

Cover Letter

Nov. 6, 2024

Dr. Tanya A. Pobuda, PhD, MA, PMP

As an instructional designer, curriculum developer, instructor, and PhD, I combine my past work experience with Hill & Knowlton, Shandwick International, Siemens, Canadian Automobile Association (CAA), Toronto Public Health, Health Canada and Nordion Inc., one of the world's largest suppliers of medical isotopes, with my training, instructional design, and extensive communication and journalism background to deliver high-quality promotional, learning, training, academic and research deliverables. Having recently completed my PhD at York and Toronto Metropolitan Universities, I am seeking a role in corporate education and learning development to create instructional and promotional materials that engage and inspire. I am deeply passionate about delivering accurate and effective learning content to a wide range of audiences.

As a skilled curriculum developer and instructional designer, I am always excited to work in a fast-paced environment with multiple clients and stakeholders. I would relish the opportunity to deliver visually rich, dynamic and innovative materials given my extensive background in B2C and B2B software services and sales. As a contract instructional designer, I have been working in promotional and instructional design in corporate training, software development, life sciences and healthcare for 27 years in public and private organizations around the world. I am an Articulate, Camtasia, Adobe Captivate, Photoshop, Adobe Connect, Snagit and D2L Brightspace power user who assists other instructors in creating their Learning Management System (LMS) online learning portal. I hold certifications in creating asynchronous online learning experiences for post secondary learners and adult learning. I make content with full video and audio voice overs almost every week. I am an experienced classroom and online instructor with a deep passion for adult learning with 1400+ classroom hours, and decades of corporate training experience.

I have a Project Management Professional (PMP) certification from the Project Management Institute. I have worked for decades in high tech communications, managing large launches, social media campaigns, internal communications and crisis files, including as a managing director for the Canadian Automobile Association (CAA) and as global campaign manager for Cognos, Inc. (now IBM Business Analysis). As a former tech journalist, I am an excellent digital storyteller with an extensive communications background which students share enhances their classroom experiences. I create podcasts, interactive games and interactives on a variety of platforms including Articulate Storyline, Pressbooks and H5P. I have managed multinational teams in my 27 years of industry experience, and worked closely with subject area experts (SMEs) in global finance, life sciences and insurance. To date, I have completed several internationally recognized teaching certifications including the SEDA UK Professional Development Framework (SEDA-PDF) Level. I have extensive postsecondary teaching experience and decades of experience as a teacher, trainer, journalist and public scholar. I hold a Teaching Adult Learners Online (TALO) Certificate from the Raymond Chang School of Continuing Education.

As a health communicator, former journalist, certified project management professional (PMP), and PhD, I bring my work experience with Toronto Public Health, Health Canada and Nordion Inc., one of the world's largest suppliers of medical isotopes, to the design and execution of the course. I bring 15 years of dedicated Canadian healthcare experience to this opportunity. I was recently a research assistant and facilitator for a large-scale disability study looking at educational and employment barriers for students with disabilities. I was also a Health Marketing Specialist at the City of Toronto responsible for award-winning health promotions and digital learning materials including digital newsletters, video, Web and audio assets, as well as, print promotional materials that I designed and executed. As a Health Canada official, I created bilingual health promotion materials for the Product Safety Directorate in Ottawa. I was a senior marketing manager at Nordion, responsible for creating partner and internal training materials and promotional content for this highly regulated international healthcare organization.

I have taught large classes and hands-on workshops for over 1280+ classroom hours at Algonquin College, Toronto Metropolitan University as both a lead and sole instructor, co-teacher, tutorial lead and workshop leader in the last several years in the Toronto Metropolitan Library Collaboratory, including the following TMU courses, **CMN 600, CRI 400, CRI 815, and CMN 408**. I have been a graduate assistant (GA) for 19 courses at Toronto Metropolitan University, and guest lectured in classes with both undergraduate and graduate students at both Toronto Metropolitan University, Algonquin, Humber and Seneca Colleges. An internationally recognized games scholar, I have a PhD from York and Toronto Metropolitan University in the Communication and Culture program. I have spoken at Carnegie Mellon and Manchester Metropolitan University as a featured speaker. I am a contributor to the recently published book, *Material Game Studies*, by Bloomsbury Academic, and am currently writing a games studies book for University of Michigan Press. My research on serious games and tabletop gaming has been featured in *The New York Times*, *Plato Magazine*, *The Conversation*, *Analog Game Studies Journal*, *Canadian Business Magazine*, and a wide variety of international podcasts. I am a regular contributor to [Our Family Plays Games](#), a U.S.-based YouTube channel focussed on equity, diversity and inclusion in gaming.

I am a member of Toronto-based Dames Making Games, my VR and AR designs are featured in two XR games I designed, *Slumber Party Tasseomancer: A Fortune Telling Game of Reading Tea Leaves, Prophecy and Inspiration* and *McLuhan's Maelstrom: An Open Access Learning Game About Marshall McLuhan for Young Adults*. I have extensive experience creating artificial intelligence (AI) and virtual reality (VR) simulations for communication, training and learning. I have created my own 3D models on Sculpttris, worked extensively in TMU makerspaces, and have created experiences in Amazon Lumberyard and Unity. I have participated in several VR hackathons and did my early doctoral research on designing XR experiences, designing a 3D volumetric chatbot-based solution for workplace and management training for my dissertation.

I would relish the opportunity to deliver a visually rich, dynamic and innovative online experience in support of this course. I believe in using artistic expression, gamification and serious game techniques to deliver course content. I have crafted rich, interactive experiences in D2L Brightspace to motivate and inspire learners.

I would bring enthusiasm, commitment to excellence, equity, diversity and inclusion, fairness, and continuous improvement. Please don't hesitate to follow up if I can answer any questions or assist in any way. You can reach me via this website. I thank you for your time and consideration.

Sincerely,

Tanya Pobuda
PhD, MPC, BJ, PMP

CURRICULUM VITAE

Last updated Nov. 6, 2024

Tanya A. Pobuda, Ph.D.

Master's of Professional Communication, Certified PMP,
Ph.D. Communication and Culture

Current Rank and Status

Sessional Instructor

Faculty of Humanities and Social Sciences, Sheridan College

Part-Time Lecturer

The Creative School, Toronto Metropolitan University

Research Assistant

Centre for Digital Humanities, Toronto Metropolitan University

Associate Member

Yeates School of Graduate Studies, Toronto Metropolitan University

Founder

Pobuda Consulting Services – Academic Editor, Instructional Designer,
Data Visualization, Video Production, Training, Serious Game Creation,
Open Educational Resource (OER) Production

Degrees

- | | |
|------|---|
| 2022 | Ph.D. (Communication and Culture), Toronto Metropolitan and York University |
| 2017 | Master of Professional Communication, Toronto Metropolitan University |
| 1992 | Bachelor of Journalism, High Hons., Carleton University |

Certifications

- | | |
|------|--|
| 2023 | Trauma Awareness in Instruction Certification, Feb.-May 2023, Training delivered by Rafael J. Cortina, MFT, MBA, MAC, CCTP-II, In-Sight Training |
| 2023 | eCampusOntario, Ontario Extend Empowered Educator Micro-credential (Aug. 2023) |
| 2023 | eCampusOntario, Ontario Extend Collaborator Badge Certification (Aug. 2023) |
| 2023 | eCampus Ontario, Ontario Extend Technologist Badge Certification (Aug. 2023) |
| 2023 | eCampus Ontario, Ontario Extend Scholar Badge Certification (Aug., 2023) |
| 2023 | eCampus Ontario, Ontario Extend Experimenter Badge Certification (Aug. 2023) |
| 2023 | eCampus Ontario, Ontario Extend Curator Badge Certification (Aug. 2023) |
| 2023 | eCampus Ontario, Ontario Extend Teacher for LearningBadge Certification (Aug. 2023) |

- 2021 Project Management Institute (PMI) Certified Project Management Professional (PMP) License 1503596
- 2020 Conflict Resolution Training and De-escalation (Ryerson Security)
- 2019 4 Seasons of Reconciliation - Professional Development Course, Reconciliation Education
- 2019 Drone Pilot License - Small Remotely Piloted Aircraft System (RPAS), Visual line-of-sight (VLOS) Basic, Transport Canada
- 2018 Naloxone Training (Ryerson Campus)
- 2018 Level 1 Accreditation in Professional Development in Teaching Program, SEDA UK Professional Development Framework (SEDA-PDF)
- 2018 Teaching Adult Learners Online (TALO) Certificate, Raymond Chang School of Continuing Education
- 2018 Build Your Own Chatbot - Level 1, July 2018 – Present, IBM Cognitive Class
- 2016 Collaborative Computing Scholar Certification, December 2016 – Present, IBM
- 2015 Instructional Design Essentials: Storyboarding, Certification, July 2015 – Present License F301D8, Lynda.com
- 2015 Up and Running with Articulate Storyline 2, July 2015 – Present License D4FEE3, Lynda.com
- 2015 Articulate Storyline 2 First Look, April 2015 – Present License 6AB4BC, Lynda.com
- 2014 Agile Project Management Certification, August, 2014 – Present License B34ABC, Lynda.com

Recent Positions

- Oct. 2023 - present **Course Designer, Instructor**
Healthcare in Canada, Post-Graduate Certificate Program, Fleming College
- May 2023- present **Sessional Instructor**
Faculty of Humanities and Social Sciences, Sheridan College
- June 2022 - Dec. 2023 **Sessional Instructor** FCD 815, Design Supercourse I
- Jan. - April 2022 **Graduate Assistant**, UXD and Board Game Design, University of Toronto
- July - Dec. 2021 **Sessional Instructor**
School of Business, Algonquin College

Employment History

- Oct. 2023 - present **Course Designer, Part-time Instructor**
[Healthcare in Canada, Post-Graduate Certificate Program, Fleming College](#)

- o Designed four courses: HLTH430 Communication Strategies for Healthcare Leaders, MGMT 312 Principles of Project HLTH 425 Introduction to Canadian Healthcare and HLTH 446 Communication in Leadership
- o Supported 150 to date students across six online courses
- o Designed assessments and learning materials including gamified learning objectives, H5P-based simulations and rich, colourful online video lectures

2023 - present

Sessional Instructor

Faculty of Humanities and Social Sciences, Sheridan College

- o Delivered visually rich online lecture content and student interactives
- o Supported 500 students across 17 online courses (as of Nov. 2024)
- o Conducted assessments, and provided coaching to students

2017-present

Part-Time Lecturer, Research Assistant, Centre for Digital Humanities, Toronto Metropolitan University

- o Taught large online classes on Design Thinking and solving client-facing problems
- o Delivered hands-on text analysis workshop events
- o Lead promotions on Twitter, LinkedIn, internal newsletters
- o Conduct event support and participate in moderation

2021 - 2022

Sessional Instructor, Algonquin College

MGT 4205, Leadership and Corporate Social Responsibility

- o Sole instructor, Spring/Summer Term
- o Online delivery, 50 students in post-graduate diploma program in the School of Business
- o Received rave reviews from students and fellow faculty members

MGT 4209, Applied Project Management

- o Sole instructor, Spring/Summer Term
- o Co-Teacher for Winter term capstone course for the Project Management final course
- o Created an interactive, online textbook and game entitled *Navigating Change Management for Project Managers: The Game*
<https://ecampusontario.pressbooks.pub/changemanagement/>
- o Project grant funded by eCampusOntario

2022 – 2022

Graduate Assistant, University of Toronto, CCT419H5S LEC0101

User Experience Design - UXD and Board Game Design, Winter 2022

2018 – 2022

Open Educational Resource (OER) Production Manager, Trainer, Toronto Metropolitan University Library Collaboratory, Toronto

Training workshops via the Toronto Metropolitan University Library Collaboratory including:

- o Creating an Artificial Intelligence (AI) Chatbot, March 10, 2021, 2:00 - 3:00 p.m.

- o Project Management for Graduate Students, Jan. 19, 2021, 2:00 - 3:00 p.m.
- o Wikipedia Board Game Edit-a-Thon, Oct. 28, 2020, 4:00 - 5:00 p.m.
- o Project Management for Graduate Research Design, Sept. 30, 2020, 1:00 - 2:00 p.m.
- o Board Gaming on Tabletopia: Paperback Edition, August 21, 2020, 1:00 - 2:00 p.m.
- o Build Your Own Creative Portfolio with Wordpress, August 18, 2020, 3:00 - 4:00 p.m.
- o Virtual Board Gaming: Santorini Edition, July 30, 2020, 1:00 - 2:00 p.m.
- o Creating an Artificial Intelligence (AI) Chatbot, July 23, 2020, 2:00 – 3:00 p.m.
- o Indigenous Longhouse Open Education Resource (OER) Showcase - A Project Update & Community Feedback Session, June 29, 2020 from 2:30 - 3:30 p.m.
- o Virtual Board Gaming on Tabletopia: Dice Throne Edition, June 26, 2020 | 1:00 – 2:00 p.m.
- o Virtual Board Gaming on Tabletopia: Santorini Edition, May 29, 2020, 1:00 – 2:00 p.m.

2016 – 2022

Graduate Assistant and Guest Lecturer, Toronto Metropolitan University, Toronto

- o Guest lecturer, Graduate Assistant, **CMN 288, Communication and Social Media**, Fall 2022
- o Graduate Assistant, **CMN 216, Communication Revolutions**, Winter 2022
- o Guest lecturer, Graduate Assistant, **CRI 815, Creative Impact Super Course I**, Fall 2021
- o Graduate Assistant, **CMN 216, Communication Revolutions**, Winter 2021
- o Guest lecturer, **ENG 921: Narrative in a Digital Age**, March 17, 2021, 3:00 - 4:00 p.m.
- o Guest lecturer, **CMN 408-PC8105 Proposal Writing, Grant Seeking and Fundraising Communication**, March 11, 2021, 2:00 - 3:00 p.m.
- o Guest Lecturer, **CMN 600, Knowledge Mobilization**, School of Professional Communication (Fall 2020)
- o Graduate Assistant, **CRI 815, Creative Industries** (Fall 2020)
- o Graduate Assistant, **CMN 413, Corporate Communication** (Winter 2020)
- o Graduate Assistant, **CRI 800, Managing Creative Enterprises (Winter 2020)**
- o Tutorial Lead, Team Mentor, **CRI 815 - Creative Impact Supercourse I** (Fall 2019)
- o Tutorial Lead, Entrepreneurial Mentor and Graduate Assistant, **CRI 400, Entrepreneurship in Creative Industries** (Winter 2019)
- o Graduate Assistant, **CMN 216, Communications Revolutions** (Winter 2019), Classroom Delivery

- o Graduate Assistant, **CRI 815 - Creative Impact Supercourse I** (Fall 2018)
- o Research Assistant for Dr. Carolyn Meyer focused on non-profit grant writing and fundraising in Canada (Fall 2018)
- o Guest lecturer, **CMN 490 - Research Methods in ProCom II (Winter 2018)** - Classroom delivery
- o Graduate Assistant - Full GA - **CRI 815 - Creative Supercourse** (Fall 2018) - Blended, online and classroom delivery
- o Graduate Assistant - Masters - FULL GA- **CMN 216 - Communication Revolutions (Winter 2018)** - Blended, online and classroom delivery
- o Guest lecturer, Graduate Course School of Professional Communication
- o Graduate Assistant - Masters - **Full GA - PC8005 - The Virtual Organization (Fall 2017)** - Blended, online and classroom delivery
- o Graduate Assistant and Guest Speaker- Full GA- **CMN 480 Research Methods in ProCom I (Fall 2017)** - Blended, online and classroom delivery
- o Graduate Assistant - **CMN 216- FULL GA- Communication Revolutions (Winter 2017)** - Blended, online and classroom delivery
- o Graduate Assistant - Half GA-**CMN 215 Messages, Modalities and Media (Fall 2016)** - Classroom delivery
- o Graduate Assistant - Full GA-**CMN 432 Communication in the Engineering Professions** (Fall 2016), supported two engineering artificial intelligence (AI) simulations and collaborated with Ametros staff on technical troubleshooting and student questions - Blended, online and classroom delivery

2014

Seneca College, Toronto

- o Guest lecturer, Corporate Communications **CCM718**, Strategic Communication Planning, Seneca College - Blended, online and classroom delivery

2014 – 2015

City of Toronto, Toronto Public Health, Performance & Standards Directorate, Health Communications, Toronto - Health Marketing Specialist (project term placement)

- o Created campaign plans, conference presentations, scientific posters, detailed risk assessments, and recommended strategic and tactical marketing programs designed to encourage positive health and lifestyle outcomes
- o Conducted detailed target audience analysis to shape clear, concise messaging, and created effective multi-platform, multi-vehicle marketing campaigns and performance reports using Tableau, media analysis and social media performance tracking tools
- o Ensured complex program content was translated into plain-language (layman's terms), and materials meet access and equity standards (AODA-compliance)

- o Supported communications team as the TPH Performance & Standards Web lead, driving page creation, content updates and editing of TPH Web pages using the Open Text CMS

2013 – Present

Pobuda Consulting Services, Toronto - Principal

- o Provided full-service marketing, media relations and communications support to a variety of healthcare, non-profit and community service organizations in Ontario and Quebec
- o Clients included YWCA (Canada), Jubilant DraxImage, a leading global provider of radiopharmaceuticals, and Siemens, a global leader in ruggedized network solutions for clients in oil, gas, solar, wind farms, and rail sectors, Klipfolio, a leader in Business Intelligence and scorecarding solutions, Xerox Canada Limited and Allan-Vanguard, a leader in providing customized solutions for defeating terrorist and extremist threats, including Radio Controlled IEDs (RCIEDs) and bomb containment solutions

2011 – 2013

Nordion Inc., Ottawa - Senior Manager, Corporate Communications

- o Wrote and edited newsletters, annual reports, press releases, training materials, postings for internal intranet and external Web for this global nuclear medicine and life sciences company
- o Responsible for compliance and governance reporting in the form of an executive ‘Nordion Public Affairs Dashboard,’ using Radian6, MediaMiser tools which included consolidated media analysis, Website performance data, SEO metrics and social media tracking

2011 – 2011

**Health Canada, Product Safety Directorate, Ottawa
Communications Advisor**

- o Fielded national French and English media inquiries on product recalls and warnings; supported Access to Information (ATI) requests
- o Drafted product recall advisories, media releases and Web content, devised communications plans and wrote public educational pieces and social media content for *HealthyCanadians.gc.ca Website*

2008 - 2011

**CAA North & East Ontario, Ottawa - Managing Director
Marketing & Communications**

- o Spearheaded and executed effective lead-generation marketing and stakeholder programs using print, TV, radio and Web advertising to drive membership growth
- o Drove successful presentations to key Board committees, spearheaded annual report development and Annual General Meeting program

2008

Nortel Networks, Ottawa - Manager, PR Operations and Operations

- o Responsible for the launch of Nortel’s internal PR agency
- o Led Nortel press release distribution, media relations and social media measurement process creating daily stakeholder performance reports and competitive analysis

- o Drove successful presentations to key Board committees, spearheaded annual report development and Annual General Meeting program

Accomplishments

- Newly launched agency received a 97% client satisfaction rating from internal clients, well over the target of 75%

2007 - 2008

Carleton University, Ottawa - Manager, Public Affairs

- o Responsible for the launch of Nortel's internal PR agency
- o Responsible for managing the media relations, special events and internal publication units of the Carleton University Communications Department
- o Managed University Communications Web content, wrote promotional material, developed crisis communications programs, and crafted university policies and processes

Accomplishments

- o Oversaw one of the best-run Convocations to date in terms of logistical and on-time performance

2000 - 2007

Cognos Inc. (now IBM), Ottawa - Global Campaigns Manager

- o Coordinated large-scale global marketing campaigns with corporate stakeholders and international field team
- o Designed lead-generation programs, orchestrating Web seminars and live events, writing HTML direct mails, creating Web sites, and crafting online user surveys

Accomplishments

- o Offered a series of progressively more responsible and technical positions within Cognos until finally assigned to R&D division to drive new product launch process
- o Winner of several corporate and marketing special achievement awards including the *Global Marketing People's Choice* and several *Special Contribution* awards
- o Personally featured in *PR Week Magazine* for innovative use of media analysis techniques

1998 - 2000

Platform Computing, Markham, Ont. - Manager, Public Relations

- o Coordinated large-scale global marketing campaigns with corporate stakeholders and international field team
- o Editor of Platform's Unix-based newsletter and Intranet
- o Supported an extensive North American trades how program
- o Managed client relationships with Linux- and Unix IT specialists within healthcare leader Pfizer

Accomplishments

- o Responsible with increasing corporate visibility and North American coverage by more than 70%
- o Led an awards campaign that drove Platform to win four major North American competitions in less than eight months including Canada's *Best Managed Companies* and the *Fast 50*

- 1996-1998** **Shandwick Canada, Toronto - Account Director, Technology Practice**
- o Account management and client work for Digital Equipment, Microsoft, CIBC, Bell
- Accomplishments**
- o Credited with growing single largest technology account within Shandwick Canada to one of the top five accounts nationally; nominated for the *Chairman's Award*
- 1995-1996** **Hill and Knowlton Canada Ltd., Toronto - Consultant – High-Tech Specialty Practice**
- o A key member of the Microsoft Canada account team, conducting marketing and media relations promotions
 - o Integral part of the Microsoft media training program
- Accomplishments**
- o Appointed the account leader for Microsoft Home products after less than a year
- 1995** **Delrina (Canada) Corporation (now Symantec), Toronto - Writer**
- o Responsible for the research, writing and editing of direct mails, box copy, datasheets, brochures, Internet marketing material, technical manuals, customer testimonials, employee and executive communications
 - o Co-editor of the @Delrina newsletter and editor of Delrina staff Intranet
- 1992-1995** **Computer Dealer News (Plesman Publications), Toronto - Assistant Editor**
- o In charge of story assignment and news selection for two years; instrumental in determining editorial direction, feature report selection
 - o Represented publisher at international conferences and trade shows
- Accomplishments**
- o Promoted from Staff Writer, to Feature Report Editor to News Editor and finally, Assistant Editor during three-year tenure

Additional professional experience <https://www.linkedin.com/in/tpobuda>

Additional academic experience <http://ryerson.academia.edu/TanyaPobuda>

Current serious games projects <http://tanyapobudaphd.wordpress.com/>

PROFESSIONAL CONTRIBUTION AND STANDING

TEACHING

My postsecondary teaching experience includes:

Semester	Code	Course Name	Students	Delivery	Institution
F2024	CULT10102G	Identity, Status, Power: Issues in Social Media	42	Virtual	Sheridan College
F2024	SOCSI19754G	History of Science and Technology	42	Virtual	Sheridan College
F2024	SOCSI19754G	History of Science and Technology	42	Virtual	Sheridan College
F2024	HLTH425	Introduction to Canadian Healthcare	25	Virtual	Fleming College
S2024	MGMT312	Principle of Project Management	20	Virtual	Fleming College
S2024	HLTH40	Communications Strategies for Healthcare Leaders	20	Virtual	Fleming College
S2024	MGMT312	Principle of Project Management	20	Virtual	Fleming College
S2024	HLTH425	Introduction to Canadian Healthcare	20	Virtual	Fleming College
S2024	HLTH446	Communication in Leadership	20	Virtual	Fleming College
S2024	CULT10102G	Identity, Status, Power: Issues in Social Media	20	Virtual	Sheridan College
S2024	CULT10102G	Identity, Status, Power: Issues in Social Media	20	Virtual	Sheridan College
S2024	SOCS10476G	Innovation: Shaping the Modern World	42	Virtual	Sheridan College
W2024	SOCS10476G	Innovation: Shaping the Modern World	42	Virtual	Sheridan College
W2024	SOCS10476G	Innovation: Shaping the Modern World	42	Virtual	Sheridan College
W2024	SOCS10476G	Innovation: Shaping the Modern World	42	Virtual	Sheridan College
W2024	CULT10102G	Identity, Status, Power: Issues in Social Media	20	Virtual	Sheridan College
W2024	HLTH425	Introduction to Canadian Healthcare	20	Virtual	Fleming College
W2024	HLTH446	Communication in Leadership	20	Virtual	Fleming College
F2023	SOCS10476G	Innovation: Shaping the Modern World	40	Virtual	Sheridan College
F2023	SOCS10476G	Innovation: Shaping the Modern World	40	Virtual	Sheridan College
F2023	SOCS10476G	Innovation: Shaping the Modern World	40	Virtual	Sheridan College
F2023	INFO10937	Navigating Digital Environments	20	Virtual	Sheridan College
F2023	SOCSI19754G	History of Science and Technology	40	Virtual	Sheridan College
F2023	FCD815	Design Solutions Supercourse I	90	Virtual	TMU
S2022	FCD815	Design Solutions Supercourse I	35	Virtual	TMU
S2023	SOCS10476G	Innovation: Shaping the Modern World	42	Virtual	Sheridan College
S2023	SOCS10476G	Innovation: Shaping the Modern World	42	Virtual	Sheridan College
S2021	MGT 4205	Leadership and CSR	50	Virtual	Algonquin College
F021	MGT 4209	Applied Project Management	60	Virtual	Algonquin College

PUBLICATIONS

Dissertation

2022

‘I Didn’t See Anyone Who Looked Like Me’:

Gender and Racial Representation in Board Gaming

Governor General’s Gold Medal Nominee

Advisor: Dr. Jason Boyd, Assistant Professor, Department of English,
Director, Centre for Digital Humanities, jason.boyd@ryerson.ca

Committee: Dr. Natalie Coulter, Associate Professor, Department of Communication & Media Studies, Director, Institute for Research on Digital Literacies (formerly Learning) (IRDL) York University, ncoulter@yorku.ca

Dr. Richard Lachman, Director of Zone Learning for Toronto Metropolitan University, Director of Research Development for the Faculty of Communication and Design (FCAD), Director of the Experiential Media Institute, and an Associate Professor, Digital Media in the RTA School of Media, richlach@ryerson.ca

External: Dr. Mary Flanagan, the Sherman Fairchild Distinguished Professor in Digital Humanities at Dartmouth College

Scholarships and Awards

- 2022 Best Dissertation 2022: Governor General's Gold Medal Award Nominee
- 2021 Rogers Fellowship in Communication & Culture 2020-2021 (Toronto Metropolitan University)
- 2020 Toronto Metropolitan University Graduate Scholarship 2019-2020 (Toronto Metropolitan University)
- 2019 Comprehensive Exams - High Distinction Honour
- 2019 Rogers Fellowship in Communication & Culture 2018-2019 (Toronto Metropolitan University)
- 2019 Toronto Metropolitan University Graduate Student Travel Fund 2019
- 2018 Rogers Fellowship in Communication & Culture 2017-18 (Toronto Metropolitan University)
- 2018 Toronto Metropolitan University Graduate Student Travel Fund 2018
- 2017 Dean's Award for Best Overall Academic Achievement for 2016-17 (Toronto Metropolitan University)
- 2017 WL Mackenzie King Scholarship Nominee 2017 (Toronto Metropolitan University)
- 2017 Recipient of Toronto Metropolitan University Graduate Fellowship 2016-17 (Toronto Metropolitan University)

Scholarly Books

[Forthcoming in 2025] Pobuda, T. (2023). *Wingspan: Of Birdhouses, Barriers and Breaking Glass Ceilings*. [Book]. University of Michigan Press.

- 2020 Carter, M., Mihalicz, M., Pobuda, T. & Cassidy, E. (2020). Into the Longhouse, Around the Medicine Wheel, Pressbooks, Retrieved from <https://pressbooks.library.ryerson.ca/longhouse>

Chapters in Books

- 2022 Pobuda, T. (2022). Contested Spaces, Velvet Ropes, Exclusion Zones: The Pleasures and Dangers of Face-to-Face Play in Analog Gaming Spaces [Chapter], *Material Game Studies*. Bloomsbury. (Edited with Paul Wake).

Articles in Refereed Journals

- 2020 Pobuda T. (December 2020), Pronouns and Play: An Analysis of Gender-Inclusive Language and Imagery in Top-40 Ranked BoardGameGeek Games, *Analog Game Studies*, Retrieved from <http://analoggamestudies.org/2020/12/an-analysis-of-gender-inclusive-language-and-imagery-in-top-ranked-board-game-rulebooks/>
- 2018 Pobuda T. (Dec. 3, 2018), Inclusivity or Invisibility?: Gender and Racial Representation in Top-Rated BoardGameGeek Games, *Analog Game Studies*, Retrieved from <http://analoggamestudies.org/2018/12/assessing-gender-and-racial-representation-in-top-rated-boardgamegeek-games/>

Papers in Refereed Conference Proceedings

- 2023 Pobuda, T. (2022). The Inflection Point: Board Gaming, Race, Gender and What Early Tech Can Teach Us, *Analog Game Studies Journal*. <https://analoggamestudies.org/>

Non-refereed Publications

- 2022 Pobuda. T. (2022) Women are too tired and time-strapped for board games due to shrinking leisure time, *The Conversation*. Retrieved from <https://theconversation.com/women-are-too-tired-and-time-strapped-for-board-games-due-to-shrinking-leisure-time-186372>
- 2022 Pobuda. T. (2022). Why is board gaming so white and male? I am trying to figure that out., *The Conversation*. Retrieved from <https://theconversation.com/why-is-board-gaming-so-white-and-male-im-trying-to-figure-that-out-179048>

Published Professional Reports

- 2015 **Unequal City: The Unequal City 2015: Income and Health Inequities in Toronto. April 2015. Retrieved from** <https://www.toronto.ca/legdocs/mmis/2015/hl/bgrd/backgroundfile-79096.pdf>

2015 Toronto Public Health Annual Report 2014
<https://www.toronto.ca/legdocs/mmis/2015/hl/bgrd/backgroundfile-79530.pdf>

PRESENTATIONS

Conference Papers (Sole Presenter)

- 2023 “Seeing Oneself Reflected’ - Representation’s Impact on Play: A Qualitative Research Study on Board Games and Gamers, Canadian Games Studies Association, June 2023
- 2022 “Contested Spaces, Velvet Ropes, Exclusion Zones: The Pleasures and Dangers of Face-to-Face Play in Analog Gaming Spaces”, Generation Analog, July 2022
- 2022 “Contested Spaces, Velvet Ropes, Exclusion Zones: The Pleasures and Dangers of Face-to-Face Play in Analog Gaming Spaces”, Canadian Game Studies Association (CGSA), May 2022.
- 2022 “Game Making: Slumber Party Tasseomancer: An Artist Talk” SORCE Convening, Jan. 28, 2022.
- 2022 “Who Designs Board Games?” Institute for Digital Literacies (IRDL) 3X3X, Jan. 14, 2022
- 2021 “Note to Board Game Publishers: Gender and Racial Representation,” Generation Analog, Aug. 5, 2021.
- 2021 ‘I Didn’t See Anyone Who Looked Like Me’: Gender and Racial Representation in Board Gaming, Canadian Game Studies Association, June 4, 2021
- 2021 Navigating Mashup and Messy Collisions With and Within Digital Humanities, Canadian Society of Digital Humanities (CSDH),
<https://hcommons.org/docs/navigating-hybridity-mashup-and-messy-collisions-with-and-within-digital-humanities/> , June 2, 2021
- 2021 ‘Gender and Racial Representation in Board Games’, Bradley Tabletop Symposium, May 21, 2021
- 2021 ‘I Didn’t See Anyone Who Looked Like Me’: Gender and Racial Representation in Board Gaming, Critical Race Flash Symposium, Feb. 5, 2021
- 2021 Pronouns and Play: An Analysis of Gender-Inclusive Language and Imagery in Top-40 Ranked BoardGameGeek Games, Centre for Digital Humanities, Toronto Metropolitan University, Jan. 19, 2021
- 2021 ‘I Didn’t See Anyone Who Looked Like Me’: Gender and Racial Representation in Board Gaming, Institute for Research on Digital Literacies (IRDL) 3X3X3: Snapshots from the Field, Jan. 15, 2021

- 2021 ‘I Didn’t See Anyone Who Looked Like Me’: Gender and Racial Representation in Board Gaming, Institute for Research on Digital Literacies (IRDL) 3X3X3: Snapshots from the Field, Jan., 2021
- 2020 Grow a Game for Board Game Design and Social Justice, Roundtable on Research-Creation Project with CAMRA at Penn | Annenberg School for Communication, Dec. 10. 2020
- 2020 [Postponed due to pandemic] “Ethnography of the Friendly Local Game Store and Board Gaming Convention”, Canadian Communication Association (CCA)
- 2020 [Postponed due to pandemic] “Harassment in Board Gaming”, Canadian Games Studies Association (CGSA)
- 2020 [Postponed due to pandemic] Gaming Digital Humanities?, Canadian Society for the Digital Humanities (CSDH/SCHN), Digital Humanities Conference 2020
- 2020 “A (Very) Brief History of Virtual Reality.” Presentation to Brookview Middle School students, Black students in STEM, Toronto Metropolitan University Library Collaboratory, Jan. 30, 2020
- 2020 “Girls on Wikipedia”, Wikipedia Edit-a-thon, hosted by the Girl Studies Research Network (GSRN) and the York University The Institute for Research on Digital Learning (IRDL), York University, Toronto, Jan. 23, 2020
- 2020 “A Strange Intruder’: The Truth About Artificial Intelligence Chatbots.”, Future Communications Conference, York University, Toronto, Dec. 13, 2019
- 2019 “Girls Do(n’t) Play Games: Re-visiting H.G. Wells Little Wars 106 Years Later”, The Girl Conference, The Girl: From Expansive Imaginings to Embodied Experience, York University, Toronto, Nov. 16, 2019
- 2019 “Confronting Ecologies of Emotion: Design, Implementation, and the [Social] User Experience”, Media Ethics: Human Ecology in a Connected World" 20th annual convention of the Media Ecology Association, Toronto, June 30, 2019
- 2019 “Does Table-Top Gaming Have A Diversity Problem?: An Analysis of Racial and Gender Representation in the Production of the Top 200 BoardGameGeek-Rated Board Games”, Canadian Communication Association (CCA) Annual Conference 2019, Congress 2019, University of British Columbia, June 3, 2019
- 2019 “Representation & Diversity in Board Game Imagery”, Canadian Games Studies Association (CGSA) Annual Conference 2019, Congress 2019, University of British Columbia, June 5, 2019

- 2019 “McLuhan’s Maelstrom: An Open Access Learning Game About Marshall McLuhan, Presentation”. Exhibit of my augmented reality card game, Blue & Gold Society, Toronto Metropolitan University Collaboratory, March 14, 2019
- 2018 “Embodied Storytelling and Empathic Possession with Virtual Reality and Artificial Intelligence” at Future Conference, Dec. 7, 2018
- 2018 “McLuhan’s Maelstrom: An Open Access Learning Game About Marshall McLuhan for Young Adults”, Toronto Metropolitan University FCAD RUBIX showcase, November 2018.
- 2018 “Playing Games, Saving Lives: A Critical Analysis of Serious Games for Nursing Instruction,” at Canadian Game Studies Association (CGSA) Congress 2018, Regina, SK, May 2018

Conference Papers, Panels (Co-Presenter, Panel)

- 2023 With Dr. Jason Boyd, Director, Centre for Digital Humanities (TMU), “Cards in Conversation: Playful Dialogue in Signs of the Sojourner, Second International Games and Narrative Conference, July 7-13, 2022, University of Waterloo
- 2021 With Sarena Johnson, ‘Game Creation for A Game About Supporting Indigenous Post-Secondary Learners with Pressbooks and H5P,” Centre for Digital Humanities, Nov. 24, 2021
- 2021 With Sarena Johnson “In Their Moccasins: A Game for Student Support Staff, Instructors Working with Indigenous Postsecondary Students,” Nov. 16, 2021, TESS Conference.
- 2021 With Dr. Carolyn Meyer “Designing an Artificial Intelligence (AI) Chatbot Simulation for Professional Communication Learning”, Association of Business Communicators (ABC) Oct. 19, 2021.
- 2021 With C. Pietropaolo, The Tyranny of Structurelessness: The Challenges, Inequities and Promise of Wikipedia and Open Educational Resource Movement, Surveillance and Mediated Racism, Critical Race and Media Flash Symposium 2021, hosted by Toronto Metropolitan University and York, February 5, 2021.

Invited Speaking Engagements: Lectures

- 2022 Invited Speaker: Manchester Metropolitan University, United Kingdom
 “Contested Spaces, Velvet Ropes, Exclusion Zones: The Pleasures and Dangers of Face-to-Face Play in Analog Gaming Spaces”,
 Invited by: Dr. Chloe Germaine, Dr. Paul Wake, Co-Directors Manchester Metropolitan University Games Network
- 2021 Invited Speaker: Carnegie Mellon University, Pittsburgh, PA
 Oh!Lab @ Carnegie Mellon University: Talking Race and Gender in Gaming [Twitch Stream], July 21, 2021, Retrieved from <https://www.twitch.tv/theohlab?sr=a>

Invited by: Avi Wing on behalf of Oh!Lab Directors, Jessica Hammer and Amy Ogan

- 2020 Invited Speaker: Game in Lab GUYANCOURT, France
Game in Lab: RPGs, Community and Inclusion [YouTube Video], June 11, 2021,
Retrieved from <https://youtu.be/RIHyJGURw3c>
Invited by: Mikael Le Bourhis Head of Asmodee Research

Conference and Workshop Training and Facilitation

- 2022 Lead Trainer
STEM Educational Modules for TechGyrls, Training for Empowerment and Education
Nov. 28 & Dec. 5, 2022
- 2022 Lead Trainer
Financial Empowerment Sessions for Next Accelerator by YWCA (Canada)
Oct. 11, 2022
- 2022 Facilitator
Dimensions Virtual Town Hall, Toronto Metropolitan University
Jan. 12, 2022
- 2019 Facilitator, Employment Prospects for Graduates with Disabilities Design Jam
March 1, 2019

Media and Public Appearances

- 2023 Committee for the Advancement of Role-Playing Games (CAR-PGA) Virtual Panel
(February 2023). Retrieved from <https://youtu.be/9RcxJRtHF38>
- 2022 CJRU AM, The Final Word [Radio Interview], August 19, 2022, Retrieved from
<https://soundcloud.com/scopeatryerson/sets/the-final-word>
- 2022 Ludology [Podcast], July 11, 2022, Retrieved from
<https://ludology.libsyn.com/webpage/category/ludology-280-refuse-to-leave-the-room#>
- 2022 Board Game Community Show [Podcast], March 25, 2022, Retrieved from
<https://podcasts.apple.com/us/podcast/54-tanya-pobuda/id1562406780?i=1000555213202>
- 2021 Shelf Stories: Gender and Racial Representation in Board Gaming [YouTube Video], July
21, 2021, Retrieved from <https://youtu.be/55vxM9E6fCw>
- 2021 Gonzalez Filos, N. (2021, June 29). From the Editor: The dangers of promoting land
domination in boardgames Games shouldn't encourage the idea of exploration through
colonialism, The Runner. Retrieved from
[https://runnermag.ca/2021/06/from-the-editor-the-dangers-of-promoting-land-domination
-in-boardgames/](https://runnermag.ca/2021/06/from-the-editor-the-dangers-of-promoting-land-domination-in-boardgames/)

- 2021 Meeple Syrup Show [Facebook Live], June 9, 2021, Retrieved from https://www.facebook.com/watch/live/?v=4108754745854124&ref=watch_permalink
- 2021 Brainwaves - Board Game and Tabletop News Show [Podcast], Episode 74 - Coiled Prison, Retrieved from <https://poddtoppen.se/podcast/1367090522/brainwaves-board-game-and-tabletop-news-show/episode-74-coiled-prison> (at the 34:34 mark)
- 2021 Plato Magazine, PARTIE 2 : QUELLE PLACE POUR LES AUTRICES?, June 1, 2021, Retrieved from <https://platomagazine.com/>
- 2021 Who What Why Cast [Podcast], April 18, 2021. AN ANALYSIS OF GENDER-INCLUSIVE LANGUAGE AND IMAGERY IN TOP-RANKED BOARD GAME RULEBOOKS, Retrieved from <https://ninjavspirates.libsyn.com/who-what-why-s27e08-gender-inclusive-language-and-the-hobby>
- 2021 1 Minute Boardgames [TikTok video], Feb. 3. 2021. Diversity on the Board Game Community. Retrieved from <https://twitter.com/1minboardgames/status/1357074689537937408>
- 2021 Beyond Solitaire [Podcast] Episode 31 - Tanya Pobuda and Shelly Jones on Gendered Language in Board Games. Retrieved from <https://beyondsolitaire.buzzsprout.com/1091807/6983368-episode-31-tanya-pobuda-and-shelly-jones-on-gendered-language-in-board-games>
- 2020 The Spiel Podcast [Podcast], (Sept. 27, 2020). Building a Bigger Game Table hosted by Ezra Denney @ezrawonttweet, Retrieved from <https://thespiel.net/node/1271> (segment begins at 77 min mark)
- 2020 Hargrave, E. (July 23, 2020). Inclusion, Diversity, and Representation in Board Games and Beyond. Stonemaier Games. Retrieved from <https://stonemaiergames.com/inclusion-diversity-and-representation-in-board-games-and-beyond-guest-post-by-elizabeth-hargrave/>
- 2020 Hartin, K. (April 27, 2020). Representation in Board Games Matters. Meeple Mountain, Retrieved from <https://www.meeplemountain.com/articles/representation-in-board-games-matters/>
- 2020 Saz, Marta Bueno. (Jan. 14, 2020). ¿Cuántas mujeres juegan al Carcassonne? Retrieved from <https://mujeresconciencia.com/2020/01/14/cuantas-mujeres-juegan-al-carcassonne/>
- 2019 Ryerson Catalyst News. (March 11, 2019). NYT features research from PhD student Tanya Pobuda: Research sheds light on the lack of diversity in the board game industry, Ryerson University Catalyst Newsletter, <https://www.ryerson.ca/the-catalyst/news-updates/2019/03/NYT-features-research-from-PhD-student-Tanya-Pobuda/>

- 2019 Draper, K. (Aug. 1, 2019) Should Board Gamers Play the Roles of Racists, Slavers and Nazis?: After the cancellation of Scramble for Africa, where do board games go from here? New York Times, Retrieved from <https://www.nytimes.com/2019/08/01/style/board-games-cancel-culture.html>
- 2019 Roberts, S. (March 11, 2019). She Invented a Board Game with Scientific Integrity. It’s Taking Off, New York Times, Retrieved July 15, 2019 <https://www.nytimes.com/2019/03/11/science/wingspan-board-game-elizabeth-hargrave.html>
- 2019 Howe, B. (Feb. 6, 2019), Nine out of ten tabletop games are made by white men, Indy Week, Retrieved on Sept. 12, 2019, Retrieved from <https://indyweek.com/culture/rap-godz-omari-akil/>
- 2019 Stuff Your Mom Never Told You About [Podcast]. (2019, February 8). Women in Tabletop Gaming Development, Retrieved from <https://www.iheart.com/podcast/stuff-mom-never-told-you-21123631/episode/women-in-tabletop-gaming-development-30531780/>

FUNDING

Grants

2022	CO PI – YWCA (Canada) Grant, Financial Training for Newcomers Women Fleeing Abuse	\$40,000
2022	CO PI - Library OER Grant, CRI460 Open Educational Textbook	\$10,000
2021	In Their Moccasins, co-authored with Sarena Johnson, eCampusOntario	\$71,000
2021	OER Indigenous Entrepreneurship (2021), co-authored with Michael Mihalicz, eCampusOntario	\$40,000
2021	CO PI - XR Projects, eCampusOntario Algonquin College	\$42,000
2020	PI - Training Grant, sole author, MITACS	\$6,000
2017	Open Library Project (2017) eCampusOntario co-authored with Office of eLearning, Toronto Metropolitan University Library	\$700,000

STUDENT FEEDBACK

From “Imen Brahem”

SOCS10476G Innovation: Shaping the Modern World 1235_34789

Dear Professor,

I want to take this opportunity to thank you for being an amazing professor. Your teaching style was exceptional; I have learned so much from you. Your passion for the subject matter is infectious and has inspired me. I chose Innovation as an elective course as it is a passion for me and you didn't disappoint me at all. It was a pleasure listening to all your videos.

It has been an absolute pleasure to be your student, and I am grateful for the opportunity to learn from you. I would love to stay in touch after this semester ends.

Thank you once again for everything that you do, I appreciate it more than words can express.

From: "Muhammad Habib Ullah"

RE: SOCS10476G Innovation: Shaping the Modern World

Dear Dr. Tanya

My name is Muhammad Habib Ullah from Malaysia. I am an Electrical Engineering Student and Dr Tanya is my favorite lecturer.

I hope this email finds you well. I am Habib (SOCS10476G Innovation) . I wanted to take a moment to express my sincere gratitude for the kind remarks you provided me on my assignments. I am so very, very happy, I even cried!

I appreciate the time and effort you took to provide the feedback. Your encouragement has motivated me to do better. Your guidance has truly made a difference in my learning journey. I am incredibly grateful for your support.

Thank you so much.

Warmest regards, Habib

From "Jaimanjot Kaur Gill

SOCS10476G Innovation: Shaping the Modern World 1235_34790

Good afternoon professor,

Moreover, I really wanted to thank you from the core of my heart as it has been amazing studying this course from you. I really appreciate that you are so humble, modest, and understanding. That's what an international student, who is far away from his family, looks for in another country, especially from professors and friends.

I will never forget when you helped me with my doubts as well as problems. I wish I could meet you and take a selfie with you. Lots of respect to an amazing professor.

Once again, thank you so much for this wonderful semester. I wish you pink of health, lots of happiness, peace, and success in your life.

Thank you.

From "Bonnie Linklater"

RE: SOCS10476G Innovation: Shaping the Modern World 1235_34789

Good Day!!

Just finished my last quiz.

I wanted to say thank you for the wonderful learning experience. I learned so many new things about innovation. I even shared the teachings of Thomas Edison on collaboration with my husband..my husband is an art student at sheridan. He just collaborated with a fellow artist on a massive mural her in MB and it turned out to be an amazing piece. Two experts working together :)

Thank you for the opportunity to be able to submit writing assignments. I was a bit rusty as I had been away from school since graduating from the U of Manitoba in 2008 and relearned the whole APA writing stuff :)

All in all, it was an excellent course.

Ekosani (thank you),

Bonnie Linklater

References

Dr. Jason Boyd, Assistant Professor, Department of English, Director, Centre for Digital Humanities, jason.boyd@ryerson.ca

Dr. Natalie Coulter, Associate Professor, Department of Communication & Media Studies, Director, Institute for Research on Digital Literacies (formerly Learning) (IRDL) York University, ncoulter@yorku.ca

Dr. Richard Lachman, Director of Zone Learning for Toronto Metropolitan University, Director of Research Development for the Faculty of Communication and Design (FCAD), Director of the Experiential Media Institute, and an Associate Professor, Digital Media in the RTA School of Media, richlach@ryerson.ca

Summary

- PhD in Toronto Metropolitan University & York University's Communication & Culture program with a 27-year background as a former journalist, certified project manager, public relations, communication, marketing and Web design professional
- Nominated for the Governor General's Gold Medal for Graduate School Excellence

- 4.2 GPA, recipient of the Rogers Fellowship in Communication and Culture 2020-2021, full Toronto Metropolitan University Graduate Scholarship 2019-2020, 2018-19, Toronto Metropolitan University Graduate Fellowship and the Rogers Fellowship in Communication and Culture 2017-18
- Received the high distinction honour during my 2019 PhD doctoral comprehensive exam
- 1,200+ teaching hours at Toronto Metropolitan University in a variety of online platforms, in-person large-lecture halls, seminars and hands-on workshops
- Presenter/Writer of one of the Canadian Game Studies Association (CGSA) Top Paper prizes (2022)
- Highly proficient in Pressbooks, H5P, HTML, CSS, LMS, video production
- Fully trained and certified on all project management tools including Microsoft Project, Asana, Trello, Monday.com, Basecamp, etc.
- A passionate advocate for open educational resources (OER) and the Creative Commons community
- A Masters of Professional Communication from Toronto Metropolitan University, Bachelor of Journalism, High Honors, from Carleton University and Certified Project Management Professional (PMP), Level 1 Accreditation in Professional Development in Teaching Program, SEDA UK Professional Development Framework (SEDA-PDF) certifications as well as a Teaching Adult Learners Online (TALO) Certificate, Raymond Chang School of Continuing Education
- Years of experience as a professional writer and editor of content for all mediums (print, Web, multimedia) and developing compelling marketing communications products, business memos and reports, case studies, narratives, data visualizations, infographics and presentation materials using Adobe Creative Suite, Framemaker, Premiere and Audition
- Specialized training and hands-on experience on a wide-variety of crisis communication files including the Canadian Automobile Association (CAA), Carleton University, Nordion Inc., an international life sciences and medical isotopes organization, CIBC and Microsoft Canada, Ltd.
- Decades of experience conducting qualitative research, including interviews, facilitated focus groups, audio transcription and data coding/analyses in Nvivo and CATMA.de
- Extensive experience developing effective websites with Web Content Management (WCM) systems such as Adobe Experience Manager (AEM), CQ, Open Text, DotNetNuke, Wix, Wordpress and MS SharePoint, Drupal and Joomla; fully trained, with ongoing practical implementation of Web Content Accessibility Guidelines (WCAG 2.0) and the Accessibility for Ontarians with Disabilities Act (AODA) document compliance
- Advanced Training on Microsoft Office, Google Office Suite, proficient in Microsoft Office, Mac iOS, Linux Ubuntu environments

- Artificial intelligence narrative creation for learning; Level 1 certification for IBM Watson artificial intelligence for communication chatbot creation
- Serious game maker with experience with 3D modelling tool Sculpttris, Unity 3D, RPG Maker, Amazon Lumberyard, Strange Eons and tabletop game creation
- Hands-on event management experience with large- and small-scale special event and conference planning and execution, including Website creation, registration system management (including Google Forms, EventBrite), run of play/logistical briefs, event program creation

Graduate Supervision

- Zoey Li, an Toronto Metropolitan University Master's of Digital Media (MDM) graduate student creating a serious game about algorithmic manipulation

Mentoring

- Natasha Mawji, Master's Digital Media (MDM) Student, provided academic mentorship on conference presentations, use of mixed reality, augmented reality (AR) solutions in 'design empathy'
- Robin Kang, Master's Digital Media (MDM) Student, provided academic mentorship on conference presentations, use of mixed reality, augmented reality (AR) solutions in 'design empathy'
- Bahar Nasirzadeh, PhD York University, provide consultation on AI research and projects
- Muhammad Tariq, Masters of Science (Accelerated), provided project consultation and professional mentorship
- Laura Lam, Masters of Immigration and Settlement (Accelerated), provided project consultation on employment precarity and mixed reality, augmented reality (AR) solution building
- Calla Evans, PhD (First Year), Communication & Culture, provided research consultation and maker space access
- Meredith Burling, Masters (First Year), Communication & Culture, provided project consultation on virtual reality and empathy training
- Lynne Heller, Faculty (CUPE 1), School of Fashion, provided consultation on analog game design and augmented reality (AR) solution building
- Brandon Moe, School Of Performance Independent Study Project (ISP), acted as professional mentor on project management best practices, Project Management Institute (PMI) processes and their possible use in the theatre industry

Game Design (Designer/Artist)

- ***Navigating Change Management for Project Managers: The Game***
<https://ecampusontario.pressbooks.pub/changemanagement/>
- ***In Their Moccasins*** <https://pressbooks.library.ryerson.ca/intheirmoccasins/>
- ***A (Brief) History of VR***, an interactive online presentation about the origins of VR for young learners <https://tanyapobudaphd.com/a-brief-history-of-virtual-reality-vr/>
- ***Training Day***, an interactive online game of pandemic preparedness for grocery store employees <https://tanyapobudaphd.com/training-day/>
- ***How to Make Holograms For (Less Than) A Dime***, an interactive online learning module designed to help young learners create holograms at home
<https://tanyapobudaphd.com/2020/04/14/how-to-make-holograms/>
- ***Word Graveyard***, a Gothic Roll & Write, designed to teach short- and long-term planning, word construction and spatial management
- ***Slumber Party Tasseomancer: A Fortune Telling Game of Reading Tea Leaves, Prophecy and Inspiration***, a values-based game for tweens designed to teach Edwardian Tea Leaves Reading, hand management and group, individual positivity
- ***McLuhan's Maelstrom: An Open Access Learning Game About Marshall McLuhan for Young Adults***, a deck-building, augmented reality game designed to teach Toronto Communication School concepts and McLuhan's Laws of Media tetrad to show how new technologies 'act on' and encounter existing technologies
- ***Change Management: An AI Adventure for Project Managers***, a AI-chatbot-based, IBM Watson negotiation and communication game for Project Management Institute (PMI) members
- ***Simon Says***, an AI-chatbot-based interactive client designed to teach professional communication students the basics of client interviewing and requirements gathering.

Conferences/Teaching Seminars (Attendee)

- ***Complaint & the Neoliberal University: A Virtual Round Table***, Toronto Metropolitan University, Mar 22, 2022
- ***Digital Disinformation and Right-Wing Extremism***, Toronto Metropolitan University, February 24, 2022
- ***They Said This Would Be Fun: Black Women In Journalism Panel***, Toronto Metropolitan University, March 10, 2021
- ***The Science Behind Impactful E-Learning, Centre for Excellence in Learning and Teaching***, Toronto Metropolitan University, Nov. 26, 2020

- *They Said This Would Be Fun: Misogynoir on Campus with author Eternity Martis in conversation with Toronto Metropolitan University community members Dr. Notisha Massaquoi, Marcelle Mullings and Zanele Chisholm, Consent Comes First, Nov. 25, 2020*
- *Using COVE (Central Online Victorian Educator) in the Classroom, Centre for Digital Humanities, Nov. 20, 2020.*
- *Anti-Black Racism Campus Climate Review Report Launch, Toronto Metropolitan University, July 17, 2020*
- *Sex Worker Movements and Giving In A Time of COVID, June 8, 2020*
- *Open Access and Inclusive Infrastructure in Support of Epistemic Diversity and Knowledge Equity presented by Leslie Chan, University of Toronto Scarborough*
- *Cubism and Futurism: Spiritual Machines and the Cinematic Effect., Launch of R. Bruce Elder's Wilfrid Laurier University Press publication Volumetric 3D & 360 Video ThinkTank, Toronto Metropolitan University Library and Archives (RULA) Collaboratory, July 25, 2018*
- *Creating an Effective Teaching Dossier, Toronto Metropolitan University Teaching and Learning Office (LTO) Feb 14, 2018*
- *The Chang School's Learning & Teaching Committee workshop, Resilience Training for Educators – Giving Feedback in Service of Resilience, Feb. 6, 2017*
- *Spotlight on Open Educational Resources, Oct 24, 2017, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Congress of the Humanities and Social Sciences, May 30-June 1, 2017, Canadian Communication Association Annual Conference*
- *Toronto Metropolitan University Learning & Teaching Conference, May 18, 2017, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Supporting Trans and Non-Binary Students at Toronto Metropolitan University, Feb 27, 2017, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Universal Design for Learning: Creating Flexible Learning Environments, Oct 27, 2016, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Fulfilling your Duty to Accommodate, Sep 29, 2016, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Facilitating Discussion, Sep 27, 2016, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Planning Effective Tutorials, Sep 20, 2016, Toronto Metropolitan University Teaching and Learning Office (LTO)*
- *Masters in Professional Communication TA/GA Orientation, Sep 13, 2016, Toronto Metropolitan University Teaching and Learning Office (LTO)*

- *NXNE Interactive Conference, Games + Tech + Music, June 15, 20116, NXNE & Toronto Metropolitan University*

Student Feedback

Recommendations/Evaluations

Kristy Murray - Cairns

CRM Marketing Analyst, The Canadian Chamber of Commerce

July 29, 2013, Tanya was senior to Kristy

Tanya is a strong asset to any Marketing team. With her "get it done" attitude, she really knows how to get a team together and motivated to get the task at hand completed on time and accurately. Tanya is very organized, professional and an "out-of-the-box thinker. She quickly identifies issues and is the first to give recommendations to make things better. I would really enjoy working with Tanya again in the future. She is a major asset that I am going to miss.

John Waters

Senior Technician for the Ottawa Police Services at TELUS

February 17, 2013, John worked with Tanya in different groups

Tanya is a true professional in her field. She can not only write the corporate communications, she can seamlessly communicate what is needed no matter what the situation is. It could be internally or externally and it is always very well written. I would work with Tanya anytime.

Lori Tarbett

Communications Officer at Canadian Veterinary Medical Association

May 18, 2011, Lori reported directly to Tanya

Tanya Pobuda was a pleasure to work for. She is a dedicated, intelligent communications professional. I feel fortunate to have been a part of Tanya's team and feel the basis of my communications knowledge came from my time working for her. She understands and implements effective strategic and crisis communications techniques; is a strong and dedicated team leader; and an articulate and accomplished communicator. I wholeheartedly recommend Tanya for any marketing or communications position and would jump at the opportunity to work with her again.

Randy St. Louis

Visionary & Solutions Driven Business Leader Delivering Results through Strategy, Partnerships & Data Driven Findings

May 11, 2011, Tanya was senior to Randy but didn't manage directly

Tanya is a forward thinking strategist who truly sees the big picture. She is an organized leader that is about delivering results and utilizes her extensive knowledge of market segments to ensure top-notch results for any organization.

Peter O'Blenis BCS, MBA

President, Evidence Partners

May 11, 2011, Peter managed Tanya directly

Tanya did a great job managing our marketing and communications functions at TrialStat. She has good instincts and a solid marketing acumen. It was fantastic having her onboard and I would not hesitate to work with her again in the future.

Professional Memberships

- Canadian Game Studies Association (CGSA)
- Dames Making Games (DMG)
- Project Management Institute (PMI)
- Scholarship on Research-Creation Expertise (SORCE)

Corporate Awards

- Winner of the Nordion Accelerator *Special Recognition' Award* and two Level 5 *Peer Recognition* awards
- Winner of 3 CAA *Special Contribution Awards* during tenure
- Nominated by executive team to represent CAA on the Better Business Bureau Board of Directors
- Winner of several corporate and marketing special achievement awards including the Cognos *Global Marketing People's Choice* and several *Special Contribution* awards

Degrees and Certifications:

Recognition of Completion

Awarded to

Tanya Pobuda

For successful completion of the
four-module program
Teaching Adult Learners Online

January 2017



Dr. Marie Bountrogianni
Dean, The G. Raymond Chang School
of Continuing Education

**Ryerson
University**

The Chang School
of Continuing
Education

Project Management Institute

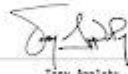
THIS IS TO CERTIFY THAT

Tanya A. Pobuda

HAS BEEN FORMALLY EVALUATED FOR DEMONSTRATED EXPERIENCE, KNOWLEDGE AND PERFORMANCE
IN ACHIEVING AN ORGANIZATIONAL OBJECTIVE THROUGH DEFINING AND OVERSEEING PROJECTS AND
RESOURCES AND IS HEREBY BESTOWED THE GLOBAL CREDENTIAL

Project Management Professional (PMP)[®]

IN TESTIMONY WHEREOF, WE HAVE SUBSCRIBED OUR SIGNATURES UNDER THE SEAL OF THE INSTITUTE



Tony Applesby
Chair, Board of Directors



Sunil Freshara
President and Chief Executive Officer

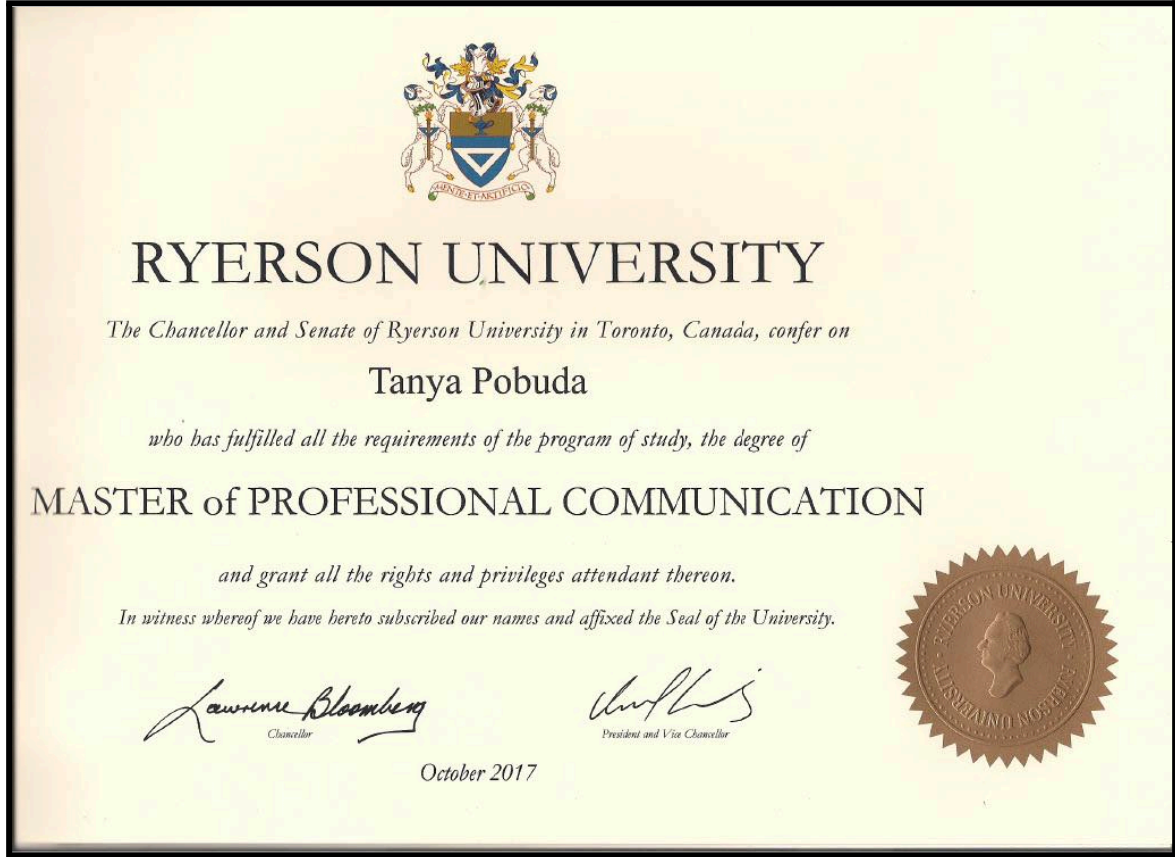


PMP® Number: 1503596

PMP® Original Grant Date: 30 April 2012

PMP® Expiration Date: 29 April 2024







RYERSON UNIVERSITY
and
YORK UNIVERSITY

*The Chancellor and Senate of Ryerson University and
the Chancellor and Senate of York University in Toronto, Canada, confer on*

Tanya Pobuda

who has fulfilled all the requirements of the program of study, the degree of

DOCTOR of PHILOSOPHY
COMMUNICATION and CULTURE

and grant all the rights and privileges attendant thereon.

October 2022

In witness whereof we have hereto subscribed our names and affixed the Seal of the Universities.




President and Vice-Chancellor
Ryerson University


Chancellor
Ryerson University


President and Vice-Chancellor
York University


Chancellor
York University

CERTIFICATE OF COMPLETION



February 20, 2020

THIS CERTIFIES THAT

Tanya Pobuda

A handwritten signature in black ink, appearing to read 'A. Cazabon'.

Andrée Cazabon
Director, 4 Seasons of Reconciliation

successfully completed the required materials
to finalize the *4 Seasons of Reconciliation* 3hr
Professional Development Course, and is therefore
awarded this:

CERTIFICATE OF COMPLETION



This is to certify that

Tanya Pobuda

has successfully completed

Ryerson Graduate Professional Development in Teaching Program – Level 1
at
Ryerson University



This programme was accredited by the

STAFF AND EDUCATIONAL DEVELOPMENT ASSOCIATION

under the Professional Development Named Award

Supporting Learning

(Aligned with Descriptor 1 of the UK Professional Standards Framework)

Signed:

Yaz El Hakim
Co-Chair, SEDA

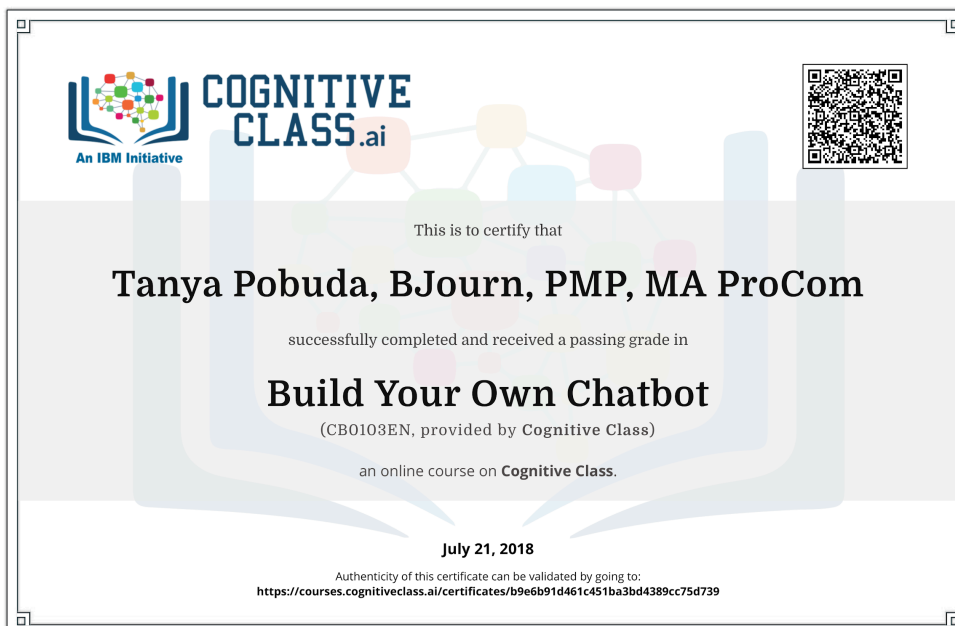
Rachael Carkett
Co-Chair, Professional Development
Framework Committee

Date: November 2017

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