

Professional Goals:

Over the years I have acquired a knowledge base with First Nation tradition and oral law, indigenous rights, legislation, corporate structure and business administration. That knowledge and my education background have prepared me to develop, share, listen, consult, and assist in the development of a variety of missing infrastructures and their harmonization with outside jurisdictions. I work through a charity founded for the purpose of rebuilding culture-based societal infrastructure destroyed by Canada's colonization. In that position, I provide capacity First Nations need to organize and initiate their rebuilding process.

Dr. J. Richard G. Herbert

Experience:

Jan 2007 to Present:

- CEO of a not-for-profit charity (CAID) that Dr. Herbert founded and created elder-based by-laws for. This charity was created to allow Dr. Herbert to provide capacity to First Nations using a traditional elder-like corporate structure to guide his work.
 - The focus of this work is to establish meaningful consultation protocols that respected traditional culture and allowed outside interests to create respectful working relationships First Nations. Outside interests included non-indigenous governments and corporations.
 - The goal is to create economies in First Nation communities capable of funding the rebuilding of culturally respectful community infrastructures. Other missing societal infrastructures could then be built from functioning economies. These missing infrastructure included health, education, resource management, food, trade and commerce, community and government.
 - All of the First Nation projects listed in the Projects section of this resume were done by Dr. Herbert while providing capacity through CAID, except those prior to 2007. All of Dr. Herbert's work after 2007 was transferred into CAID so that some Projects continued in CAID; notably, First Nation Veterinary Infrastructure.
 - All of the skills in this resume, except those skills relating specifically to education or being a veterinarian, were used over the course of working in CAID. Essentially, Dr. Herbert is the CEO, administrator, and involved in providing capacity for First Nation work.
 - CAID stands for Christian Aboriginal Infrastructure Developments (www.caid.ca). It is not a religious organization and is not supported by churches. The word Christian in the name comes from Dr. Herbert's walk in life. CAID was founded on the premise of sharing skills and expertise with those in need.

2004 – Dec 2006:

- Worked as a veterinary professional, educator and consultant to First Nations regarding country food infrastructure (traditional or country food safety), dog management, and the

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rebuilding of a tradition-based trade and commerce system through meaningful consultation.

- All of the projects before 2007 listed in the following Projects section of this resume were done by Dr. Herbert before he created CAID. All of Dr. Herbert's work was transferred into CAID so that some projects continued in CAID; notably, First Nation Veterinary Infrastructure.
- All of the skills in this resume were used over the course of this work.

Oct 2007 – Sep 2009:

- Interim President, part-time, of a general contracting firm, Giavis Inc., Minnesota, USA.
 - The firm was in severe financial difficulties when Dr. Herbert arrived and his primary responsibilities included forensic bookkeeping, court document preparation and lien filing.

1997&2002:

- Created and manned an exhibition booth for higher education (veterinary and related professions) for community education forums in Hearst and Constance Lake First Nation, Ontario.

1995-2000:

- Hosted and mentored a high school co-operative training program with the École Secondaire de Hearst, Hearst, Ontario, for students interested in becoming a veterinarian or animal health technician.

1992-2009:

- Practiced Veterinary Medicine and Surgery:
 - Practiced as a solo practitioner and owned a veterinary hospital as a sole proprietor in northern (Hearst) and northwestern (Fort Frances) Ontario. Dr. Herbert was on-call 24x7.
 - It was during his time in Hearst that Dr. Herbert developed a love for the north and remote communities. He also woke to see the ongoing colonization of First Nations in Canada.
 - It was during Dr. Herbert's time in Fort Frances that he began to work towards community consultations and building traditional law-based community infrastructure.
 - Dr. Herbert resigned his veterinary licenses in 2010 to pursue his work with First Nations full time.

1978-1992:

- Training to be an educator, researcher, and veterinarian as courses and programs permitted. Please, refer to the section on education.

1972- 1978:

- Involved in various community programs including the development and delivery of youth programs for entrepreneurship, arts, youth events, and sports.
 - Worked various short term jobs including, mineral processing research, pool table manufacture and tobacco harvest.
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Projects:

Sep 2015 – May 2017

- **Development of an Alternative Health Service Delivery System for First Nations**
 - Initial work focussed on aiding a medical graduate to connect into medical residency for training in remote First Nation family medicine. The graduate aspired to create a program for graduating medical residents to return service to remote First Nation communities. It was quickly discovered there was no post-graduate medical residency training in remote First Nation Family Medicine in Canada – a missing infrastructure.
 - The Matawa Medical Residency Proposal by Dr. M. Siddiqi & Dr. R.G Herbert
 - Work on connecting a new medical residency program to supply appropriately trained physicians to remote First Nation communities with tribal councils quickly led to the joint identification of a missing infrastructure that should facilitate and coordinate delivery of First Nation health programs in remote communities including missing culture-based healing programs – the underlying reasons for gaps in services between First Nation and non-native health care systems.
 - The Matawa Health Co-operative Initiative by Dr. R.G. Herbert
 - After procuring a Health Services Integration Fund grant from Health Canada for the Matawa tribal council, Matawa First Nations Management, Dr. Herbert provided capacity to Matawa to develop the underlay for a First Nation – owned alternate health care delivery system.
 - Work included: Research, development of a service delivery model with funding, workplans and budgets; concept presentation and engagement with government, medical schools, regional health services providers, treaty governance, Matawa communities and Matawa Chiefs; collaborative engagements with non-governmental organizations; working with lead communities; consultation of community leaders and health workers; preparing presentations, workshops, information briefs and reports for funders, partners, chiefs, communities and working groups; drafting correspondence, agreements, Tribal and Band Council resolutions, overview documents for release and newsletters; radio interviews and dialogue; participation in meetings, working groups, workshops and other stakeholder functions; and, integration of information to further refine the alternate health care service delivery system model and identify underlying needs to be addressed for successful implementation.
 - Development of Remote First Nations Family Medicine Programs
 - Matawa Mental Health Wellness Service Team: Framework Development

- Matawa Medical Training Needs
- Matawa Health Co-operative Aggregate Community Visit Notes
- Matawa Health Co-operative 2016-17 Report
- Matawa Health Co-operative Articles and By-laws

Jul - Sep 2015

- **Pre-existing Societies Initiative**

- Development of a consultation-based initiative to accommodate immemorial First Nation rights into resource-sharing infrastructure.
 - First Nation Consultation and Accommodation of Immemorial Rights: Pre-existing Societies Initiative by Dr. R.G. Herbert.

Nov 2012 – Sep 2015

- **Meaningful First Nation Consultation Requirements of the Energy and Resource Industry**

- Current affairs research on First Nation consultation with oil, gas and wind farm industries.
- Background research on oil, gas and wind farm industry issues including fracking and pipelines.
- Worked on developing respectful initial engagement of First Nations by exploration corporations and on frameworks for meaningful consultation for resource sharing and community infrastructure development.
- Work included: Internet research, environmental assessment reviews, dialogue, correspondence, legislation review, and MOU drafting.
 - First Nation Consultation: A Practical Guide by Dr. R.G. Herbert.
<http://www.caidd.ca/CAIDPraGui2014.pdf>

Nov 2013 - Feb 2014

- **Consultation Requirements of a Transboundary First Nation's Comprehensive Claim**

- This work was done while providing capacity to the Taku River Tlingit First Nation (TRTFN) over an Yukon Government (YG)-proposed Atlin Lake Campground within the Yukon portion of the TRTFN comprehensive claim. YG refused to provide meaningful consultation and Canada refused to negotiate on the 30 year old transboundary claim – leading to two separate court cases.
- Work included: Common law research, working with legal counsel, creating a chronology for court, review of YESAB recommendations, drafting and delivering letters to government officials, coordination of support with other First Nations, drafting and submitting a petition to the Yukon legislature, keeping and publishing meeting minutes, attending meetings, dialogue and correspondence.

Sep-Nov 2013

- **Consultation of Transboundary First Nations: Requirements in the Environmental and Socio-economic Assessment Process**

- This work was done while providing capacity to Camp Yukon in a YESAB

evaluation process (2013-0113) regarding an YG- proposed Atlin Lake campground. The work progressed into defining consultation requirements for First Nation transboundary claims.

- Yukon Environmental and Socio-economic Assessment Board: Public Consultation on Atlin Lake Campground #2013-0113 by Dr. R.G. Herbert. <http://caid.ca/CAIDYESABAtlCmpgrd2013.pdf>

- Work included: letter correspondence, meeting attendance with minutes, submissions to YESAB, drafting correspondence to the chair of YESAB, review of the YESAB environmental assessment, drafting and submitting a report to YESAB, legislation review and common law review.

Jan 2011-Aug 2013

- **Development and Coordination of a Truth and Reconciliation Commission Community Memorial Monument Project**

- This work was done to provide capacity to the Ross River Dena for proposal development and project coordination.
- Work included: Project coordination, development and drafting of proposal, budget creation, work plan creation, media release preparation, interviews with media (radio, television and newspaper), general contracting, public speaking, community visits and meetings, finance management, and AANDC report writing (interim and final).

Jun-Jul 2013

- **Consultation Requirements of First Nations with Mining Legislative Changes**

- This work was initiated by CAID when YG proposed changes to mining legislation following the Ross River Dena Council court win against the lack of consultation on mineral claim staking and class 1 mining exploration.
 - Public Consultation Comments: Proposed Changes to Class 1 Quartz Programs and Placer Land Use Operations by Dr. R.G. Herbert. <http://caid.ca/CAIDYKMinExpCon2013.pdf>
- Work included: Legislation review and critique, common law review, report preparation and submission.

May 2013

- **Requirements for a First Nation Consultation Infrastructure to Meet Industry Consultation Requests**

- This work was done while providing capacity for a Ross River Dena corporation (Kaska Minerals).
- Work included: Review of corporate history, meeting with mining company, preparation of corporate objectives and developing a start-up budget.

Feb-Apr 2013

- **Authority Abuse in the Family and Child Social Service System**

- The work was done while providing capacity for someone wrongly accused of child abuse by the Yukon Family and Child Services (FCS).

- Work included: History taking of the accused, meeting with FCS staff, reviewing FCS policies, legislation review, Criminal Code review, drafting appeal letter to the Director, drafting a complaint to the Office of the Ombudsman and coordination with legal counsel.

Nov 2012

- **Funding Needs for Traditional Knowledge Programs in the Environmental Assessment Process**

- This work was done while providing capacity to the Ross River Dena to develop funding for traditional knowledge studies in response to environmental assessments in the Kaska traditional territory.
- Work included: Dialogue with YESAB and AANDC, strategy development, and presentation to a YESAB public consultation meeting.

Jun-Sep 2012

- **Business Plan Development to Start-up a Winmar Franchise in the Yukon; Emergency Property Restoration**

- Work included: Creation of a business plan with two years of projected revenue and submission to two banking institutions.

Feb-Aug 2012

- **Development of Self-sustaining Community Infrastructure in First Nations**

- This work was done while providing capacity to develop and fund the creation of missing or insufficient municipal-like community infrastructures and the human resource capacity necessary to operate these core infrastructures.
- Work included: Coordination between Dana Naye Ventures, AANDC and Yukon Regional Economic Development, correspondence, multiple funding proposals developed for various agencies, creation of a business plan with budgets and work plans, and discussions with the Government of Yukon to download infrastructure contracts.

Jul 2011 – Mar 2012

- **Development of In-community Programs to Reintegrate Offenders Post-release into Communities – FASD**

- This work was developed while providing capacity for the prison chaplaincy in Whitehorse.
- Work included: Meeting with the Deputy Minister of Justice, following an FASD-related criminal case through court, dialogue with a court support worker and research for programs and funding.

Sep 2011

- **Funding Development for an Afterschool Program**

- Worked was done while providing capacity to the Canadian Whitehorse Multicultural Association.
- Work included: Facilitating the development of the program and development of a funding proposal compete with budget, work plan and timeline.

Jul-Aug 2011

- **Development of a Charitable Trust Fund to Provide Missing Capacity for Meaningful Consultation**
 - This work was done while providing capacity for the Ross River Dena to develop funding for capacity to respond to resource-related consultation requests.
 - Work included: Approaching 16 different mineral exploration companies to create a trust fund, drafting correspondence and information brochures, and dialogue.

Apr- May 2011

- **Multi-year Funding Development for Residential School Healing Programs**
 - This work was done while providing capacity to the Yukon's Committee on Abuse in Residential Schools (CAIRS) Society.
 - Work included: Facilitating program definitions, discovering and dialogue with a funding source, creating budgets, work plans and a funding proposal.

Jan-Apr 2011

- **Development of Local and Regional First Nation Economic Infrastructure in Resource-related Projects**
 - This work was done while working as capacity for the Ross River Dena on the Faro Mine reclamation process.
 - Work included: Background research, multi-community business modeling, attending and recording minutes for committee meetings, drafting and delivering letters to government officials, working with counterparts in other affected First Nations, preparing a funding proposal, budget and work plan for business development funding, and preparing briefs for Chief and Council.

Feb 2011

- **Funding Development for a Community Program on Violence Against First Nation Women**
 - This work was done while providing capacity to the Whitehorse Aboriginal Women's Circle.
 - Work included: Facilitating program definition, identifying budget requirements and editing proposal drafts.

Nov 2010-Feb 2011

- **Elder Inclusion Requirement for Consultation Protocol Development**
 - This work was done while working as capacity for the Ross River Dena to develop a culture-based consultation protocol for meaningful consultation with the YG and resource industries.
 - This work ultimately led to the Ross River case against the Government of Yukon for the staking of mineral claims and class 1 mineral exploration without consultation.
 - Work included: Meeting with the Assistant Deputy Minister, drafting and delivering letters to government officials, preparing a budgeted proposal for elder consultations, and writing a bulleted brief on meaningful consultation for Chief

and Council.

- Practical Meaningful Consultation in Canada by Dr. R.G. Herbert. <http://caid.ca/PracMeaCon022511.pdf>

Jul-Oct 2010

- **Research and Development for a Pilot First Nation Consultation Protocol on Missing First Nation Veterinary Territorial Infrastructure**
 - The work was done while contracting with the YG to develop a pilot dog control program with the Ross River Dena to establish dog control infrastructure needs for First Nation communities in the Yukon.
 - Work included: Identifying and meeting with potential stakeholders, dialogue and correspondence, creating a consultation protocol for Ross River that was supported by the Kaska Tribal Council, drafting Resolutions for the RRDC and KTC, developing and budgeting a pilot program with a timeline, legislation review, and writing reports.
 - Report I Research and Preparation: Ross River Dena Council – Yukon Government Dog management Pilot Program by Dr. R.G. Herbert. <http://caid.ca/CAIDYKDogResPreI2010.pdf>
 - Report II Expansion of Research and Preparation: Ross River Dena Council – Yukon Government Dog management Pilot Program by Dr. R.G. Herbert. <http://caid.ca/CAIDYKDogResPreII2010.pdf>

Mar 2008 – Jun 2010

- **Development and Promotion of Meaningful Consultation Models**
 - The need for written meaningful consultation models grew out to the work with the Anishinabe in Treaty #3.
 - Meaningful Consultation in Canada: The Alternative to Forced Aboriginal Assimilation by Dr. R.G. Herbert. <http://caid.ca/MeaCon092409.pdf>
 - Working Papers on Meaningful Aboriginal Consultation in Canada: Overview by Dr. R.G. Herbert. <http://caid.ca/MeaConOve101609.pdf>
 - Working Papers on Meaningful Aboriginal Consultation in Canada: Step 1 – Nation Consultation by Dr. R.G. Herbert. <http://caid.ca/MeaConOne102309.pdf>
 - Meaningful Aboriginal Consultation in Canada: A Review of the First Nation, Inuit, and Métis Right to Consultation and Accommodation on Wildlife Resource Management and Hunting as Defined by Common Law by Dr. R.G. Herbert. <http://caid.ca/ConsultWild2009.pdf>
 - Newsletter - Treaty #3 Consultation on Wildlife Management and Trade - February 18, 2009 by Dr. R.G. Herbert. <http://caid.ca/NewsletterT3021809.pdf>
 - A Model for the Reconciliation of Canada with its Indigenous Peoples: Restoration of Missing Infrastructure Phase 1: Pilot Program Development by Dr. R.G. Herbert. <http://caid.ca/ModelInf091608.pdf>
 - A Model to Establish a New Framework for Aboriginal Economic

Development in Canada by Dr. R.G. Herbert.

<http://caid.ca/Model031108.pdf>

- Re-establishing Indigenous Culture and Prosperity by Dr. R.G. Herbert.
<http://caid.ca/Indigenous011608.pdf>

Oct 2005 – Feb 2009

- **Development of Consultation Protocols and Programs for Traditional Food Infrastructures to the Economic Benefit of First Nation Communities - Traditional Trade and Commerce**
 - This work was done for the most part while providing capacity for the Grand Council of Treaty 3 on creating traditional economies through traditional pursuits.
 - Newsletter - Treaty #3 Consultation on Wildlife Management and Trade - February 18, 2009 by Dr. R.G. Herbert.
<http://caid.ca/NewsletterT3021809.pdf>
 - First Nation Rights and Turkey Harvest-Management in Ontario by Dr. R.G. Herbert. <http://caid.ca/CAIDTur022508.pdf>
 - Traditional Deer Harvest-Management in Treaty #3: A Response to Harmonize with the MNR's Human-Deer Conflict Strategy by Dr. R.G. Herbert. <http://caid.ca/T3Deer111406.pdf>
 - Traditional Wildlife Harvest-Management in Treaty #3: A Response to Harmonize with the MNR's Human-Wildlife Conflict Strategy by Dr. R.G. Herbert. <http://caid.ca/T3Wild111406.pdf>
 - Re-establishing Traditional Trade and Commerce & Improving Community Social Capital in Treaty #3: First Nation Veterinary Infrastructure Program Briefing, Grand Council of Treaty #3 National Assembly October 10, 11, & 12, 2006 by Dr. R.G. Herbert.
<http://caid.ca/2006T3Ass010308.pdf>
 - Re-establishing Traditional Trade and Commerce by Dr. R.G. Herbert.
<http://caid.ca/TradCom010108.pdf>
 - Newsletter - The Reestablishment of Traditional Trade and Commerce - May 31, 2006 by Dr. R.G. Herbert. <http://caid.ca/NewsletterT3310506.pdf>
 - First Nation Veterinary Infrastructure: Grand Council of Treaty #3 National Assembly, October 05, 2005 by Dr. R.G. Herbert.
<http://caid.ca/2005T3Ass010308.pdf>

Apr 2004 - May 2010

- **Development of Infrastructure and Programs for Dog Management in First Nation Communities – Safe Communities**
 - This work was done for the most part while providing capacity for Lac des Mille Lacs First Nation and then the Grand Council in Treaty 3.
 - First Nation Dog Control Issues in Ontario: Why is There a Problem? by Dr. R.G. Herbert. <http://caid.ca/DogConOnt170510.pdf>
 - Newsletter - Treaty #3 Consultation on Wildlife Management and Trade - February 18, 2009 by Dr. R.G. Herbert.

<http://caid.ca/NewsletterT3021809.pdf>

- Dog Control Clean-up and Maintenance Infrastructure Diagram by Dr. R.G. Herbert. <http://caid.ca/DogGenInf042707.ppt>
- Re-establishing Traditional Trade and Commerce & Improving Community Social Capital in Treaty #3: First Nation Veterinary Infrastructure Program Briefing, Grand Council of Treaty #3 National Assembly October 10, 11, & 12, 2006 by Dr. R.G. Herbert. <http://caid.ca/2006T3Ass010308.pdf>
- Interim Dog Control Strategies by Dr. R.G. Herbert. <http://caid.ca/DogStra010108.pdf>
- Animal-related Public Health Crises in First Nation Communities by Dr. R.G. Herbert. <http://caid.ca/GenPub010108.pdf>
- First Nation Veterinary Infrastructure Model Program: A Brief Overview by Dr. R.G. Herbert. <http://caid.ca/VetInfoBrief010910.pdf>
- Treaty #3 First Nation Veterinary Infrastructure Project: Frequently Asked Questions and Answers by Dr. R.G. Herbert. <http://caid.ca/FAQ&A150606.pdf>
- Newsletter - Treaty #3 First Nation Veterinary Infrastructure Development - January 09, 2006 by Dr. R.G. Herbert. <http://caid.ca/NewsletterT3010906.pdf>
- Update on Treaty #3 Veterinary Infrastructure Program: Surplus Wild Deer Harvest and Dog Control Programs by Dr. R.G. Herbert. <http://caid.ca/2006T3AssUpdate051706.pdf>
- First Nation Dog Control Infrastructure: Introduction by Dr. R.G. Herbert. <http://caid.ca/DogCon010708.pdf>
- First Nation Dog Control Infrastructure Workshop: Agenda by Dr. R.G. Herbert. <http://caid.ca/DogWrkshp2005.pdf>
- Treaty #3 Pound and Animal Bylaw Control Proposal by Dr. R.G. Herbert. <http://caid.ca/T3DogPouPro2005.pdf>
- First Nation Veterinary Infrastructure: Grand Council of Treaty #3 National Assembly, October 05, 2005 by Dr. R.G. Herbert. <http://caid.ca/2005T3Ass010308.pdf>
- First Nation Veterinary Infrastructure: Meeting Notes by Dr. R.G. Herbert. <http://caid.ca/FFCSMeet2004.pdf>

Skills:

- Communications Skills:
 - Public speaking, slide presentation preparation and community newsletters;
 - Correspondence preparation (inter-governmental and local) and report preparation;

- Meeting coordination, agendas, chairing, and minutes;
- Press releases and preparation of briefs;
- Conversant in French; and,
- Website creation and maintenance.
- Specific skills
 - Elder consultation and traditional law recording;
 - Community consultation, workshops and public meetings;
 - Meaningful consultation protocol development and delivery;
 - Response preparation for environmental assessment processes;
 - Court procedures, document review and case law;
 - Legislation review and critique;
 - Traditional law and governance models;
 - Teaching and public speaking;
 - Research, and report preparation;
 - Infrastructure design/development; and;
 - Other
 - Food safety (disease monitoring for safe traditional food);
 - Cook for community dinners and safe food practices;
 - Community equipment and building (capital) operation and maintenance;
 - Rough carpentry;
 - Wildlife medicine;
 - Veterinary medicine and surgery; and,
 - Human biology, biochemistry, neurology, and medical microbiology and immunology (study of disease); and, molecular biology.
- Business skills:
 - Office management;
 - Funding proposal development;
 - Project coordination;
 - Work plan creation and execution;
 - Bookkeeping, budget creation, payroll and auditing;
 - Work prioritization, problem solving and multi-tasking;
 - By-law and constitution development;
 - Business management, business incorporation, business registration, charity registration, corporate annual returns and annual business statements;
 - Staff training, motivation, management and evaluation;
 - Accounts receivable and payable;
 - Account statements (income and expense statements) with account reconciliation;

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- Annual corporate meetings and reports;
 - Conference/workshop preparation;
 - Corporate resolutions;
 - Business banking.
 - Data Management Skills:
 - Fluent with Microsoft Word, OneNote, Power Point, Outlook and Excel; Corel Word Perfect, Presentations and Quattro;
 - Serrif Webplus (website management), Quicken (bookkeeping) and file transfer protocols;
 - Email and internet searching;
 - Computer management, wireless networks, data back-up and document scanning/filing; and,
 - Data organization and retrieval.
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Education:

- 2004 Obtained Minnesota veterinary license and USDA accreditation.
- 2003 Continuing education on Shelter/Pound Animal Medicine.
- 1992 Continuing education on AO/ASIF Techniques for bone fracture repair.
- 1992 Obtained DVM from the University of Guelph, Ontario Veterinary College and withdrew from the doctorate program, choosing to provide veterinary service to the remote north of Ontario. Obtained Ontario veterinary license and accreditation.
- 1987-1992 Worked concurrently on doctorate at the University of Guelph, Guelph, Ontario, while attending the Ontario Veterinary College in a veterinary medicine degree program. Doctorate research focused on molecular parasitology.
- Veterinary course work included: Animal management (various species), nutrition, histology, nutrition, pathology, anatomy, physiology, embryology, immunology, infectious diseases, pharmacology, neurology, ophthalmology, emergency medicine, radiology, gastrointestinal medicine, anaesthesiology, reproduction, dermatology, toxicology, surgical techniques, clinical rotations, and medicine/surgery courses covering canine, feline, ovine, caprine, bovine, equine, reptile, avian, wildlife and other exotics.
- 1982-1987 Graduate research towards a PhD for one year at McGill University, Montreal, Quebec, and four years at the University of Toronto, Toronto, Ontario. Awarded five-year Medical Research Council scholarship. Research involved brain aging, Alzheimer's disease, and transposable genetic elements.
- Graduate level course work included: Gene expression, cell regulation, oncogenesis, neurology, research proposal development, seminar delivery and conference presentation, and participation at symposia and conferences.
- 1979-1982 Completed BSc with first class honours in Microbiology and Immunology from McGill University, Montreal, Quebec. Awarded E.D.G. Murray prize on

graduation.

Course work included: Organic chemistry, general biology, genetics, molecular biology, human physiology, biochemistry, microbiology, immunology, microbial physiology, virology, parasitology, pathogenic fungi, laboratory training, physical chemistry, physics, and honours research with thesis.

1979 Completed one year at McGill University, Montreal, Quebec, in the Bachelor of Education program.

Course work was completed for one semester in secondary education (joint physical education-math major) and one semester in elementary education (later childhood). Course work included: Anatomy, kinesiology, performance courses, child psychology, abstract algebra and, lesson planning and student teaching.

1976- 1978 Completed a two year degree in collegial studies at John Abbott College, Ste. Anne de Bellevue, Quebec, in Pure and Applied Sciences.

Course work included: General chemistry, physics, math (pre-calculus, calculus I and II, and statistics), computer science, sociology, and psychology.

1976 High School Leaving Certificate from Pierrefonds Comprehensive High School, Pierrefonds, Quebec.

Personal Information:

Citizenship	Canadian
Languages	English (100%) French (50%)
Email:	info@caid.ca
