Chair Meeting, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
64. (2013). Reviewers' perspectives on peer/merit review processes @ the CIHR. CIHR, NSERC, SSHRC, CRC and DFI. Workshop on Sharing Peer Review Practices, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
65. (2013). Qualitative Health Research Capacity Workshop. Public Health Ontario, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
66. (2013). Promising Practices of the Ontario Health Human Resources Research Network. Ontario Ministry of Health and Long Term Care, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
67. (2013). Population Health Improvement Research Network Workshop on Ontario Population Health Research and Knowledge Exchange Tools. The Ontario Public Health Convention, Toronto, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
68. (2013). What Economic Crises Reveal of the Relationship Between Professions, Public and the State. European Sociology Association Conference, Turin, Brazil
Main Audience: Researcher
Invited?: Yes, Keynote?: No
69. (2013). Models of the Role of the State in Regulatory Policies and Professional Occupations in Health: International Experiences. International Seminar on Professional Regulation, Brasilia, Brazil
Main Audience: Researcher
Invited?: Yes, Keynote?: No
70. Labonté, R.; Runnels, V.; Packer, C.; Tomblin Murphy, G. (2013). Source Country perspectives on the migration of highly trained health personnel: Causes, consequences and responses. 14th International Health Workforce Collaborative Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
71. (2013). An update on the Ontario Health Human Resources Research Network. Ontario Ministry of Health and Long Term Care, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No

72. (2013). The Migration and Integration of IMGs in Canada & Australia: Reflecting on the Changing Context of Immigration and Regulatory Policy. Medical Migration Workshop, coventry, United Kingdom
Main Audience: Researcher
Invited?: Yes, Keynote?: No
73. K. MacNaughton S. Chreim. (2013). Role construction and boundaries in interprofessional primary health care teams. Canadian Assn of Health Services and Policy Research, Vancouver, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
74. Covell, CL., Neiterman, E., Quatro, A. (2013). Workplace Integration and Retention of Internationally Educated Nurses: What is the employers' role?. 7th National Conference Partners in Education and Integration of IENs, PEI, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
75. (2013). Panel Member. Transforming Practice in Long-Term Care through Innovative Learning. Inaugural Baycrest LRI Conference, toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
76. (2013). A Synthesis of the Canadian Literature on Internationally Educated Health Professionals. A CHHRN Consultation, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
77. (2013). Getting Health Research Funded @ the CIHR. CPHA Pre-conference Workshop on Fostering Excellence in Population and Public Health, Health Services and Policy, and Gender, Sex and Health Research: Grant Writing and Peer Review, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
78. (2013). Scopes of Practice in Long Term Care. Ontario Long Term Care Assn. Conference, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
79. (2013). The Balancing Act of Regulating Migration: Comparing Canada, Brazil, the Philippines & Cuba. Third Global Forum on Human Resources for Health, Recife, Brazil
Main Audience: Researcher
Invited?: Yes, Keynote?: No
80. (2013). The Regulation of Professional Migrants and Regional Integration Processes. International Seminar on Professional Regulation, Brasilia, Brazil
Main Audience: Researcher
Invited?: Yes, Keynote?: No
81. (2013). Foreign Qualification Recognition in Canada. International Health Workforce Collaborative Meeting, Quebec city, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
82. (2013). The MSH Caesarean Section Reduction Initiative. BORN Ontario Rounds/Webinar, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No

83. (2013). Managing a Large International Comparative Qualitative Health Research Project (Not For The Faint Of Heart). Qualitatives Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
84. (2013). Qualitative Health Research Capacity Workshop. Ontario Public Health Convention, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
85. (2013). Attracting and Retaining Family Physicians in Rural and Remote Regions. CIHR IHSPR Best Brains Exchange, Beijing, China
Main Audience: Researcher
Invited?: Yes, Keynote?: No
86. (2013). Current and Emerging Themes in Health Human Resource Policy. The Canadian College of Health Leaders – Eastern Ontario Chapter, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
87. (2012). Health Equity Impact Assessment Activities & Considerations of the Population Health Improvement Research Network. Delivering Quality: High Impact Equity Planning in Challenging Times. Ontario Ministry of Health and Long Term Care., Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
88. (2012). Discussant for SSHRC Workshop on the Transnational Migration of Physicians in the 20th Century. SSHRC workshop, Montreal, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
89. (2012). Panel Member. Human Resources for Health Services Delivery. Canadian Society for International Health conference, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
90. (2012). Contemporary Issues in the Funding of Qualitative Research. The 24th Annual Ethnographic & Qualitative Research Conference (EQRC) Keynote Address, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: Yes
91. Esther Shoemaker. (2012). Putting The Evidence into Practice: Reducing C-Sections in Ontario. Association of Ontario Midwives Workshop, Kitchener, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
92. Esther Shoemaker. (2012). The Markham-Stouffville Hospital Caesarean Reduction Strategy. Champlain LHIN Maternal, Newborn Regional Program, Ottawa, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
93. (2012). Introduction to the pan Canadian HHR Network and the International Health Workforce Collaborative. CIHC International ResearchNet meeting, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
94. (2012). An Introduction to the Pan Canadian HHR Network. The Western and Northern Health Human Resources Forum Annual Meeting, Regina, Canada
Main Audience: Decision Maker
Invited?: No, Keynote?: No

95. (2012). How Social, Political and Economic Factors Shape Formation and Integration of Interprofessional Primary Healthcare Teams. Accelerating Primary Care Conference, Banff, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
96. Esther Shoemaker. (2012). Vaginal Birth after Caesarean (VBAC) Strategies at a Local Community Hospital. Association of Ontario Midwives Workshop, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
97. (2012). Findings of the Scoping Review of Population Health Equity and Intervention Research in Ontario 2005-2009. CHNET-Works! Webinar, Ottawa, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
98. Geraci, J McNiven, P. (2012). Participation in Prenatal Care: Findings from Nunavut. Canadian Association of Midwives conference, St-Johns, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
99. Atanackovic, J. (2012). The Role of Social Networks in Migration Experiences of Immigrant Live-in-Caregivers in Ontario, Canada. Canadian Sociology Association Meeting, Waterloo, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
100. (2012). The Live in Caregiver Program, IRPP Temporary Migration and the Canadian Labour Market. IRPP, Ottawa, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
101. (2012). The Evolution of the CIHR HHR Research Chair into the Ontario Health Human Resources Research Network and the pan Canadian Health Human Resources Research Network. CIHR Institute for Health Services and Policy Research Cinq a Sept, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
102. (2012). Réseau canadien sur les ressources humaines en santé (RCRHS): Pour une meilleure coordination du savoir et de la prise de décision portant sur les RHS. Consultation à Montréal, Montreal, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
103. Neiterman, E. (2012). Professional Resocialization of the Internationally Educated Health Care Professionals in Canada: Identifying Existing Problems and Potential Solution. Canadian Assn of Health Services and Policy Research, Montreal, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
104. (2012). An Update on the Pan Canadian HHR Network. F/P/T Advisory Committee on Health Delivery and Human Resources, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
105. Williams, D. (2012). Facilitating and expanding research in social determinants of health: building an on-line index of Population Health Databases. Canadian Public Health Assn. Conference, Edmonton, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No

106. Neiterman, E Wodchis, W. (2012). Adapting to the Life after Hospital Discharge: What Are the Difficulties Faced by the Individuals Transitioning to Community Care?. Canadian Assn of Health Services and Policy Research, Montreal, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
107. (2012). Networking Population Health Researchers to Improve the Health of Ontarians. Ontario Ministry of Health Research to Policy Dialogue, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
108. Kuhlman, E Larsen, C Schofield, T. (2012). A Gender Lens on Health Human Resource Policy, Planning and Management. International Sociology Assn. Conference, Buenos Aires, Argentina
Main Audience: Researcher
Invited?: Yes, Keynote?: No
109. (2012). An Update on the Pan Canadian HHR Network. Royal College of Physicians and Surgeons of Canada NSS Human Resources for Health Conference, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
110. (2012). An Introduction to the pan Canadian Health Human Resources Research Network. Pan Canadian HHR Network Western Regional Hub Consultation, Vancouver, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
111. (2012). The Markham-Stouffville Hospital Caesarean Reduction Strategy. ECHO Webinar, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
112. (2012). An Update on Activities of the CIHR/Health Canada Research Chair in Health Human Resources Policy. Health Canada HHR Strategy Division, Ottawa, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
113. (2012). The Migration of Health Workers to Canada. Newfoundland and Labrador Applied Health Research Centre Inaugural Lecture Series, Newfoundland, Canada
Main Audience: General Public
Invited?: Yes, Keynote?: No
114. (2012). Empowering Women in Childbirth despite/through Technology. Sandy Hill TedX Conference, Ottawa, Canada
Main Audience: General Public
Invited?: Yes, Keynote?: No
115. (2012). The Pan Canadian HHR Network: A Year in Review. CHHRN Anniversary Celebration & First Advisory Committee Meeting, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
116. (2012). The Health Human Resource Research Context in Canada. Health Workforce Australia, Adelaide, Australia
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
117. Neiterman, E James, Y. (2011). Institutional Control of Blood Donation: The Social And Political Aftermath To The Tainted Blood Scandal In Canada. European Sociology Association Conference, Geneva, Switzerland
Main Audience: Researcher
Invited?: Yes, Keynote?: No

118. Atanackovic, Jelena. (2011). Migration and Recruitment of Immigrant Health Workers to Canada. American Sociology Association Conference, Las Vegas, United States
Main Audience: Researcher
Invited?: No, Keynote?: No
119. (2011). The Role of Migrant Care Workers in Aging Societies: A Comparison of Canada, the U.S., the U.K. and Ireland. 7th International Carework Conference, Las Vegas, United States
Main Audience: Researcher
Invited?: No, Keynote?: No
120. (2011). An Update on Activities of the CIHR/Health Canada Research Chair in Health Human Resources Policy. IHSPR Applied Health Research Chairs meeting, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
121. (2011). The Role of Migrant Care Workers in Aging Societies: A Comparison of Canada, the U.S., the U.K. and Ireland. 7th International Carework Conference, Las Vegas, United States
Main Audience: Researcher
Invited?: No, Keynote?: No
122. (2011). An Interdisciplinary, Multifaceted Intervention to Reduce Caesarean Section Rates In A Low Risk Population: A Process and Outcome Evaluation. Assn. of Ontario Midwives Conference, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
123. (2011). An Introduction to the Pan Canadian Health Human Resources Research Network. Health Action Lobby (HEAL) meeting, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
124. Neiterman, E. (2011). The use of telephone interviews in qualitative research. Qualitatives Conference, Brantford, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
125. Andrea Baumann. (2011). An Introduction to the Health Human Resource Research Context in Canada. HealthGov. University of Sydney, Sydney, Australia
Main Audience: Researcher
Invited?: Yes, Keynote?: No
126. (2011). Building a Robust Population Health Intervention Research System in Canada: Infrastructure, Processes and Methods. Panel at the Canadian Public Health Assn. Meeting, Montreal, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
127. (2011). The Ontario Health Human Resources Research Network to the pan Canadian Health Human Resources Network – the evolution of HHR networks in Canada. International Health Workforce Collaborative conference, Brisbane, Australia
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
128. (2011). An Introduction to the International Study Group on Birth, Culture and Society. the 29th Annual Ottawa Reproductive Biology Workshop, Ottawa, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
129. (2011). A Global Perspective on the Role of Community Health Workers. Canadian Public Health Assn. pre conference workshop on Community Health Workers, Quebec city, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No

130. Geraci, J. (2011). Prenatal care in two Nunavut Communities: What are the barriers, facilitators and motivators to accessing care?. Canadian Assn of Health Services and Policy Research, Halifax, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
131. Esther Shoemaker and Carol Cameron. (2011). An Interdisciplinary, Multifaceted Intervention To Reduce Caesarean Section Rates In A Low Risk Population: A Process and Outcome Evaluation. Ontario Hospital Association Conference, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
132. Ogembo, B. (2011). Source Country Perspectives on the Migration of Health Personnel: A review from Philippines, South Africa, Jamaica and India. Canadian Conference on Global Health, Montreal, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
133. Torres, S. (2011). Unregulated health care workers and caregiving: Impact on immigrant women. Canadian Assn of Health Services and Policy Research, Halifax, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
134. (2011). The Ontario Health Human Resources Research Network to the pan Canadian Health Human Resources Network – the evolution of HHR networks in Canada. Building a Healthier Ontario Conference, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No
135. (2011). Funding Qualitative Health Research. Qualitatives Conference, Brantford, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
136. Stewart, M. (2011). The Applied Health Research Network Initiative in Ontario. Canadian Assn of Health Services and Policy Research, Halifax, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
137. Kuhlman, E., Bourgeault, I.L., Larsen, C. & Schofield, T.(2011). Bringing Gender into Health Human Resource Policy And Management: International Directions. European Sociology Association Conference, Geneva, Switzerland
Main Audience: Researcher
Invited?: Yes, Keynote?: No
138. (2011). Aging and Health Human Resource Implications. Ontario Training Consortium of Health Services and Policy Research, sudbury, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
139. (2011). Ethical Recruitment and Integration of Internationally Educated Health Professionals in Canada. International Health Workforce Collaborative conference, Brisbane, Australia
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
140. (2011). Ontario and Canadian Context of HHR Research: A Focus on the Long Term Care Sector. Ontario Long Term Care Association, Centres of Learning Initiative Meeting, Toronto, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No

141. (2011). Cross Border Health Care and Health Human Resource Policy. Symposium on Cross Border Care, Ottawa, Canada
Main Audience: Knowledge User
Invited?: Yes, Keynote?: No
142. (2011). Institutional Control of Blood Donation: The Social And Political Aftermath To The Tainted Blood Scandal In Canada. European Sociology Assn. Conference, Geneva, Switzerland
Main Audience: Researcher
Invited?: Yes, Keynote?: No
143. (2011). An introduction to the Population Health Improvement Research Network, Scoping Review of the Population Health Equity Research in Ontario and the Ontario Population Health Index of Databases. Building a Healthier Ontario conference, Toronto, Canada
Main Audience: Decision Maker
Invited?: Yes, Keynote?: No

Text Interviews

- | | |
|------------|---|
| 2015/06/12 | Physician Unemployment, National Post |
| 2014/09/17 | Media Interview, White Coat, Black Art |
| 2014/05/22 | Integration of international medical graduates, Radio Canada |
| 2012/04/26 | Health worker migration to Canada, CBC Radio Cornerbrook, NFLD |
| 2012/02/15 | The need for a pan Canadian HHR Observatory, Medical Post |
| 2012/02/06 | Special Policy Briefing (supplement) on health. The case for a pan-Canadian health workforce observatory: moving from crisis management to future planning, now, Hill Times |
| 2011/11/01 | Article on Ottawa urged to help expedite licences for foreign-trained doctors, Globe and Mail |
| 2011/06/16 | On IMGS and CSAs in response to the Canadian Federation of Medical Students about capacity issues in the Canadian medical education system, Medical Post |

Publications

Journal Articles

1. Tomblin Murphy, G., MacKenzie, A. Waysome, B Guy-Walker, J., Palmer, R., Elliott Rose, A., Rigby, J., Labonte, R., Bourgeault, I.L. (2015). A mixed-methods study of health worker migration from Jamaica. Human Resources for Health. n/a: n/a.
In Press
Refereed?: No, Open Access?: Yes
Contribution Percentage: 11-20
2. Van Teijlingen, E., Benoit, C., Bourgeault, I.L., DeVries, R., Sandall, J., & Wrede, S. (2015). Learning from health care in other countries: the prospect of comparative research. Health Prospect Journal of Public Health.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30

3. Labonté, R., Attiran, A., Bourgeault, I.L., Tomblin-Murphy, G. & Sanders, D. (2015). Trading health for oil? Uganda should not export its health workers. *Lancet*. 385: n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
4. Kelly, C., & Bourgeault, I.L. (2015). Developing a Common Education Standard for Personal Support Workers in Ontario. *Health Reform Observatory*. n/a: n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
5. Kelly, C., & Bourgeault, I.L. (2015). Considering the implications of the common education standard for Personal Support Workers in Ontario. *Healthcare Policy*. n/a: n/a.
Accepted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
6. Najafizada, M., Bourgeault, I.L., Labonté, R., Packer, C., Torres, S. (2015). The role of Community Health Workers in Canada and other HICS: a scoping review. *CJPH*. n/a: n/a.
In Press
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
7. Benkhalti Jandu, M., Canuto de Medeiros, B., Bourgeault, I.L., & Tugwell, P. (2015). The inclusion of migrants in health impact assessments: A scoping review. *Environmental Impact Assessment Review*. n/a: 16-24.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
8. Neiterman, E. & Bourgeault, I.L. (2015). Professional integration as a process of professional resocialization: internationally educated health professionals in Canada. *Social Science and Medicine*. 131: 74-81.
Submitted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
9. Bourgeault, I.L. Labonte, R., Packer, C., Runnels, V., & Tomblin Murphy, G. (2015). Knowledge and potential impact of the WHO GlobalCode of Practice on the International Recruitment of Health Personnel: Does it matter for source and destination country stakeholders?. *Human Resources for Health – special supplement on the WHO Code*. n/a: n/a.
In Press
Refereed?: Yes, Open Access?: No
Contribution Percentage: 11-20
10. Neiterman, E. & Bourgeault, I.L. (2015). The Shield of Professional Status: Comparing Discriminatory Experiences of IENs and IMGs in Canada. *Health*. n/a: 1-20.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
11. Bourgeault, I.L. & Walji, R. (2015). Expanding Health Professional Scopes of Practice: Regulating Non-Medical Prescribing in Canada, the U.S., the U.K., and Australia. *Health Policy*. n/a: n/a.
Submitted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30

12. Neiterman, E., Salmonsson, L. & Bourgeault, I.L. (2014). Navigating through otherness and belonging: A comparative case study of International Medical Graduates' professional integration in Canada and Sweden. *Ephemera: Theory & Politics in Organization*. n/a: n/a.
Accepted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
13. Covell, C., Neiterman, E. & Bourgeault, I.L.(2014). Forms of Capital as Facilitators of Internationally Educated Nurses' Transition into the Canadian Nursing Workforce. *Canadian Public Policy*. n/a: n/a.
Accepted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
14. Neiterman, E., Bourgeault, I.L., & Wodchis, W.(2014). The Experiences of Individuals in Transition from Hospital to Community. *Canadian Journal on Aging*. n/a: n/a.
Accepted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
- [15.](#) Hedden, L., Barer, M., Cardiff, K., McGrail, K., Law, M. & Bourgeault, I.L. (2014). The implications of the feminization of the primary care physician workforce on service supply: a systematic review. *Human Resources for Health*. 12(32): 12-32.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
16. Najafizada, M., Labonté, R., Bourgeault, I.L. (2014). The Rural Health Workforce in Afghanistan: A qualitative study of a national program. *BMC Conflict and Health*. 8(26): n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
17. Covell, C., Neiterman, E., Bourgeault, I.L. (2014). A Scoping Review about Internationally Educated Nurses in Canada. *Canadian Journal of Nursing Research*. 46(3): 26-45.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
18. Mulvale, G., & Bourgeault, I. (2013). How Social, Political and Economic Factors Shape Formation and Integration of Interprofessional Primary Healthcare Teams. *Journal of Interprofessional Care*. n/a: n/a.
Submitted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
19. Shoemaker, E., Rolfe, D., Bourgeault, I.L. Hutton, E. (2013). Evaluation of the Markham Stouffville Birth Options Session. *É/Exchange Working Paper Series*. n/a: 2.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
20. Bourgeault, I.L. (2013). The Importance of Evaluating New Models of Care to Better Meet Patient Needs. *Healthcare Papers*. 13(2): 31-4.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100

- [21.](#) Sanou, D., O'Reilly, E., Ngnie-Teta, I., Batal, M., Mondain, N., Andrew, C., Newbold, B & Bourgeault, I.L. (2013). Acculturation and nutritional health of immigrants in Canada: a scoping review. *Journal of Immigrant and Minority Health*. n/a: n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
22. Atanackovic, J, Bourgeault, I. (2013). Migration and Recruitment of Immigrant Care Workers in Canada. *Canadian Public Policy*. 39(2): 335-350.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
23. Bourgeault, I.L. (2013). Ethical Considerations for Better Health Human Resource Planning and Management. *Healthcare Management Forum*. 26(Summer): 65-67.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
- [24.](#) Bourgeault, I.L. & Grignon, M. (2013). Comparison of the Regulation of Health Professional Boundaries Across OECD Countries. *The European Journal in Comparative Economics*. 10(2): 199-223.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
25. Shoemaker, E., Rolfe, D., Neiterman, E., Walji, R., Bourgeault, I.L. Hutton, E. (2013). Health Care Providers' Experiences with MSH-CARES. *É/Exchange Working Paper Series*. n/a: 2.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
26. Neiterman, E. & Bourgeault, I.L.(2013). Cultural competence of Internationally Educated Nurses: Assessing Problems and Findings Solutions. *Canadian Journal of Nursing Research*. 45(4): 88-107.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
27. MacNaughton, Kate, Chreim, Samia, & Bourgeault, I.L.(2013). Role construction and boundaries in interprofessional primary health care teams. *BMC Health Services Research*. 13: 486-.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
28. LeBlanc, Y., Bourgeault, I.L., & Neiterman, E.(2013). The Integration of Refugee Health Workers in Canada and the U.K. *The Integration of Refugee Health Workers in Canada and the U.K.*9(Spec.Issue): 126-138.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
- [29.](#) Bourgeault, I.L. & Barer, M. (2012). The case for a pan-Canadian health workforce observatory: moving from crisis management to future planning, now. *Hill times*. n/a: n/a.
Published
Refereed?: No, Open Access?: Yes
Contribution Percentage: 31-40

30. Bourgeault, I.L. (2012). Better Understanding the Relationship between Health Professions, the State and Its Gender Dimensions. *Social Theory and Health*. n/a: n/a.
Submitted
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
31. Bourgeault IL , Sutherns R , Macdonald M , Luce J. (2012). Problematising public and private work spaces: Midwives' work in hospitals and in homes. *Midwifery*. 28(5): 582-590.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
32. Bourgeault, I.L.(2012). Contemporary Issues in the Funding of Qualitative Research. *Journal of Ethnographic & Qualitative Research*. 7: 1-7.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
33. Bourgeault, I.L. (2012). Premiers' health report a good start but important opportunities missed. *Troy Media*. n/a: n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
34. Bourgeault, I.L. (2012). Progress on HHR issues?. the Health Council of Canada's Progress Report. na: na.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
35. Bourgeault IL. (2012). If the answer is "more nurses," what is the question?. *The Canadian nurse*. 108(2): n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
36. Richard, N., Chreim, S., Bourgeault, I.L., & Angus, D.(2012). Chronically Ill Patients' Experience of Illness and Healing Relationships In Integrative Medicine. Nova Publishers. n/a: n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
- [37.](#) Hollenberg, D., Bourgeault, I.L. (2011). The Role of Integrative Medicine in Interprofessional Education and Care Initiatives: The Way of the Future?. *Journal of Interprofessional Care*. 25(3): 182-188.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
38. Bourgeault IL , Neiterman E , Lebrun J. (2011). Midwives on the move: comparing the requirements for practice and integration contexts for internationally educated midwives in Canada with the U.S., U.K. and Australia. *Midwifery*. 27(3): 368-375.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
39. Huish, R., Bourgeault, I.L., Ogembo, B., & Parpia, R. (2011). Migration of Health Workers: Ethical conundrums and limited policy options. *Global Health Watch*. n/a: n/a.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30

- [40.](#) Bourgeault, I.L., Hirschhorn, K., & Sainsaulieu, I. (2011). The relations between professions, organizations and their clientele. *Professions and Professionalism*. 1(1): 67-86.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
41. Ross LE , Villegas L , Dennis CL , Bourgeault IL , Cairney J , Grigoriadis S , Steele LS , Yudin MH. (2011). Rural residence and risk for perinatal depression: a Canadian pilot study. *Archives of women's mental health*. 14(3): 175-185.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
- [42.](#) Neiterman, E Bourgeault, I.L. (2011). Conceptualizing Professional Diaspora: International Medical Graduates in Canada. *Journal of International Migration and Integration*. 12(3): 39-57.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
43. Mills EJ , Kanters S , Hagopian A , Bansback N , Nachega J , Alberton M , Au-Yeung CG , Mtambo A , Bourgeault IL , Luboga S , Hogg RS , Ford N. (2011). The financial cost of doctors emigrating from sub-Saharan Africa: human capital analysis. *BMJ (Clinical research ed.)*. 343: 1-13.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20
44. Hollenberg D , Bourgeault IL. (2011). Linking integrative medicine with interprofessional education and care initiatives: challenges and opportunities for interprofessional collaboration. *Journal of interprofessional care*. 25(3): 182-188.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 11-20

Journal Issues

1. Bourgeault, I.L., Bouchard, L., & Benoit, C. (2013). Sociological Insights on Inequities in Health and Healthcare. *Healthcare Policy*. : 151.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40

Books

1. Dent, M. Kuhlmann, E., Denis, J.L. & Bourgeault, I.L. (2016). *The Routledge Handbook on Professions and Professionalism*.
Accepted, Routledge
Refereed?: Yes
Contribution Percentage: 31-40
2. Wade, T., Bourgeault, I.L., & Neiterman, E.(2015). *Social Dimensions of Health and Health Care*.
Published, Pearson Publishing Co.
Refereed?: Yes
Contribution Percentage: 31-40

3. Bourgeault, I.L., Labonté, R., Packer, C., & Runnels, V. (2015). Population Health in Canada – A Reader. Submitted, Canadian Scholars Press Inc
Refereed?: No
Contribution Percentage: 31-40
4. Kuhlmann, E., Blank, R.H., Bourgeault, I.L. & Wendt, C. (2015). The Palgrave International Handbook of Healthcare Policy and Governance. Published, Palgrave
Refereed?: No
Contribution Percentage: 31-40

Book Chapters

1. Williams, D., Bourgeault, I.L., Packer, C., Hindmarsh, L.,. (2016). An Index of Databases: Reducing the challenge of evidence-based population health research and decision-making. n/a. Population Health in Canada – A Reader. : n/a.
Published, n/a
Refereed?: No
Contribution Percentage: 21-30
2. Ghosh, H., & Bourgeault, I.L. (2016). Population Health Equity and Intervention Research in Ontario: A Scoping Review. n/a. Population Health in Canada – A Reader. : n/a.
Submitted, PHRIN
Refereed?: Yes
Contribution Percentage: 41-50
3. Runnels, V., Bourgeault, I.L. Rolfe, D. (2016). An overview to qualitative research for the health practitioner.n/a. Population Health in Canada – A Reader. : n/a.
Published, n/a
Refereed?: No
Contribution Percentage: 21-30
4. Bourgeault, I.L., Benoit,C. & Wrede, S. (2016). Migration of Expert Labour. n/a. The Routledge Handbook on Professions and Professionalism. : n/a.
Accepted, Routledge
Refereed?: No
Contribution Percentage: 21-30
5. Bourgeault, I.L., Demers, C. & Bray, E.(2015). The need for a pan-Canadian Health Human Resources Strategy.S. Carson. Queen's Health Policy Change Series. : n/a.
In Press, McGill Queen's University Press
Refereed?: Yes
Contribution Percentage: 21-30
6. Bourgeault, I.L., James, Y., & Packer, C. (2015). Developing and executing a cross-national qualitative health research project: Not for the faint of heart. n/a. The Sage Research Management Handbook. : n/a.
Published, Sage
Refereed?: No
Contribution Percentage: 11-20
7. Bourgeault, I.L. & Merritt, K.(2015). Deploying Health Human Resources: Scopes of Practice,. Kuhlmann, E., Blank, R.H. Skill-Mix and Shifting Tasks in the Provision of Health Care. : 7-10.
In Press, Palgrave
Refereed?: Yes
Contribution Percentage: 41-50

8. Bourgeault, I.L. Magali Safarti-Larson & Anne Witz. (2015). The Professionalization of Medicine, Class & Gender. n/a. *Social Theory for the Study of Health and Medicine*. : n/a.
Accepted, Sage
Refereed?: Yes
Contribution Percentage: 21-30
9. Bourgeault, I.L. (2015). The Double Isolation of Immigrants undertaking Older Adult Care Work. Clare Stacey and Mignon Duffy. *Caring on the Clock*. : 117-125.
In Press, Rutgers University Press
Refereed?: Yes
Contribution Percentage: 91-100
10. Bourgeault, I.L. (2014). Health Care Delivery Systems, Canada. William C. Cockerham, Robert Dingwall, & Stella Quah. *The Wiley-Blackwell Encyclopedia of Health, Illness, Behavior and Society*. : 790-795.
Published, wiley blackwell
Refereed?: Yes
Contribution Percentage: 91-100
11. Bourgeault, I.L. (2014). Health Care, Worker Migration. n/a. *Encyclopedia of Bioethics*. 4th Edition(3): 1458-62.
Published, Gale Learning
Refereed?: Yes
Contribution Percentage: 91-100
12. Greenwood, H. & Bourgeault, I.L.(2014). Migration. William C. Cockerham, Robert Dingwall, & Stella Quah. *The Wiley-Blackwell Encyclopedia of Health, Illness, Behavior and Society*. : 1645-1651.
Published, Wiley Blackwell
Refereed?: Yes
Contribution Percentage: 41-50
13. Bourgeault, I.L., & Atanackovic, J.(2014). Canada's Live In Caregiver Programme.K. Howse. *International Handbook on Ageing and Public Policy*. : n/a.
Published, K Howse
Refereed?: Yes
Contribution Percentage: 31-40
14. Bourgeault, I.L. (2014). Creating a Research Career Pathway in Health Human Resources Research. n/a. *Creating a Research Career: Setting your Program Compass*. : n/a.
Submitted, University of Ottawa Press
Refereed?: Yes
Contribution Percentage: 91-100
- [15.](#) Bourgeault, I.L., & Neiterman, E. (2013). Integrating International Medical Graduates: The Canadian Approach to the 'Brain Waste' Problem. n/a. *Wanted and Welcome? Policies for Highly Skilled Immigrants in Comparative Perspectives Policy*. Triadafilopoulos: 199-217.
Published, Springer
Refereed?: No
Contribution Percentage: 21-30
16. Bourgeault, I.L.(2013). Health Professional Migration. Monahan, L., & Gabe, J.*Key Concepts in Medical Sociology*. 2nd Edition. : 169-174.
Published, London, Sage
Refereed?: Yes
Contribution Percentage: 91-100

17. Bourgeault, I.L. (2013). The Migration and Integration of Internationally Educated Health Professionals. n/a. Key Concepts in Medical Sociology. 2nd Edition. : 169-174.
Published, Human Resources for Health
Refereed?: Yes
Contribution Percentage: 91-100
18. Sutherns, R., Bourgeault, I.L. & James, Y. (2013). Exploring the Concept of Embodied Research: Does it Take one to Know One?. n/a. Sage Research Methods Cases. Brindle: n/a.
Published, Sage
Refereed?: Yes
Contribution Percentage: 21-30
19. Kuhlmann, E., Bourgeault, I.L., Larsen, C., & Schofield, T.(2012). Gendering Health Human Resource Policy and Management. E. Kuhlmann & E. Annandale. Handbook on Gender and Healthcare. 2nd Edition (pbk): 72-91.
Published, Palgrave
Refereed?: Yes
Contribution Percentage: 11-20
- [20.](#) Bourgeault, I.L., Barer, M.(2012). The case for a pan-Canadian health workforce observatory: moving from crisis management to future planning, now. N. Roos, S.M.Singer, K. O’Grady, C. Tapp & S. Turczak. Canadian Health Policy in the News: Why Evidence Matters. : 361-363.
Published, University of Manitoba
Refereed?: Yes
Contribution Percentage: 31-40
21. Kuhlmann, E. & Bourgeault, I.L.(2011). Gender, professions and public policy. n/a. Gender & Health Routledge. K. Hunt & E. Annandale: 7-97.
Published, Routledge
Refereed?: No
Contribution Percentage: 41-50
22. Bourgeault, I.L., & Wrede, S. (2011). Caring across borders: contrasting the contexts of nurse migration in Canada and Finland. n/a. Finding Dignity in Health Care and Health Care Work. C. Benoit & H. Hallgrimsdottir: 65-86.
Published, University of Toronto Press
Refereed?: Yes
Contribution Percentage: 41-50

Reports

- [1.](#) Najafizada, M., Bourgeault, I.L., Labonté, R., Packer, C., Torres, S. (2015). The role of Community Health Workers in Canada and other HICS: a scoping review. 106. University of Ottawa
Contribution Percentage: 51-60
2. Crush, J., Chikanda, Bourgeault, I.L., Labonté, R., Tomblin-Murphy, G. (2015). Brain Drain and Regain: the Migration Behaviour of South African Medical Professionals. 65. International Migration Research Centre.
Contribution Percentage: 0-10
- [3.](#) Demers, C., & Bourgeault, I.L. (2015). Policy Report from the 2014 Canadian Health Workforce Conference. 25. Canadian Health Human Resources Network.
Contribution Percentage: 11-20
- [4.](#) Sattler, P., Peters, J., Bourgeault, I.L., Esses, V., Neilsen, C, Dever, E., Neiterman, E., Gropper, & Kelland, J.(2015). Multiple Case Study Evaluation of Postsecondary Bridging Programs for Internationally Educated Health Professionals. 34. Higher Education Quality Council of Ontario.
Contribution Percentage: 11-20

5. [Atanackovic, J., & Bourgeault, I.L. \(2014\). The Economic and Social Integration of Immigrant Workers During and After the Live-in Caregiver Program. 28. Institute for Research in Public Policy. Contribution Percentage: 31-40](#)
6. [Demers, C., & Bourgeault, I.L. \(2014\). Proceedings of the 2014 Canadian Health Workforce Conference. 25. Canadian Health Human Resources Network. Contribution Percentage: 11-20](#)
7. [Nelson S, Turnbull J, Bainbridge L, Caulfield T, Hudon G, Kendel D, Mowat D, Nasmith L, Postl B, Shamian J, Sketris I.\(2014\). Optimizing Scopes of Practice: New Models of Care For a New Health Care System. Report of the Expert Panel appointed by the Canadian Academy of Health Sciences.76. Canadian Academy of Health Sciences. Contribution Percentage: 31-40](#)
8. [Bourgeault, I.L., Neiterman, E., Covell, C., Quartaro, A., & Kienapple, K. \(2013\). A Synthesis of the Canadian Literature on Internationally Educated Health Professionals. 120. Canadian Health Human Resources Network. Contribution Percentage: 31-40](#)
9. [Emmott, M., Pittman, M., Bourgeault, I.L., Hatcher-Roberts, J., Cash, C., Quartaro, A., Atanackovic, J.\(2012\). National profile of the migration of health professionals - CANADA. 14. Mobility of Health Professionals Wissenschaftliches Institut der Ärzte Deutschlands \(WIAD\). Contribution Percentage: 11-20](#)
10. [Emmott, M., Pittman, M., Bourgeault, I.L., Hatcher-Roberts, J., Cash, C., Quartaro, A., Atanackovic, J. \(2012\). Mobility of health professionals - National Report - CANADA. 173. Mobility of Health Professionals Wissenschaftliches Institut der Ärzte Deutschlands \(WIAD\). Contribution Percentage: 11-20](#)
11. [Sandall, J., Homer, C., Sadler, E., Rudisill, C., Bourgeault, I.L., Bewley, S., Nelson, P., Cowie, L., Cooper, C. & Curry, N. \(2011\). Staffing in Maternity Units: Getting the Right People in the Right Place at the Right Time. 63. The Kings Fund. Contribution Percentage: 11-20](#)
12. [Ghosh, H., Donovan, S., Bourgeault, I.L., Packer, C., Estable, A., & Meyer, M. \(2011\). Scoping Review of the Population Health Equity and Intervention Literature in Ontario \(2005-2009\). 77. University of Ottawa Contribution Percentage: 31-40](#)



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Confirmation Number: 654654

Template: SSHRC

Dr. Victoria Esses

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Address

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Dr. Victoria Esses

Language Skills

Language	Read	Write	Speak	Understand	Peer Review
English	Yes	Yes	Yes	Yes	Yes
French	Yes	No	No	Yes	Yes

Degrees

1986/9 - 1988/7	Post-doctorate, SSHRC Postdoctoral Fellowship, Psychology, University of Waterloo Degree Status: Completed Supervisors: Mark Zanna
1982/9 - 1986/9	Doctorate, Doctor of Philosophy, Psychology, University of Toronto Degree Status: Completed Supervisors: C. Peter Herman
1981/9 - 1982/8	Master's Thesis, Master's of Science - Masters, Psychology, University of Toronto Degree Status: Completed Supervisors: C. Peter Herman
1974/9 - 1981/4	Bachelor's Honours, Bachelor's of Science, Psychology, University of Toronto Degree Status: Completed Supervisors: C. Peter Herman

Recognitions

2010/7 - 2012/6	Faculty Scholar Award - 14,000 University of Western Ontario Prize / Award
2010/7 - 2011/6	Harold Crabtree Foundation Award in Public Policy - 15,000 University of Western Ontario Prize / Award
2009/1	Distinguished Service Award - 0 Society for the Psychological Study of Social Issues Distinction
2007/1	Elected Fellow - 0 Association for Psychological Science Distinction
2006/1	Elected Fellow - 0 Canadian Psychological Association Distinction

1992/6 Otto Klineberg Intercultural and International Relations Award - 1,000
Society for the Psychological Study of Social Issues
Prize / Award

User Profile

Research Specialization Keywords: Diversity, Ethnic Relations, Immigrants, Immigration, Public Policy, Settlement & Integration

Geographical Regions: Europe, North America, Oceania

Employment

2008/7 Founding Director
Centre for Research on Migration and Ethnic Relations, University of Western Ontario,
University of Western Ontario
Full-time, Professor
Tenure Status: Tenure

2001/7 Professor
Psychology, University of Western Ontario, University of Western Ontario
Full-time, Professor
Tenure Status: Tenure

2007/7 - 2011/6 Founding Director
Collaborative Graduate Program in Migration and Ethnic Relations, University of Western
Ontario, University of Western Ontario
Full-time, Professor
Tenure Status: Tenure

1995/7 - 2001/6 Associate Professor
Psychology, University of Western Ontario, University of Western Ontario
Full-time, Associate Professor
Tenure Status: Tenure

1990/7 - 1995/6 Assistant Professor
Psychology, University of Western Ontario, University of Western Ontario
Full-time, Assistant Professor
Tenure Status: Tenure Track

1988/7 - 1990/6 SSHRC Canada Research Fellow
Psychology, St George Campus, University of Toronto, University of Toronto
Full-time, Assistant Professor
Tenure Status: Non Tenure Track

Research Funding History

Awarded [n=5]

2012/3 - 2019/3 Pathways to prosperity: New policy directions and innovative local practices for newcomer
Principal Investigator integration and attraction, Grant

Funding Sources:

Social Sciences and Humanities Research Council of Canada (SSHRC)
Partnership Grant
Total Funding - 2,513,360

- 2016/9 - 2017/8
Principal Applicant Optimizing the provision of information to facilitate the settlement and integration of refugees in Canada: Case studies of Syrian refugees in London, Ontario and Calgary, Alberta, Grant
- Funding Sources:**
Social Sciences and Humanities Research Council of Canada (SSHRC)
SSHRC Targeted Research: Syrian Refugee Arrival, Resettlement and Integration
Total Funding - 23,560
- 2009/3 - 2015/3
Principal Investigator Welcoming communities: Working to improve the inclusion of immigrants and visible minorities in second and third tier Ontario cities, Grant
- Funding Sources:**
Social Sciences and Humanities Research Council of Canada (SSHRC)
Community-University Research Alliance Grant
Total Funding - 999,000
- 2012/2 - 2014/3
Principal Investigator Multiple case study evaluation of postsecondary bridging programs for internationally educated health professionals, Grant
- Funding Sources:**
Higher Education Quality Council of Ontario (HEQCO)
Contract
Total Funding - 72,272
- 2013/4 - 2014/3
Co-investigator Les facteurs du succès de l'intégration des étudiants internationaux à la société canadienne: de l'attraction à la rétention au marché de l'emploi, Grant
- Funding Sources:**
Social Sciences and Humanities Research Council of Canada (SSHRC)
Knowledge Synthesis Grant
Total Funding - 24,718
- Principal Applicant : Chedly Belkhodja
- Completed [n=3]**
- 2013/10 - 2015/3
Principal Applicant Migration, gender, and international development research laboratory, Grant
- Funding Sources:**
Canada Foundation for Innovation (CFI)
Leader's Opportunity Fund
Total Funding - 453,685
- Co-investigator : Bipasha Baruah
- 2012/1 - 2012/7
Principal Investigator Settlement outcomes survey, Contract
- Funding Sources:**
Government of Alberta
Contract
Total Funding - 165,011
- 2010/1 - 2011/3
Principal Investigator Welcoming communities: Promoting inclusive Ontario cities, Contract
- Funding Sources:**
Citizenship and Immigration Canada
Contract, Ontario Region
Total Funding - 576,428

Program Development

2011/9 Director and Developer, University of Western Ontario
Program Title: Collaborative Graduate Program in Migration and Ethnic Relations
Course Level: Graduate

Student/Postdoctoral Supervision

Master's Thesis [n=2]

Principal Supervisor Paolo Palma (In Progress)
Student Degree Expected Date: 2017/6

Principal Supervisor Clint Thomson (Completed)
Student Degree Received Date: 2016/6

Doctorate [n=7]

Principal Supervisor Anjana Balakrishnan (In Progress)
Student Degree Expected Date: 2019/8

Principal Supervisor Joshua Wright (In Progress)
Student Degree Expected Date: 2018/8

Principal Supervisor Alina Sutter (In Progress)

Principal Supervisor Kelly Barnes (Completed) , City of London

Principal Supervisor Stelian Medianu (Completed) , Immigration, Refugees and Citizenship Canada

Principal Supervisor Amanda DeVaul-Fetters (Completed) , United Way, Kansas

Principal Supervisor Natalia Lapshina (Completed) , University of Western Ontario

Post-doctorate [n=6]

Principal Supervisor Rui Zhang (Completed) , Dickinson College

Principal Supervisor Karen Dickson (Completed) , Government of Newfoundland and Labrador

Principal Supervisor Melissa Fellin (Completed) , Waterloo Addiction and Mental Health Services

Principal Supervisor Secil Erdogan (Completed) , York University

Principal Supervisor Jennifer Long (Completed) , McMaster University

Principal Supervisor Leah Hamilton (Completed) , Mount Royal University

Event Administration

Co-Organizer, Northern and Small Communities: Local Immigration Partnership Strategic Planning and Research Needs, Conference, 2011/3 - 2011/3

Co-organizer, Welcoming Communities Inaugural Conference, Conference, 2008/3 - 2008/3

Co-Organizer, Best Practices in Immigrant Integration Workshop, Workshop, 2011/3 - 2011/3

Co-Organizer, Retention and Attraction Workshop, Workshop, 2010/9 - 2010/9
 Organizer, Pathways to Prosperity Annual National Conference, 2013, 2014, 2015, 2016, Conference, 2013/11 - 2016/12
 Co-Organizer, Local Immigration Partnership Conference, Conference, 2012/2 - 2012/2
 Organizer, Welcoming Communities Conference: Discussion of Local Immigration Partnerships and Research Priorities, Conference, 2010/10 - 2010/10
 Organizer, Immigration to Major Immigrant-Receiving Countries: Immigrant and Host Perspectives, Conference, 2017/11 - 2017/11
 Organizer, Taking Stock of a Turbulent Decade and Looking Ahead: Immigration to North America in 2000-2010, Conference, 2011/4 - 2011/4

Editorial Activities

2013/7	Editorial Board, Journal of Social and Political Psychology
2007/1	Editorial Board, Social and Personality Psychology Compass
2004/1	Editorial Board, Du Bois Review: Social Science Research on Race
2012/1 - 2014/12	Editorial Board, International Journal of Intercultural Relations
2007/1 - 2011/12	Lead Editor, Social Issues and Policy Review
2005/1 - 2009/12	Editorial Board, Group Processes and Intergroup Relations
2002/1 - 2008/12	Editorial Board, Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes

Journal Review Activities

2013/7	Journal of Social and Political Psychology Number of Works Reviewed / Refereed: 2
2007/1	Social and Personality Psychology Compass Number of Works Reviewed / Refereed: 5
2004/1	Du Bois Review: Social Science Research on Race Number of Works Reviewed / Refereed: 10
2012/1 - 2014/12	International Journal of Intercultural Relations Number of Works Reviewed / Refereed: 22
2007/1 - 2011/12	Social Issues and Policy Review Number of Works Reviewed / Refereed: 62

Community and Volunteer Activities

2015/9	Member of Advisory Board, London Cross Cultural Learner Centre - Intercultural Education
2010/4	Member of Central Council, London and Middlesex Local Immigration Partnership
2010/9 - 2013/8	Member of Advisory Board, Receiving Communities Initiative, USA

Publications

Journal Articles

1. Esses, V.M., Hamilton, L.K., & Gaucher, D. (2017). The global refugee crisis: Empirical evidence and policy implications for improving public attitudes and facilitating refugee resettlement. *Social Issues and Policy Review*. 11: 78-123.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 41-50
2. Urbiola, A., Willis, G.B., Ruiz-Romero, J., Moya, M., & Esses, V.(2017). Valuing diversity in Spain and Canada: The role of multicultural ideology in intergroup attitudes and intentions to reduce inequalities.*International Journal of Intercultural Relations*. 56: 25-38.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
3. Hopkins, D., Mummolo, J., Esses, V., Kaiser, C., Marrow, H., McDermott, M.(2016). Out of context:The unexpected absence of spatial variation in U.S. immigrants' perceptions of discrimination. *Politics, Groups, and Identities*.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 21-30
4. Thomson, C., & Esses, V.M.(2016). Helping the transition: Mentorship to support international students in Canada. *Journal of International Students*. 69: 873-886.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
5. Medianu, S. Sutter, A., & Esses, V.M.(2015). The portrayal of refugees in Canadian newspapers: The impact of the arrival of Tamil refugees by sea in 2010. *Idées d'Amériques*. 6
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
6. Dietz, J., Joshi, C., Esses, V.M., Hamilton, L.K., & Gabarrot, F.(2015). The skill paradox: Explaining and reducing employment discrimination against skilled immigrants. *The International Journal of Human Resource Management*. 26: 1318-1334.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 21-30
7. Esses, V.M., Bennett-AbuAyyash, C., & Lapshina, N.(2014). How discrimination against ethnic and religious minorities contributes to the underutilization of immigrants' skills. *Policy Insights from Behavioral and Brain Sciences*. 1: 55-62.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 61-70
8. Fellin M*, King G, Esses V, Lindsay S, Klassen A. (2013). Barriers and facilitators to health and social service access and utilization for immigrant parents raising a child with a physical disability. *International Journal of Migration, Health, and Social Care*. 9: 135-145.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 21-30

9. Miglietta A, Gattino S, Esses VM. (2013). What causes prejudice? How may we solve it? Lay beliefs and their relations with classical and modern prejudice and social dominance orientation. *International Journal of Intercultural Relations*.
In Press
Refereed?: Yes, Open Access?: No
Contribution Percentage: 21-30
10. Jackson L*, Bitacola L*, Janes L, Esses VM. (2013). Intergroup ideology and environmental inequality. *Analyses of Social Issues and Public Policy*. 13(1): 327-346.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 21-30
11. Esses VM, Medianu S*, Lawson AS*. (2013). Uncertainty, threat, and the role of the media in promoting the dehumanization of immigrants and refugees. *Journal of Social Issues*. 69(3): 518-536.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60
12. Louis WR, Esses VM, Lalonde RN. (2013). National identification, perceived threat, and dehumanisation as antecedents of negative attitudes toward immigrants in Australia and Canada. *Journal of Applied Social Psychology*. 43: 156-165.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 21-30
13. Esses VM, Brochu PM*, Dickson KR*. (2012). Economic costs, economic benefits, and attitudes toward immigration. *Analyses of Social Issues and Public Policy*. 12(1): 133-137.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60
14. Maxwell-Smith M*, Esses VM. (2012). Assessing individual differences in the degree to which people are committed to following their beliefs. *Journal of Research in Personality*. 46(2): 195-209.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
15. Lindsay S, King G, Klassen A, Esses V, Stachel M*. (2012). Working with immigrant families raising a child with a disability: Challenges and recommendations for health care and community service providers. *Disability and Rehabilitation*. 34: 2007-2017.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 21-30
16. Brochu PM*, Esses VM. (2011). What's in a name? The effects of the labels "fat" versus "overweight" on weight bias. *Journal of Applied Social Psychology*. 41(8): 1981-2008.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
17. Esses VM, Dovidio J. (2011). Social psychology, social issues, and social policy: What have we learned?. *Social Issues and Policy Review*. 5(5): 1-7.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60

18. Brochu PM*, Gawronski B, Esses VM. (2011). The integrative prejudice framework and different forms of weight prejudice: An analysis and expansion. *Group Processes & Intergroup Relations*. 14: 429-444.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 31-40

Books

1. Esses, V.M., & Abelson, D.E. (Eds.). (2017). *Twenty-First-Century Immigration to North America: Newcomers in Turbulent Times*. In Press, McGill-Queens Press
Refereed?: Yes
Contribution Percentage: 41-50
2. Andrew C, Biles J, Burstein M, Esses VM, Tolley E. (2013). *Immigration, integration, and inclusion in Ontario cities*. : 250.
Published, McGill-Queens Press
Refereed?: Yes
Contribution Percentage: 21-30

Book Chapters

1. Esses VM, Medianu S*, Hamilton L*, Lapshina N*. (2013). Psychological perspectives on immigration and acculturation. Simpson J, Dovidio JF. *The handbook of personality and social psychology: Interpersonal relations and group processes*. : 1-24.
Published, APA
Refereed?: Yes
Contribution Percentage: 31-40
2. Tolley E, Biles J, Andrew C, Esses VM, Burstein M. (2013). *From Metropolis to Welcoming Communities*. Andrew C, Biles J, Burstein M, Esses VM, Tolley E. *Immigration, integration, and inclusion in Ontario cities*. : 1-22.
Published, McGill-Queens Press
Refereed?: Yes
Contribution Percentage: 21-30
3. Bradford N, Esses VM. (2013). A city in transition: Immigration, integration and diversity in London. Andrew C, Biles J, Burstein M, Esses VM, Tolley E. *Immigration, integration, and diversity in Ontario cities*. : 85-108.
Published, McGill-Queens Press
Refereed?: Yes
Contribution Percentage: 51-60
4. Stelzl M*, Esses VM. (2013). Power, group dominance, and factors influencing willingness to provide assistance to immigrants. Tartakovsky E. *Immigration: Policies, challenges and impact*. : 141-156.
Published, Nova Science Publishers, Inc
Refereed?: Yes
Contribution Percentage: 41-50
5. Hamilton LK*, Medianu S*, Esses VM. (2012). Toward an understanding of immigration as a defining feature of the 21st century. de Zavala AG, Cichocka A. *Social psychology of social problems*. : 82-111.
Published, Palgrave Macmillan
Refereed?: Yes
Contribution Percentage: 21-30

6. Medianu S*, Esses VM. (2012). La deumanizzazione dei rifugiati: prospettive teoriche empiriche [The dehumanization of refugees: Theoretical and empirical perspectives]. Miglietta A, Gattino S. *Dietro il Pregiudizio. Il contributo della psicologia sociale all'analisi di una società multiculturale* [Behind prejudice. The contribution of social psychology to the analysis of a multicultural society]. : 29-46.
Published, Liguori Editore
Refereed?: Yes
Contribution Percentage: 41-50
7. King GA, Esses VM, Solomon N*. (2012). Immigrant and refugee families raising children with disabling conditions: A review of the international literature on service access, service utilization, and service care experiences. Grigorenko E. *Handbook of US immigration and education*. : 179-206.
Published, Springer
Refereed?: Yes
Contribution Percentage: 31-40
8. Esses VM, Hamilton L*, Medianu S*. (2012). Right-wing authoritarianism and attitudes toward immigrants and immigration: Subgroups and multiple motives. Funke F, Petzel T, Cohrs C, Duckitt J. *Perspectives on authoritarianism*. : 310-316.
Published, Verlag
Refereed?: Yes
Contribution Percentage: 31-40
9. Biles J, Tolley E, Andrew C, Esses VM, Burstein M. (2011). Integration and inclusion in Ontario: The sleeping giant stirs. Biles J, Burstein M, Frideres J, Tolley E, Vineberg R. *Integration and inclusion of newcomers and minorities across Canada*. : 195-246.
Published, McGill-Queens Press
Refereed?: Yes
Contribution Percentage: 21-30
10. Esses VM, Veenvliet S*, Medianu S*. (2011). The dehumanization of refugees: Determinants and consequences. Wiley S, Philogene G, Revenson TA. *Social categories in everyday experience*. : 133-150.
Published, APA Books
Refereed?: Yes
Contribution Percentage: 31-40

Encyclopedia Entries

1. Esses VM, Bennett-AbuAyyash C*, Medianu S*. (2011). Attitudes toward asylum seekers and refugees. *The encyclopedia of peace psychology*.
Published, Wiley-Blackwell
Contribution Percentage: 21-30

Reports

1. Esses, V.M., Ravanera, Z., Hamilton, L., Drolet, J., Sutter, A., Medianu, S., & Tarraf, R.(2016). Improving refugee outcomes in Alberta and Canada: An analysis of integration challenges and strategies for improving economic, social, and civic/political integration.153. Government of Alberta.
Contribution Percentage: 31-40
2. Balakrishnan, A., Palma, P., Esses, V.M., Hussein, H., & Walsh, C.(2016). London and Middlesex Local Immigration Partnership: Community capacity and perceptions of the LMLIP.61. City of London.
Contribution Percentage: 21-30
3. Drolet, J., Hamilton, L., Esses, V., & Wright, J.(2016). Geographies of (im)migration to Canada and Alberta: Improving understanding of social and economic factors driving migration patterns. 47. Government of Alberta.
Contribution Percentage: 21-30

4. Esses, V., Huot, S., Ravanera, Z., Thakur, S., & Vanderloo, L.(2016). Synthesis and analysis of research on immigrants to official language minority communities in Canada.59. Immigration, Refugees and Citizenship Canada.
Contribution Percentage: 31-40
5. Long, J., Nott, R., & Esses, V.(2016). Promising practices for innovative and effective governance of Local Immigration Partnerships. 28. City of Hamilton.
Contribution Percentage: 21-30
6. Esses, V.M., Hamilton, L., Ravanera, Z., Lavoie, C., & Lacassagne, A.(2015). Design and validation of a survey instrument to assess the attraction, retention, and integration of official language minority immigrants in Canada. 130. Citizenship and Immigration Canada.
Contribution Percentage: 21-30
7. Esses, V.M., Burstein, M., Haan, M., Holtman, C., McEachern Caputo, S., Andrew, C., Sharpe-Harrigan, M., Lacassagne, A., Jean-Pierre, J., Drolet, J., & Clement, G.(2014). Local Immigration Partnerships and the Réseaux en immigration francophone: Strategies for increasing alignment and collaboration and for developing performance measurement tools. 112. Citizenship and Immigration Canada.
Contribution Percentage: 21-30
8. Ravanera Z, Esses VM, Burstein M, Medianu S*. (2013). Multivariate analyses of social integration and attachment variables from the Alberta Settlement Outcomes Survey. 35. Government of Alberta
Contribution Percentage: 21-30
9. DeVaul-Fetters A*, Barnes K*, Esses V, Hussein H. (2013). London and Middlesex Local Immigration Partnership: Community capacity and perceptions of the LMLIP. 51. London and Middlesex Local Immigration Partnership.
Contribution Percentage: 21-30
10. Esses VM, Ravanera Z, Burstein M, Hallman S*, Medianu S*. (2013). Alberta settlement outcomes survey. 52. Government of Alberta
Contribution Percentage: 21-30
11. Esses VM, Hamilton LK*, Wilkinson L, Zong L, Bramadat J*, Bucklaschuk J*. (2013). Western Settlement Outcomes Survey. 121. Citizenship and Immigration Canada.
Contribution Percentage: 21-30
12. Esses VM, Ravanera Z, Burstein M, Medianu S*. (2013). Multivariate analyses of information-related variables from the Alberta Settlement Outcomes Survey. 49. Government of Alberta
Contribution Percentage: 11-20
13. Ravanera Z, Esses VM, Burstein M, Medianu S*. (2013). Socio-economic characteristics and social integration of recent immigrant youth and seniors in Alberta. 40. Government of Alberta
Contribution Percentage: 31-40
14. Burstein M, Drolet J, Esses VM. (2013). Information needs of immigrants to Alberta. 27. Government of Alberta
Contribution Percentage: 31-40
15. Burstein M, Esses VM, Lacassagne A, Nadeau J. (2012). LIP-municipal interactions and CIC's strategic interests. 67. Citizenship and Immigration Canada.
Contribution Percentage: 21-30
16. Ravanera Z, Esses VM, Beaujot R, Bozheva A*, Gilliland J, Lapshina N*, Rangel C*. (2012). Measurement of outcomes of Local Immigration Partnerships: Baseline indicators of welcoming communities. 315. Citizenship and Immigration Canada.
Contribution Percentage: 11-20
17. Burstein M, Esses VM. (2012). Study of innovative and promising practices. 107. Canadian Immigrant Settlement Sector Alliance.
Contribution Percentage: 41-50

18. Esses VM, Medianu S*. (2012). Integration barriers and information as a solution: Report based on the literature covering 2005-2011 inclusive. 30. Citizenship and Immigration Canada.
Contribution Percentage: 41-50
19. Tossutti L, Esses VM. (2011). Local perspectives on immigration and diversity in 15 Ontario municipalities. 30. Citizenship and Immigration Canada.
Contribution Percentage: 41-50
20. Hamilton LK*, Esses VM. (2011). Peel immigration labour market survey findings: Do labour market outcomes differ between men and women in Peel?. 9. Region of Peel.
Contribution Percentage: 41-50



Date Submitted: 2017-01-30 10:01:20

Confirmation Number: 652152

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Sex: Female

Date of Birth: 9/26

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Primary Affiliation (*)

School of Public Health and Health Systems

LHN 3721

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Waterloo Ontario N2L 3G1

Canada

Telephone

Work (*) 519-8884567 extension: 38221

Email

Work (*) eneiterman@uwaterloo.ca

**Dr. Elena Neiterman****Language Skills**

Language	Read	Write	Speak	Understand	Peer Review
English	Yes	Yes	Yes	Yes	Yes
French	Yes	No	No	Yes	No
Hebrew	Yes	Yes	Yes	Yes	Yes
Russian	Yes	Yes	Yes	Yes	Yes

Degrees

2012/5 - 2014/6	Post-doctorate, Postdoctoral Fellowship, Sociology, University of Toronto Degree Status: Completed Supervisors: Prof. Bonnie Fox
2006/9 - 2010/8	Doctorate, Doctor of Philosophy, Sociology, McMaster University Degree Status: Completed Supervisors: Dr. Ivy Lynn Bourgeault
2005/9 - 2006/7	Master's non-Thesis, Master of Arts - Masters, Sociology, McMaster University Degree Status: Completed Supervisors: Dr. Cyril Levitt
2002/10 - 2004/2	Master's Thesis, Master of Arts - Masters, Sociology of Education, The Hebrew University of Jerusalem Degree Status: Completed Supervisors: Prof. Tamar Rapoport
1998/10 - 2002/10	Bachelor's, Bachelor of Arts, Education, The Hebrew University of Jerusalem Degree Status: Completed Supervisors: Prof. Tamar Rapoport

Recognitions

2012/5 - 2014/6	SSHRC Postdoctoral Fellowship - 81,000 Social Sciences and Humanities Research Council of Canada (SSHRC) Prize / Award
2010/10	Alfred Hunter Memorial Award - 1,500 McMaster University Prize / Award

2008/3 - 2010/8	SSHRC Doctoral Fellowship - 40,000 Social Sciences and Humanities Research Council of Canada (SSHRC) Distinction
2006/5 - 2007/6	Michael and Martha Herling Award - 500 Jewish Immigrant Aid Services of Canada Prize / Award
2006/4 - 2009/8	Ontario Graduate Scholarship - 30,000 Government of Ontario Distinction
2001/10 - 2003/10	Dean's Scholarship for M.A. students - 36,300 The Hebrew University of Jerusalem Distinction

User Profile

Research Specialization Keywords: education, health human resources, health policy, immigration, phenomenology, professional socialization, qualitative research, social psychology, sociological theory, sociology of health, sociology of the family, work life balance

Employment

2016/7	Lecturer School of Public Health and Health Systems, University of Waterloo Full-time, Lecturer Tenure Status: Non Tenure Track
2014/7 - 2015/6	Assistant Professor Sociology, Social Sciences, McMaster University Full-time, Assistant Professor Tenure Status: Non Tenure Track
2012/5 - 2014/6	Postdoctoral Fellow Sociology, Social Sciences, University of Toronto Full-time Tenure Status: Non Tenure Track
2011/7 - 2012/7	Assistant Professor Health, Aging & Society, Social Sciences, McMaster University Full-time, Assistant Professor Tenure Status: Non Tenure Track
2010/9 - 2011/6	Sessional Instructor Sociology, Social Sciences, McMaster University Part-time, Lecturer Tenure Status: Non Tenure Track
2009/9 - 2011/6	Research Assistant Health Sciences, Health Sciences, University of Ottawa Part-time Tenure Status: Non Tenure Track
2006/9 - 2010/9	Research Assistant Sociology, Social Sciences, McMaster University Part-time Tenure Status: Non Tenure Track

2005/9 - 2006/4	Teaching Assistant Sociology, Social Sciences, McMaster University Part-time Tenure Status: Non Tenure Track
2004/9 - 2005/6	Hebrew And Judaic Studies teacher Beith Jacob Synagogue, Hamilton ON
2003/11 - 2004/6	Researcher Community Centre for Media Arts, Hamilton ON
2001/10 - 2003/10	Research Assistant Sociology of Education, School of Education, The Hebrew University of Jerusalem Part-time Tenure Status: Non Tenure Track
2002/10 - 2003/5	Teaching Assistant Sociology of Education, School of Education, The Hebrew University of Jerusalem Part-time Tenure Status: Non Tenure Track

Research Funding History

Awarded [n=3]

2015/6 - 2020/6 Co-investigator	A New Approach to Studying Retention: Following the Professional Journey of Midwives in Canada, Grant Funding Sources: Canadian Institutes of Health Research (CIHR) Operating Grant Total Funding - 328,572 Co-investigator : HakemZadeh, Farimah; Principal Applicant : Lobb, Derek; Zeytinoglu, Isik
2016/6 - 2018/7 Co-investigator	Healthy and Productive Knowledge Workers: A partnership development proposal examining return to work from leaves for mental health and cognitive impairment issues, Grant Funding Sources: Canadian Institutes of Health Research (CIHR) Partnership Development Grants Total Funding - 150,000 Co-investigator : Adams, Tracy; Arnold, Kara; Benoit, Cecilia; Bujaki, Merridee; Covell, Christine; Ferguson, Kristen; Gaudet, Stéphanie; Hanson, Cindy; Hedden, Lindsay; James, Yvonne; Lapierre, Laurent; Leiter, Michael; MacPhee, Maura; Mantler, Janet; Power, Nicole; Price, Sheri; Thiessen, Kellie; Williams, Allison; Principal Applicant : Bourgeault, Ivy
2016/8 - 2017/7 Principal Applicant	Using CBPR to examine technology-related distractions in the AHS classroom, Grant Funding Sources: University of Waterloo Centre for Teaching Excellence Total Funding - 4,900 Co-applicant : Zaza, Christine

Completed [n=5]

- 2014/8 - 2015/3
Co-investigator
- Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada, Grant
- Funding Sources:**
Pathways to Prosperity
P2P
Total Funding - 7,500
- Co-investigator : Christine Covell;
Principal Applicant : Ivy Lynn Bourgeault
- 2014/8 - 2014/12
Principal Applicant
- The Embodiment of Aging: Body and Self in Later Life, Grant
- Funding Sources:**
McMaster University
MIG
Total Funding - 2,460
- 2013/3 - 2014/3
Principal Applicant
- Students Attrition at the Midwifery Education Programs in Canada: Problems and Solutions, Grant
- Funding Sources:**
Canadian Institutes of Health Research (CIHR)
Health Services and Policy Research
Total Funding - 21,860
- Co-investigator : Isik Zeytinoglu;
Principal Applicant : Derek Lobb
- 2012/9 - 2013/9
Co-investigator
- Knowledge Translation Tools Addressing Comparative Perspectives on the Migration of Health Workers, Grant
- Funding Sources:**
Canadian Institutes of Health Research (CIHR)
CIHR
Total Funding - 100,000
- Principal Applicant : Bourgeault, Ivy
- 2012/1 - 2013/1
Co-investigator
- Opportunities for Non-Traditional Pathways to Postsecondary Education in Ontario: PSE bridging programs for internationally educated health professionals, Grant
- Funding Sources:**
Higher Education Quality Council of Ontario (HEQCO)
HEQCO
Total Funding - 50,000

Course Development

- 2017/1
- Course Instructor, School of Public Health and Health Systems, University of Waterloo
Course Title: Health Ethics
Course Level: Undergraduate
- 2017/1
- Course Instructor, School of Public Health and Health Systems, University of Waterloo
Course Title: Sociology of Aging
Course Level: Undergraduate

2017/1	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Community Learning Project Course Level: Undergraduate
2017/1	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Health Human Resources in Canada Course Level: Undergraduate
2016/9	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Canadian Health Care System Course Level: Undergraduate
2016/1	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Women's Bodies: Personal Experiences, Social Pressures and Pathways for Wellbeing Course Level: Undergraduate
2016/1	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Social Determinants of Health Course Level: Undergraduate
2016/1	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Community Development, Engagement and Advocacy Course Level: Undergraduate
2015/9	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Introduction to Health Promotion Course Level: Undergraduate
2015/9	Course Instructor, School of Public Health and Health Systems, University of Waterloo Course Title: Qualitative Methods in Health Research Course Level: Graduate
2015/1	Course Instructor, McMaster University Course Title: Special Issues in Sociology of Aging Course Level: Undergraduate
2014/9	Course Instructor, McMaster University Course Title: Special Topics in Sociology of Deviance: Deviant Bodies Course Level: Undergraduate
2014/9	Course Instructor, McMaster University Course Title: The Human Group Course Level: Undergraduate
2014/9	Course Instructor, McMaster University Course Title: Sociology of Aging Course Level: Undergraduate
2014/9	Course Instructor, McMaster University Course Title: Special Topics in Sociology of the Family: Parenting and Reproduction Course Level: Undergraduate
2014/1	Course Instructor, McMaster University Course Title: History and Culture of Aging Course Level: Undergraduate
2013/9	Course Instructor, McMaster University Course Title: Integrative Studies in Social Psychology Course Level: Undergraduate

2013/6	Course Instructor, McMaster University Course Title: Special Topics in Health and Illness: Medicalization, Big Pharma, and Human Enhancement Therapies Course Level: Undergraduate
2013/1	Course Instructor, McMaster University Course Title: Aging and Health Care Systems Course Level: Undergraduate
2012/9	Course Instructor, McMaster University Course Title: Social Aspects of Aging Course Level: Undergraduate
2012/1	Course Instructor, McMaster University Course Title: Ethical Issues in Health and Aging Course Level: Undergraduate
2012/1	Course Instructor, McMaster University Course Title: Introduction to Health Studies Course Level: Undergraduate
2012/1	Course Instructor, McMaster University Course Title: Aging in the Family Context Course Level: Undergraduate
2011/9	Course Instructor, McMaster University Course Title: State, Civil Society and Health Course Level: Undergraduate
2011/9	Course Instructor, McMaster University Course Title: Research Methods in Health and Aging Course Level: Undergraduate
2011/9	Course Instructor, McMaster University Course Title: Health Promotion and Population Health Course Level: Undergraduate
2010/9	Course Instructor, McMaster University Course Title: Sociology of the Family Course Level: Undergraduate
2010/9	Course Instructor, University of Western Ontario Course Title: Special Topics: Health, Illness and Society Course Level: Undergraduate
2010/9	Course Instructor, McMaster University Course Title: Introduction to Sociology Course Level: Undergraduate

Student/Postdoctoral Supervision

Bachelor's Honours [n=9]

Academic Advisor	Danielle Vucenovic (In Progress) Student Degree Expected Date: 2017/4, University of Waterloo
Principal Supervisor	Broders, Kirsten (Completed) Student Degree Received Date: 2015/4

Principal Supervisor	Oreskovich, Leah (Completed) Student Degree Received Date: 2015/4
Principal Supervisor	Lamura, Laura (Completed) Student Degree Received Date: 2015/4
Principal Supervisor	Hazelton, Madelyn (Completed) Student Degree Received Date: 2014/4
Principal Supervisor	Dolson, Marusha (Completed) Student Degree Received Date: 2014/5
Academic Advisor	Christie, Shanice (Completed) Student Degree Received Date: 2013/4
Principal Supervisor	MacLeod, Megan (Completed) Student Degree Received Date: 2014/4
Academic Advisor	Nargis, Ansa (Completed) Student Degree Received Date: 2013/4

Master's non-Thesis [n=1]

Principal Supervisor	Trauzzi, Marissa (Completed) Student Degree Received Date: 2015/6
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Event Administration

Member of Advisory Board, Canadian Society for the Sociology of Health Annual Meeting, Conference, 2012/10 - 2013/12

Editorial Activities

2016/6	Editor, "Off Time" in <i>Academe: Career and Lifecourse in Personal Narratives of Mothers and Non-Mothers</i>
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Journal Review Activities

2016/11	BMC Health Services and Research Number of Works Reviewed / Refereed: 1
2016/10	Social Problems Number of Works Reviewed / Refereed: 1
2016/9	Health Number of Works Reviewed / Refereed: 1
2016/7	BMC Research Notes Number of Works Reviewed / Refereed: 1
2016/4	TESL Canada Journal Number of Works Reviewed / Refereed: 1
2016/3	CMAJ Open Number of Works Reviewed / Refereed: 2
2016/2	Social Currents Number of Works Reviewed / Refereed: 1

2015/8	Women`s Studies International Forum Number of Works Reviewed / Refereed: 2
2015/2	Journal of International Migration and Integration Number of Works Reviewed / Refereed: 1
2015/2	BMC Nursing Number of Works Reviewed / Refereed: 1
2014/9	Social Science and Medicine Number of Works Reviewed / Refereed: 4
2012/6	Canadian Journal on Aging Number of Works Reviewed / Refereed: 3
2012/3	Qualitative Sociology Review Journal Number of Works Reviewed / Refereed: 3
2012/2	Journal of Contemporary Ethnography Number of Works Reviewed / Refereed: 2
2012/1	Nursing Education Journal Number of Works Reviewed / Refereed: 3
2012/1	Journal of Marriage and Family Number of Works Reviewed / Refereed: 4

Graduate Examination Activities

2016/6	Committee Member, Alyamani, Najwa, School of Public Health and Health Systems, University of Waterloo
2016/5	Committee Member, Simeoni, Michelle, School of Public Health and Health Systems, University of Waterloo
2015/5	Committee Member, Alghamdi, Shuruq, School of Public Health and Health Systems, University of Waterloo

Research Funding Application Assessment Activities

2016/12 - 2017/1	External Reviewer, Funder, Academic Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC)
2015/11 - 2015/12	External Reviewer, Funder, Academic Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC)

Community and Volunteer Activities

2016/12	Master's Programs Taskforce Committee, University of Waterloo
2016/10	Health Promotion Curriculum Planning Committee, University of Waterloo
2016/9	Professional Graduate Programs Committee, University of Waterloo
2015/9	Undergraduate Studies Committee, University of Waterloo
2013/11	Member, Critical Health Research Network
2012/6	Member, Motherhood Initiative for Research and Community Involvement
2011/5	Member, Canadian Sociological Association
2010/9 - 2014/6	Postdoctoral/Student Representative, Canadian Society for the Sociology of Health

Most Significant Contributions

- 2014/6 Neiterman, E., & Lobb, D. (2014). Women Centred but Not Women-Friendly: Understanding Student Attrition in the Ontario Midwifery Education Program. Gender, Work and Organizations . 21, 244-259.
This paper summarizes the findings from the study that examines attrition among university students attending Midwifery Education Program in Ontario. This paper demonstrates my knowledge of the literature on higher education and factors contributing to students' retention and satisfaction.
- 2015/5 **Neiterman, E.** & Bourgeault, I. L. (2015). Professional Integration as a Process of Professional Resocialization: Internationally Educated Health Professionals in Canada. Social Science and Medicine, 131:74-81.
This article was published in a leading journal in the Sociology of Health field and examines the process of professional socialization among internationally educated health care professionals in Canada. My expertise in immigration and professional socialization literature demonstrates my fit to carry out the role of co-investigator on the proposed research project.
- 2016/6 Saxena A, Varatharajan S, Fearon D, Watson L & **Neiterman E.** Teaching Qualitative Thinking: How to Know What to See and to See It? Qualitative Research Conference, St-Catharines, June 2016.
This paper was presented at the Qualitative Research Conference - a leading North American conference for the qualitative methods research by the group of graduate students who took my class on Qualitative Research Methods. It demonstrates my ability to supervise and lead graduate students and to promote students' development. It also highlights my area of expertise in qualitative research methods, which makes me an excellent candidate for leading the qualitative portion of this study.
- 2015/9 The Study-Migration Pathways: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada. Report for the Pathways for Prosperity Organization.
This report summarizes the findings from the pilot study that examined retention and integration of international students in Canada. This pilot study laid out the groundwork for the proposed research and provided me with an opportunity to develop effective and collaborative partnership with Dr. Covell - a principal investigator of the proposed study. My role in this project was to lead a qualitative portion of the study and coordinate qualitative data collection and analysis. This background fits well with my role in the proposed research project - coordination of the qualitative portion of the study. It also demonstrates my knowledge and expertise in the proposed area of study.
- 2016/5 **Neiterman E,** Covell C, Atanackovic J, Owusu Y & Bourgeault I. The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada. CAHPSR Conference.
This paper was presented at the leading national conference on Health Services and Policy Research (CAHSPR) and focused on the factors that contribute to retention and integration of international students in Canada. This paper demonstrates my expertise in this area of study and summarizes the results from the pilot study that laid foundation for the proposed research project. Given that the major audience of this conference is health policy makers, it shows my ability to utilize knowledge translation tools to inform policy and general public about the results of the study.

Presentations

1. Neiterman E, HakemZadeh F, Zeytinoglu I, Lobb D. (2016). When Personal is Professional: Midwifery Students' Perceptions of the Profession of Midwifery. Canadian Society for Sociology of Health- Fifth Biennial Bilingual Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
2. Saxena A, Varatharajan S, Fearon D, Watson L, Neiterman E. (2016). Teaching Qualitative Thinking: How to Know What to See and to See It?. The 33rd Annual Qualitative Analysis Conference, St. Catharines, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
3. Neiterman E, Covell C, Atanackovic J, Owusu Y, Bourgeault I. (2016). The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals in Canada. Canadian Association for Health Services and Policy Research, Toronto, Canada
Main Audience: Decision Maker
Invited?: No, Keynote?: No
4. Neiterman E. (2016). Maternal Bodies in "Bodiless" Culture: Pregnant and Postpartum Bodies in the Workplace. Canadian Association for Research on Work and Health Conference, Toronto, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
5. HakemZadeh F, Neiterman E, Geraci J, Plenderleith J, Zeytinoglu I, Lobb D. (2016). Retention of Midwives through Their Professional Training and Beyond. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
6. Neiterman E, Geraci J, Winkup J, HakemZadeh F, Plenderleith J, Zeytinoglu I, Lobb D. (2016). Boundary Work: Midwifery Students Experiences of Clinical Placement. The 33rd Annual Qualitative Analysis Conference, St. Catharines, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
7. Neiterman E, HakemZadeh F, Winkup J, Geraci J, Plenderleith J, Zeytinoglu I, Lobb D. (2016). Paving a Way for New Midwifery: How Students in Midwifery Education Programs Navigate Work-Life Balance Challenges. Canadian Association for Research on Work and Health Conference, Toronto, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
8. Neiterman E. (2016). Blurring the Boundaries Between Public and Private: Embodied Motherhood in the Workplace. Motherhood Institute for Research and Community Involvement Conference, Toronto, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
9. Neiterman E, Covell C, Atanackovic J, Owusu Y, Bourgeault I. (2016). Should They Stay or Should They Go? Employment and Retention of International Students in Health Sector. Canadian Society for Sociology of Health- Fifth Biennial Bilingual Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No

10. Hakemzadeh F, Neiterman E, Plenderleith J, Zeytinoglu I, Geraci J, Lobb D. (2016). A Novel Way of Studying Retention of Health Care Professionals: What Can We Learn from the Life Course Approach?. Canadian Association for Health Services and Policy Research Conference, Toronto, Canada
Main Audience: Decision Maker
Invited?: No, Keynote?: No
11. Neiterman E, Winkup J, Hakemzadeh F, Zeytinoglu I, Lobb D. (2015). Clinical Placement as a Site of Professional Socialization: Midwifery Education Program. Canadian Sociological Association Annual Meeting, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
12. Neiterman E. (2015). Mothering as Habitus: Cultural Capital and the Embodied Experiences of Motherhood. Canadian Sociological Association Annual Meeting, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
13. Neiterman E, Covell C, Bourgeault I. (2015). Economic, Social and Cultural Capital as Facilitators for Integration of Internationally Educated Health Professionals. Pathways to Prosperity Conference, Toronto, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
14. Neiterman E, Winkup J, Geraci J, Hakemzadeh F, Zeytinoglu I, Lobb, D. (2015). Dreams and Realities: Experiences of Clinical Placement among Students attending Midwifery Education Program. Qualitatives 2015, London, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
15. (2014). Bodywork and the Control over the Unruly Body in Transition to Motherhood. Qualitatives, London, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
16. Covell C, Bourgeault I. (2014). CHHRN Knowledge Synthesis Internationally Educated Health Professionals in Canada: Gap Analysis and Recommendation for Research. The Canadian Association for Health Services and Policy Research (CAHSPR) conference, Toronto, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
17. Covell C, Bourgeault I. (2014). Internationally Educated Health Professionals, Professional Integration and the Forms of Capitals. Annual Sociological Meeting, St. Catharines, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
18. (2014). How to Improve your Publication Record? Workshop for Graduate Students. Sociology Graduate Students Conference, Hamilton, Canada
Main Audience: Researcher
Invited?: Yes, Keynote?: No
19. HakemZadeh F, Zeytinoglu I, Geraci J, Lobb D. (2014). Retention of midwifery university students in the early stages of their university program. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No

20. HakemZadeh F, Neiterman E, Zeytinoglu I, Geraci J, Lobb D. (2014). Retention of midwifery university students in the early stages of their university program. Canadian Health Workforce Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
21. Salmonsson L, Bourgeault I. (2014). Navigating Through Otherness and Belonging: A Comparative Analysis of IMGs' Professional Integration in Canada and Sweden. Canadian Sociological Association Annual Meeting, St. Catharines, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
22. (2014). Pregnant and Postpartum Bodies through the Looking Glass Self. Canadian Society for the Sociology of Health Conference, Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
23. Covell C, Bonsirven M, Slade S, Bourgeault I. (2014). Facts and Gaps in the literature on IMGs: Mapping the Results from CHHRN Knowledge Synthesis & the IMG Database. The Canadian Association for Health Services and Policy Research (CAHSPR) conference,, Toronto, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
24. Geraci J, Hakemzadeh F, Zeytinoglu I, Lobb D. (2014). Retention of Students in Midwifery Education Program. Canadian Association of Midwives Conference, Saskatoon, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
25. (2014). Constructing and Deconstructing Pregnancy as a Social Problem. Brampton Community Workshop on Teen Pregnancy, Brampton, Canada
Main Audience: General Public
Invited?: Yes, Keynote?: Yes
26. Hakemzadeh F, Lobb D, Zeytinoglu I. (2014). Retention and Career Commitment Among Midwifery Students. Canadian Society for the Sociology of Health Conference, Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
27. Fox B. (2014). Embodied Motherhood: Women's Feelings about their Postpartum Bodies. Canadian Sociological Association Annual Meeting, St. Catharines, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
28. Covell C, Bourgeault I, Quataro A.(2013). Workplace Integration and Retention of IENs: What is the employers' role?. The Partners in Education & Integration of Internationally Educated Nurses: 7th National Conference, Calgary, Canada
Main Audience: Knowledge User
Invited?: No, Keynote?: No
29. Salmonsson L, Bourgeault I. (2013). How can we contextualize experiences in comparative qualitative health research?. Qualitatives, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
30. Bourgeault I, Covell C, Quartaro A. (2013). Internationally Educated Health Professionals: A Review of the Canadian Literature. 14th International Health Work Collaborative, Quebec, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No

31. (2013). The hidden struggle: Women's perceptions of the body image during the postpartum period. Qualitatives, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
32. Derek Lobb. (2012). Women-Centred but not Women-Friendly: Understanding Student Attrition in the Ontario Midwifery Education Programme. Canadian Sociological Association Annual Meeting, Waterloo, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
33. Ivy Bourgeault. (2012). Professional Resocialization of the Internationally Educated Health Care Professionals in Canada: Identifying Existing Problems and Potential Solutions. The Canadian Association for Health Services and Policy Research (CAHSPR) conference, Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
34. (2012). Constructing and Deconstructing Teenage Pregnancy as a Social Problem. Canadian Sociological Association Annual Meeting, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
35. (2012). The Timing of Pregnancy: Planned and Unplanned Pregnancy through the Lens of the Life Course Perspective. Canadian Sociological Association Annual Meeting, Waterloo, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
36. (2012). Pregnant Bodies in Social Context: Natural, Disruptive and Unrecognized Pregnancy. Motherhood Institute for Research and Community Involvement Conference, Toronto, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
37. Ivy Bourgeault, Walter Wodchis. (2012). Adapting to the Life after Hospital Discharge: What Are the Difficulties Faced by the Individuals Transitioning to Community Care?. The Canadian Association for Health Services and Policy Research (CAHSPR)conference, Montreal, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
38. (2012). Joining the Pregnancy Club: Modeling the Impact of Social Support Networks for Expectant and New Mothers. Canadian Society for the Sociology of Health Conference, Ottawa, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No
39. (2011). The Use of Telephone in Qualitative Interviewing. Qualitatives Conference, Brantford, Canada
Main Audience: Researcher
Invited?: No, Keynote?: No

Publications

Journal Articles

1. Neiterman E, Fox B. (2016). Controlling the Unruly Maternal Body: Losing and Gaining Control over the Body during Pregnancy and the Postpartum Period. *Social Science & Medicine*. 174: 142-148.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60

2. Neiterman E, LeBlanc Y. (2016). The Timing of Pregnancy: Planned and Unplanned Pregnancy through the Lens of the Life Course Perspective. *Qualitative Sociology Review*.
Revision Requested
Refereed?: Yes, Open Access?: No
Contribution Percentage: 71-80
3. Neiterman E, Bourgeault I, Peters J, Esses V, Dever E, Gropper R, Nielsen C, Kelland J, Sattler P. (2016). Best practices in Bridging Education: Multiple Case Study Evaluation of Postsecondary Bridging Programs for Internationally Educated Health Professionals in Canada. *Journal of Continuing Education for Health Professions*.
Revision Requested
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60
4. Covell C, Neiterman E, Bourgeault I. (2016). Scoping Review about the Professional Integration of Internationally Educated Health Professionals. *Human Resources for Health*. 14(38)
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 31-40
5. Neiterman E, Bourgeault I, Covell C. (2016). What do we know and not know about International Medical Graduates (IMGs) in Canada? Results from a scoping review of the literature 2000-2013. *Healthcare Papers*.
Revision Requested
Refereed?: Yes, Open Access?: No
Contribution Percentage: 61-70
6. Neiterman E, Bourgeault I. (2015). Professional Integration as a Process of Professional Resocialization: Internationally Educated Health Professionals in Canada. *Social Science & Medicine*. 131: 74-81.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60
7. Neiterman E, Salmonsson L, Bourgeault I. (2014). Navigating through Otherness and Belonging: A Comparative case study of IMGs' Professional integration in Canada and Sweden. *Ephemera*. 15(4): 773-795.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 61-70
8. *Fox B, Neiterman E. (2014). Embodied Motherhood: Women's Feelings About their Postpartum Bodies. *Gender & Society*. 29: 670-693.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
9. Covell C, Neiterman E, Bourgeault I. (2014). Forms of Capital as Facilitators of Internationally Educated Nurses' Integration into the Registered Nursing Workforce in Canada. *Canadian Public Policy*. 41(S150)
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 31-40
10. Covell C, Neiterman E, Bourgeault I. (2014). Scoping the Literature about Internationally Educated Nurses in Canada: Mapping a Research Agenda. *Canadian Journal of Nursing Research and Practice*. 46(3): 26-45.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 31-40

11. Neiterman E, Bourgeault I. (2014). The Shield of Professional Status: Comparing IENs and IMGs Experiences of Discrimination. *Health*. 19(6): 615-634.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 61-70
- [12.](#) Neiterman E, Wodchis W, Bourgeault I. (2014). The Experiences of Individuals in Transition from Hospital to Community. *Canadian Journal of Aging*. 34(1): 90-99.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 61-70
13. LeBlanc Y, Bourgeault I, Neiterman E. (2013). The Integration of Refugee Health Workers in Canada and the U.K. *Healthcare policy*. *Healthcare Policy*. 9: 129-138.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 11-20
14. Neiterman E. (2013). Pregnant Bodies in Social Context: Natural, Disruptive and Unrecognized Pregnancy. *Symbolic Interaction*. 36(3): 335-350.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 91-100
15. Wilson R, Neiterman E, Lobb D. (2013). Student Attrition in the Ontario Midwifery Education Program: A Qualitative Analysis Part I. *Canadian Journal of Midwifery Research and Practice*. 12(2): 30-36.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
16. Neiterman E, Wilson R, Lobb D. (2013). Student Attrition in the Ontario Midwifery Education Program: A Qualitative Analysis Part II. *Canadian Journal of Midwifery Research and Practice*. 12(1): 30-39.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 41-50
17. *Neiterman E. (2013). Sharing the Bodies: The impact of biomedical model of pregnancy on women's embodied experiences of the transition to motherhood. *Healthcare Policy*. 9: 112-125.
Published
Refereed?: Yes, Open Access?: Yes
Contribution Percentage: 91-100
18. Neiterman E, Bourgeault I. (2013). Cultural Competence as a Barrier for Integration of Internationally Educated Nurses in Canadian Health Care System. *Canadian Journal of Nursing Research*. 45(4): 88-107.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 61-70
- [19.](#) *Neiterman E, Lobb D. (2013). Women Centred but not Women-Friendly: Understanding Student Attrition in the Ontario Midwifery Education Programme. *Gender, Work and Organizations*. 21: 244-259.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 51-60
20. *Neiterman E. (2012). Doing Pregnancy: Pregnant Embodiment as Performance. *Women's Studies International Forum*. 35(5): 372-383.
Published
Refereed?: Yes, Open Access?: No
Contribution Percentage: 91-100

21. Neiterman E. (2012). Teenage pregnancy as a Social Problem. *Qualitative Sociology Review*. 8(3): 24-47.
Published
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