# *Curriculum Vitae*


## **Lesley Eblie Trudel, PhD** - *She/Her/Elle*

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**Associate Dean & Associate Professor**
**Faculty of Education**
**University of Winnipeg**
**Manitoba CANADA**


**ABOUT:**

**Lesley Eblie Trudel** is Associate Dean and Associate Professor in the Faculty of Education at the University of Winnipeg in Manitoba, Canada. She has more than three decades of experience across K–12 and post-secondary education, bringing unique perspectives shaped by classroom practice, school system leadership and post-secondary administration.

Dedicated to advancing equitable and inclusive education, Lesley's work is grounded in collaboration and a commitment to truth and reconciliation. She values respectful partnerships and approaches her work with humility, ongoing learning, and an appreciation for diverse ways of knowing.

Prior to joining the University of Winnipeg, Lesley served as an Assistant Superintendent in K–12 education. Her leadership portfolio included Clinical Support Services, Early Childhood Development, English as an Additional Language, Healthy Schools, Inclusive Education, and Talent Development. She worked closely with the Board of Trustees on organizational governance, strategic planning and community engagement.

Lesley joined the Faculty of Education at the University of Winnipeg in January 2019 as an Assistant Professor and accepted the role of Associate Dean in 2021. She earned tenure and was promoted to Associate Professor in 2024. Her research examines educator well-being, inclusive education, and educational leadership, with a particular focus on the organizational conditions that support sustainable school workplaces for the benefit of all students.

Through collaborative partnerships with school systems, governments, national and international organizations, her research bridges scholarship and practice to support evidence-informed educational leadership and school improvement.

**DEGREES/CERTIFICATES/DIPLOMAS:**

- Diploma in Theological Studies – St. Mary's University (in progress)
- Doctor of Philosophy (Education - Organizational Theory), University of Manitoba (2010)
- Certificate in Adult and Continuing Education, University of Manitoba (2001)
- Special Education Coordinator's Certificate, Manitoba Education (1999)
- Master of Education (Administration), Brandon University (1998)
- Special Education Certificate, Manitoba Education (1994)
- Level 2 Principal's Certificate, Manitoba Education (1993)
- Post Baccalaureate Certificate in Education, University of Manitoba (1992)
- Level 1 School Administrator's Certificate, Manitoba Education (1991)
- Permanent Professional Certificate, Manitoba Education (1988)
- Bachelor of Education, University of Manitoba (1988)
- Diploma in Business Teacher Education, Red River College (1987)

**PROFESSIONAL MEMBERSHIPS:**

- American Educational Research Association (AERA)
- Association for Supervision and Curriculum Development (ASCD)
- Canadian Society for the Study of Education (CSSE)
- Council of Deans of Education of Manitoba (CODEM)
- Manitoba Association of School Superintendents (MASS - Life Member)
- Student Services Administrators' Association of Manitoba (SSAAM – Life Member)
- Western Association of Deans of Education (WADE)

**EMPLOYMENT HISTORY:**

**Post-Secondary:**

- Associate Professor, Faculty of Education, University of Winnipeg, April 2024 – Present
- Associate Dean, Faculty of Education, University of Winnipeg, February 2021 – Present
- Assistant Professor, Faculty of Education, University of Winnipeg, January 2019 – March 2024
- Contract Academic Staff, Faculty of Education, University of Winnipeg, Winter term 2018
- Summer Session Instructor, Faculty of Education, University of Manitoba, July 2015; August 2016

**Public Education/K-12:**

- Sunrise School Division, Manitoba Canada, Assistant Superintendent of Schools (August 2015 - December 2018); Division Principal of Student Support Programs (September 2003 - July 2015); Interim Principal Sunrise Support Center (January 2005 -February 2006)
- Pembina Trails School Division, Manitoba Canada, Coordinator of Student Support Services (2000 - 2003)
- Lord Selkirk School Division, Manitoba Canada, Resource and Classroom Teacher (1995 - 2000)
- Turtle River School Division, Manitoba Canada, Teaching Vice-Principal (1993 - 1995); Classroom Teacher (1989 - 1993)
- Lakeshore School Division, Manitoba Canada, Classroom Teacher (1988 - 1989)

**SCHOLARLY AND PROFESSIONAL ACTIVITIES:**

**i) Professional Associations:**

- Associate of Inclusive Education Canada (2018 - Present)
- Affiliate of the Canadian Research Centre on Inclusive Education (2022 – Present)
- Council for Exceptional Children "Yes I Can" Awards Committee (2015 - 2026); Public Policy Committee (2008 - 2013), Public Policy Committee Chairperson (2010 - 2012); Provincial Conference Co-chair (2006)
- Manitoba Association of School Superintendents (2015 - 2018)
- Manitoba Association of School Superintendents Leadership Development Team (2015 - 2018)
- Manitoba Education Student Achievement Provincial Advisory Committee (2015 - 2017)
- Manitoba Inclusive Education Professors' Roundtable (2019 – present; past co-chair)
- North American Representative for the Consortium of Inclusive Teacher Education and Development – CITED (2025-present)
- Northeastman Children's Therapy Initiative Regional Chair (2003 - 2018)
- Project Search Community Advisory Committee (2016 - 2018)
- Red River College Educational Assistant Program Advisory Council (2014 - 2018)
- Social Justice Coalition of Winnipeg (2016 - 2019)
- Student Services Inclusive Education Committee with Manitoba Education and Early Childhood Learning (2021-2024)
- Student Services Administrators' Association of Manitoba - Public Policy Chair (2015 - 2017); Second Past President (2014 - 2015); First Past President (2013 - 2014); President (2012 - 2013); First Vice-President (2011 - 2012); Second Vice-President (2010 - 2011); Regional Representative (2008 - 2010)

**AWARDS, CERTIFICATES AND ACKNOWLEDGEMENTS**

- Certified Behaviour Facilitator - Certified Facilitator Non-Violent Crisis Intervention 2018, Working Effectively with Violent and Aggressive States (2010); and Positive Behaviour Interventions and Supports (2010)
- Certified Educational Coach (2012)
- Diamond Jubilee Memorial Award for Academic Distinction – Master of Education, Brandon University (1998)
- Honorary Lifetime Membership Award - Student Services Administrators' Association of Manitoba (2019); Manitoba Association of School Superintendents (2019)
- Project Management Professional (2016)
- Recognized for consultation and contribution on the Manitoba Education and Early Childhood Learning Policy Directive on the Use of Suspension (2023)
- School Division Nominee - Manitoba's Excellence in Education Awards (2010)
- University of Winnipeg Academic Merit Award (2020 - 21)

**CURRENT AREAS OF SCHOLARLY INTEREST:**

- Leadership, Policy and Governance
- Equity, Diversity and Inclusion
- Mental Health, Well-Being and Well-Becoming

**COURSES TAUGHT (Post-Graduate and Undergraduate):**

**i) University of Winnipeg Faculty of Education**

September 2021-Present: {3 credit hours per year plus Associate Dean duties} Inclusive Approaches to Teaching Exceptional Students (3510)-fall 2021; Teachers and the Law (5451)-summer 2022; Classroom Management (4701)-fall 2023; Inclusive Education 1 (5440)-fall 2025

January 2019-April 2021: {Full course load of 15 credit hours} Inclusive Approaches to Teaching Exceptional Students (3510); Inclusive I for After Degree (3511); The School System (2510)

**ii) University of Winnipeg Post-Baccalaureate Diploma in Education (PBDE) Post-Graduate Courses for school administrators:**

Personal and Professional Dimensions in Educational Leadership
ST-EDUC-5001 -winter 2018

**iii) University of Manitoba Faculty of Education:**

Legal and Administrative Aspects of Schools for Administrators and School Clinicians - EDUA-5012 (3 credit hours, July 2015 and 3 credit hours -summer 2016)

**RESEARCH CONTRIBUTIONS:**

### a) Books

Eblie Trudel, L. & Sokal, L. (in press*). La Boîte à outils sur le Bien-être au travail scolaire*. University of Winnipeg/Campus Manitoba – (Pressbooks OER).

Eblie Trudel, L. & Sokal, L. (2026). *School Well-Being Toolkit*. University of Winnipeg/Campus Manitoba – (Pressbooks OER). https://pressbooks.openedmb.ca/schoolwellbeingtoolkit/wp-login.php

### b) Book Chapters (Refereed)

Eblie Trudel, L., & Sokal, L. (in press). Redefining School Effectiveness: Linking Workplace Sustainability and Student Learning. In T. Townsend, M. Ehren and A. Florek (Eds.), *Second International Handbook of School Effectiveness and Improvement: Twenty Years of Progress*. Springer Nature.

Eblie Trudel, L. (2024). Chapter 8: Well-being in the context of school organizations. In Falkenberg, T. (Ed.), *Well-Being and Well-Becoming in Schools*. University of Toronto Press.

Eblie Trudel, L. (2023). Chapter 4: The legal foundations of inclusive education. In Freeze, R. (Ed), *A Practical Guide to a Transformative Inclusive Education*. Canadian Scholars and Women's Press.

Sokal, L., Babb, J., & **Eblie Trudel, L.** (2022). Teacher (dis)connectedness and burnout during COVID-19. In M. Leiter & C. Cooper (Eds.), *Burnout While Working Lessons from the Pandemic and Beyond*. Taylor and Francis.

Eblie Trudel, L. (2013). Defining effective and functional school division planning practices. In VanWalleghem, J., Lutfiyya, Z., with Braun, S., Eblie Trudel, L., Enns, C., Melnychuk, B., Mitchell, T., Park, Y & Zaretsky, J. Inclusive Special Education in Manitoba: 2001-2012. *Manitoba Education Research Network (MERN)* Monograph Series: Issue 6.

Eblie Trudel, L. (2008). Mentoring as Jazz: The "riff" for retrospective improvisation and critically reflective thinking in mentoring students at-risk. In Lamoureux, K., McCluskey, K., Wiebe, A., and Baker, P. (Eds), *Mentoring in a Canadian Context*. The Institute of Urban Studies: University of Winnipeg.

### c) Journal Articles (Refereed)

*Denotes SSHRC funded publications

Eblie Trudel, L. (2026). From educator voice to organizational learning: A reflexive review of a five-year program of educator well-being research. Manuscript submitted for publication.

Eblie Trudel, L. (2026). Well-being in education: An ecological systems perspective. *International Journal for Talent Development and Creativity*, 12(2); 13(1&2); 14(1&2), 195-201. https://www.ijtdc.net/images/pdf/IJTDC_122-1412_2026.pdf

Eblie Trudel, L., & Sokal, L. (2026). Commitment under pressure: The paradox of post-pandemic workforce recovery in Canadian education. *MDPI Education Sciences*. https://doi.org/10.3390/educsci16010004

Eblie Trudel, L., Anderson Leachman, K., & Davies, W. (2025). Tensions and transformations: Equity, diversity and inclusion in a diverse urban school division. *Journal of Educational Research and Practice*. https://doi.org/10.5590/JERAP.2025.15.2165

Sokal, L., Sharma, U., & **Eblie Trudel, L.** (2024). Canadian teachers' post-pandemic recovery and students' unmet needs. Who is left behind? *Teaching and Teacher Education*. https://doi.org/10.1016/j.tate.2024.104873

Sokal, L., **Eblie Trudel, L.**, Uzelmann, K. (2024). Logistic regression of organizational commitment in teachers, principals and educational assistants post-pandemic: Separate but together. *Social Sciences and Humanities Open*, 10. https://doi.org/10.1016/j.ssaho.2024.101198

Eblie Trudel, L., & Sokal, L. (2024). Determining post-pandemic organizational health in the education sector: A review of a school-based workshop programming intervention. *American Journal of Education and Learning*, 9(2), 205-221. https://onlinesciencepublishing.com/index.php/ajel/article/view/1221/1629

Eblie Trudel, L. (2024). Supporting the changing context of education for students with additional needs. *Special Education Research, Policy and Practice*, (Volume 8), 103-111. https://issuu.com/hofstra/docs/special-education-research-policy-practice-2024

Eblie Trudel, L., & Davies, W. (2024). Leveraging collective efficacy in the dangerous space between good intentions and meaningful interventions: A study on the use of school suspensions in Manitoba Canada. *Exceptionality Education International*, 34(2), 17-35. https://doi.org/10.5206/eei.v34i2.17155

Sokal, L., & **Eblie Trudel, L.** (2023). Effects of a school-based, post-pandemic recovery intervention on Canadian educators. *International Journal of Educational Research Open*, 5. https://doi.org/10.1016/j.ijedro.2023.100298

*Eblie Trudel, L., & Sokal, L. (2023). Dynamic perspectives on education during the COVID-19 pandemic and implications for the future of teacher well-being. *International Journal of Educational Research Open*. 4. 1-8. https://doi.org/10.1016/j.ijedro.2023.100241

* Sokal, L., **Eblie Trudel, L.,** & Heaman-Warne, C. (2023). Post-traumatic growth and protection from burnout in teachers during the COVID-19 pandemic. *Alberta Journal of Educational Research*, 69(2), 254-271. https://doi.org/10.11575/ajer.v69i2.76706

*Sokal, L., & **Eblie Trudel, L.** (2022). Demoralization as a form of teacher burnout. *McGill Journal of Education*, 57(2). https://mje.mcgill.ca/article/view/9990

*Sokal, L., & **Eblie Trudel, L.** (2022). Correlates of teacher cynicism and depersonalization during the COVID-19 pandemic. *International Journal of Education and Social Science*, 9(15). 1_VFD6SzC.pdf

*Babb, J., Sokal, L**.,** & **Eblie Trudel, L.** (2022). THIS IS US: Latent profile analysis of Canadian teachers' resilience and burnout during the COVID-19 pandemic. *Canadian Journal of Education*, 45(2), 555-585. https://doi.org/10.53967/cje-rce.v45i2.5057

*Eblie Trudel, L., Sokal, L., & Babb, J. (2022). Transformational leadership approaches and their influence on teacher resilience during the COVID-19 pandemic. *Journal of Organizational Psychology*. 22(1). 60-72. https://doi.org/10.33423/jop.v22i1.5019

*Sokal, L., & **Eblie Trudel, L.** (2022). A recovery pathway after COVID-19 teacher burnout. *Journal of Social Behavioural and Health Sciences*, 16(1), 352-370. https://scholarworks.waldenu.edu/jsbhs/vol17/iss1/1/

Bradford, B., **Eblie Trudel, L.,** Katz, J., Sokal, L., & Loreman, T. (2021). Promising practices for preparing Canadian teachers for inclusive classrooms. *International Journal of Inclusive Education – Special Issue*. https://doi.org/10.1080/13603116.2021.1882058

*Eblie Trudel, L., Sokal, L., & Babb, J. (2021). Planning for teacher recovery from the COVID-19 pandemic: Adaptive regulation to promote resilience. *Interdisciplinary Educational Psychology*,3(1) 1. https://doi.org/10.31532/InterdiscipEducPsychol.3.1.001

*Eblie Trudel, L., Sokal, L., & Babb, J. (2021). Teachers' voices: Pandemic lessons for the future of education. *Journal of Teaching and Learning*, 15(1), 3-19. https://doi.org/10.22329/jtl.v15i1.6486

*Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). Supporting teachers in times of change: The job demands-resources model and teacher burnout during the COVID-19 pandemic. *International Journal of Contemporary Education*, (2). http://dx.doi.org/10.11114/ijce.v3i2.4931

*Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). Canadian teachers' attitudes toward change and technology, efficacy, and burnout during the initial wave of the COVID-19 pandemic. *The International Journal of Educational Research Open*. https://doi.org/10.1016/j.ijedro.2020.100016

*Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). I've had it! Factors Associated with Burnout and low organizational commitment in Canadian teachers during the second wave of the COVID-19 pandemic. *The International Journal of Educational Research Open.* https://doi.org/10.1016/j.ijedro.2020.100023

**d) Journal Articles (Non-Refereed)**

Eblie Trudel, L. (2025). Book Review - Unequal benefits: Privatization and public education in Canada. *Canadian Journal of Educational Administration and Policy*. https://www.erudit.org/en/journals/cjeap/2025-n206-cjeap010120/1118744ar.pdf

Eblie Trudel, L., & Davies, W. (2024). In the Dangerous Space Between Good Intentions and Meaningful Interventions*. The Manitoba Teacher*, p. 12, 13. https://issuu.com/manitoba_teachers_society/docs/mbt_winter_2024_issuu

Eblie Trudel, L., & Sokal, L. (2023). From responses to recovery: Puzzles, boats and the COVID-19 pandemic. *Education Canada*. https://www.edcan.ca/articles/from-responses-to-recovery/

Sokal, L., & **Eblie Trudel, L.** (2024). Teachers lack resources to meet classroom needs, and absences shouldn't surprise us. *The Conversation Canada (theconversation.com)*. https://theconversation.com/teachers-lack-resources-to-meet-classroom-needs-and-absences-shouldnt-surprise-us-242071

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2021). Five Pathways to Supporting Teacher Resilience during COVID-19. *Manitoba School Counsellor*.

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). Opportunity solving: Ordinary People doing extraordinary things, every day. *Education Canada*. https://www.edcan.ca/articles/opportunity-solving/

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). It's okay to be okay too. Why Calling out teachers "toxic positivity" may backfire. *Education Canada*, 60(3). It's OK to Be OK, Too | EdCan Network

Sokal, L., **Eblie Trudel, L.,** & Babb, L. (2020). COVID-19's second wave: How are teachers faring with the return to physical schools? *Education Canada*. https://www.edcan.ca/articles/covid-teacher-survey-2/

Sokal, L., **Eblie Trudel, L**., & Babb, J. (2020). How to prevent teacher burnout during the coronavirus pandemic. The Conversation Canada. https://theconversation.com/how-to-prevent-teacher-burnout-during-the-coronavirus-pandemic-139353

**e) On-line Publications (Non-Refereed):**

Pressley, T., Sokal, L**., Eblie Trudel, L.**, Walter, H., & Marshall, D. (2025). Supporting Teacher Wellbeing: Addressing the Broader Systemic Issues. *Education Canada.* https://www.edcan.ca/articles/supporting-teacher-wellbeing-addressing-the-broader-systemic-issues/

Sokal, L., & **Eblie Trudel, L.** (2024). Teachers lack resources to meet classroom needs, and absences shouldn't surprise us. *The Conversation Canada (theconversation.com)*. https://theconversation.com/teachers-lack-resources-to-meet-classroom-needs-and-absences-shouldnt-surprise-us-242071

Eblie Trudel, L., & Sokal, L. (2023). From responses to recovery: Puzzles, boats and the COVID-19 pandemic. *Education Canada*. https://www.edcan.ca/articles/from-responses-to-recovery/

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). Opportunity solving: Ordinary People doing extraordinary things, every day. *Education Canada*. https://www.edcan.ca/articles/opportunity-solving/

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). It's okay to be okay too. Why Calling out teachers "toxic positivity" may backfire. *Education Canada*, 60(3). https://www.edcan.ca/articles/its-ok-to-be-ok-too/

Sokal, L., **Eblie Trudel, L.,** & Babb, L. (2020). COVID-19's second wave: How are teachers faring with the return to physical schools? *Education Canada*. https://www.edcan.ca/articles/covid-teacher-survey-2/

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2020). Supporting teachers in times of Change. *Education Canada*. https://edcan.atavist.com/teacher-covid-survey

Sokal, L., **Eblie Trudel, L**., & Babb, J. (2020). How to prevent teacher burnout during the coronavirus pandemic. The Conversation Canada. https://analytics.theconversation.com/ca/institutions/university-of-winnipeg-3096/540/articles/dates/20200516/20200616

Eblie Trudel, L. (2019). What can ministries of education and school district leaders do to improve inclusive education? *Inclusive Education Canada* https://inclusiveeducation.ca/2019/02/25/what-can-ministries-of-education-and-school-district-leaders-do-to-improve-inclusive-education/

Eblie Trudel, L. (2018). 'Inclusion perspectives' from the Sunrise School Division, Manitoba. *Inclusive Education Canada*. https://inclusiveeducation.ca/2018/02/22/inclusion-perspectives-from-the-sunrise-school-division-manitoba/

**UNPUBLISHED DOCUMENTS:**

**a) Graduate Dissertation:**

Eblie Trudel, L. (2010). From Knowledge to action: Defining effective and functional school division planning practices to maximize organizational improvement and change. University of Manitoba: Dissertation in partial fulfillment of the Doctor of Philosophy, Education.

**b) Graduate Thesis:**

Goodhand-Eblie, L. (1997). Toward improving service delivery for special needs students: The exploration of a constructivist approach. Brandon University: Thesis in partial fulfillment of the Master of Education.

**c) Reports:**

Sider, S. & **Eblie Trudel, L.** (2027). Proceedings of the National Roundtable on Inclusive Education – Fredericton, NB Canada - October 2026. Manuscript in preparation.

Eblie Trudel, L., Anderson Leachman, K. (2025). Building an Inclusive Community: An Equity and Inclusion Framework for Winnipeg School Division.

Eblie Trudel, L., Anderson Leachman, K., & Davies, W. (2024). Building an Inclusive Community: A Review of Equity, Diversity and Inclusion for Winnipeg School Division.

Eblie Trudel, L., Davies, W., & Hendry, B. (2023). Suspension practices in Winnipeg School Division – Survey findings

Sokal, L., & **Eblie Trudel, L.** (2023). Measuring Post-Pandemic Education Sector Recovery after Year 1 of a Canadian Mental Health Association Intervention: Progress and Next Steps.

Sokal, L., & **Eblie Trudel, L.** (2022). Final Report for the Canadian Mental Health Association (CMHA) on the Resilience and Recovery Study of the Manitoba Education Sector.

Eblie Trudel, L. (2021). Leveraging collective efficacy in the dangerous space between good intentions and meaningful interventions: A study on the use of school suspensions in Manitoba (Review of Literature – Part One). Submission to Manitoba Education and Early Childhood Learning. Winnipeg, Manitoba Canada.

Sokal, L., Babb, J., & **Eblie Trudel, L.** (2021). Latent profile analysis of Manitoban teachers' burnout during the COVID-19 Pandemic. Submission to Manitoba Education and Early Childhood Learning. Winnipeg, Manitoba Canada.

Eblie Trudel, L. (2019). From Categorical to formula funding support: A report on the outcomes for students, schools and school divisions. Submission to the Manitoba Government K-12 Education Review. Winnipeg, Manitoba Canada.

Eblie Trudel, L. (2019). A report compiled on behalf of the Student Services Administrators' Association of Manitoba. Submission to the Manitoba Government K-12 Education Review. Winnipeg, Manitoba, Canada.

**PRESENTATIONS:**

### a) Invited Conferences/Workshops:

Eblie Trudel, L. (2026). Canadian Society for Studies in Education (CSSE). Winnipeg, Manitoba. In-person

Eblie Trudel, L., & Sokal, L. (2025). Canadian Association of School System Administrators National Conference. St. John's, Newfoundland and Labrador. In-person

Eblie Trudel, L., Anderson Leachman, K., & Davies, W. (2025). Canadian Society for Studies in Education (CSSE). Toronto, Ontario. In-person

Eblie Trudel, L., & Sokal, L., (2025). American Educational Research Association (AERA) Annual Meetings. Denver, Colorado. I was invited but was not able to attend due to geo-political tensions.

Sokal, L., & **Eblie Trudel, L**. (2025). Canadian Mental Health Association (CMHA) Provincial Conference. Winnipeg, Manitoba. In-person

Eblie Trudel, L. & Sokal, L. (2024). National Research Forum on Educator Well-Being. Kelowna, BC. In-person

Eblie Trudel, L., & Davies, W. (2024). Canadian Association of Principals' Conference. Toronto, Ontario. In-person

Eblie Trudel, L. (2024). Leadership Committee for English Language Education in Quebec Annual Conference. Montreal, Quebec. In-person

Sokal, L. & **Eblie Trudel, L.** (2024). Measuring Post-Pandemic Education Sector Recovery After a Canadian Mental Health Association Intervention. American Educational Research Association (AERA) Annual General Meetings. Philadelphia, PA. In-person

Sokal, L., & **Eblie Trudel, L.** (2023). Post-traumatic growth in teachers as a response to the COVID-19 pandemic. Paper presented at the annual meetings of the Canadian Society for the Study of Education (CSSE). Toronto, Ontario. In-Person

Eblie Trudel, L. (2023). Leveraging collective efficacy in the *dangerous space between good intentions and meaningful interventions*[i]: A study on the use of school suspension in Manitoba. Paper presented at the annual meetings of the Canadian Society for the Study of Education (CSSE). Toronto, Ontario. In-Person

Eblie Trudel, L. (2023). Beyond Limits: Canada's Conference for Disability and Accessibility. Winnipeg, Manitoba. In-person

Sokal, L., & **Eblie Trudel, L**. (2023). CMHA Summary Report: Care for all in Education. Canadian Mental Health Association Education Sector Working Group. In-person

Eblie Trudel, L., & Sokal, L. (2023). Supporting Teachers in Times of Change. Seven Oaks School Division – Winnipeg, Manitoba. In-person

Eblie Trudel, L. (2023). Council of School Leaders (COSL) Annual Conference. Leveraging Collective Efficacy: A Study on School Suspensions in Manitoba. Winnipeg, Manitoba. In-person

Eblie Trudel, L. (2022). CMHA Summary Report Update: Care for All in Education. Canadian Mental Health Association Education Sector Working Group. Winnipeg, Manitoba. In-person

Eblie Trudel, L. (2022). Navigating Resilience and Recovery. Global Wellness Summit. Winnipeg Manitoba. In-person

Eblie Trudel, L. (2022). Navigating Resilience and Recovery During and After the Pandemic. University of Winnipeg Skywalk Lecture Series. Online/Zoom

Eblie Trudel, L. (2021). Navigating Resilience and Recovery. Manitoba Association of School Business Officials. Online/Zoom

Eblie Trudel, L. (2021). You are Not Alone: Connecting with School Student Services Teams. Manitoba Council for Exceptional Children. Online/Zoom

Eblie Trudel, L. (2021). Leading in Times of Uncertainty and Change. Keynote Presentation for the Student Services Administrators Association of Manitoba Annual Meeting. Online/Zoom

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2021). Latent Profile Analysis of Manitoban Teachers' Burnout during the COVID-19 Pandemic. Presentation to the Canadian Society for the Study of Education. Online/Zoom

Eblie Trudel, L. (2021). Navigating through Change: Balance, Adaptability and Well-Being. Presentation to Physical and Health Educators of Canada National Conference. Online/Zoom

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2021). Latent Profile Analysis of Manitoban Teachers' Burnout during the COVID-19 Pandemic. Presentation to Manitoba Council of School Leaders. Online/Zoom

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2021). Latent Profile Analysis of Manitoban Teachers' Burnout during the COVID-19 Pandemic. Presentation to Manitoba Association of School Superintendents. Online/Zoom

Sokal, L., **Eblie Trudel, L.,** & Babb, J. (2021). Latent Profile Analysis of Manitoban Teachers' Burnout during the COVID-19 Pandemic. Presentation to Manitoba Education. Online/Zoom

Eblie Trudel, L., & Sokal, L. (2020). COVID-19: Supporting teachers in times of Change. University of Winnipeg Lost Prizes/ICIE Seminars. Online/Zoom

Eblie Trudel, L. (2020) Collaboration for Diversity: Systems Planning and Quality Implementation. Manitoba Teachers' Society Field-Led Course #6. Online/Zoom

Eblie Trudel, L. (2020). Thinking beyond the box: The future direction of enrichment programming and talent development in Manitoba schools. In-Person

Eblie Trudel, L. (2020. Educating for ACTion: Our Learning Journey. The Manitoba Teacher's Society and the Manitoba Association of School Superintendents. In-Person

Eblie Trudel, L. (2019). Convergence for diversity and sustainability. Presentation to the Canadian Association of Communicators in Education (CACE - ACEE). Convergence National Conference. Winnipeg. In-Person

Eblie Trudel, L. (2019). Seeking mino-pimatisiwin – The good life. Presentation to the Canadian Conference on Developmental Disabilities and Autism. Winnipeg. In-Person

Eblie Trudel, L. (2019). Building Resilience and Empowering Self Determination through School Division Governance and Funding. University of Winnipeg Lost Prizes/ICIE Seminars. In-Person

Eblie Trudel, L. (2019). What does it mean to be an inclusive school division? Manitoba Association of School Superintendents (MASS) Leadership Development Keynote and Full Day Workshop. In-Person

Eblie Trudel, L. (2018). The journey towards fully appropriate public education in Manitoba schools. Presentation to the Canadian Association of School System Administrators (CASSA) Conference. Ottawa, Ontario. In-Person

Eblie Trudel, L. & Bartlett, N. (2018) Are we passing? International Social Role Valorization Conference. Winnipeg, Manitoba. In-Person

Eblie Trudel, L. (2017). Education and the Law. Manitoba Association of School Superintendents (MASS). Leadership development workshop facilitator. In-Person

Eblie Trudel, L. (2016). Ethics driven and data informed decision making. Manitoba Association of School Superintendents (MASS) Leadership Development Workshop. In-Person

Eblie Trudel, L., & Feilberg, L. (2016). Nothing less than outstanding learning experiences one student at a time. The Manitoba Safe and Caring Schools Conference. In-Person

Eblie Trudel, L., & Feilberg L. (2015). Alternative learning and learning alternatives in Sunrise School Division. Lost Prizes/ICIE Seminars. University of Winnipeg. In-Person

Eblie Trudel, L., Cooper, M. Babiuk, G., & Draper C. (2015). Mental health, well-being and well-becoming in schools. Working Conference on Understanding and Assessing Well-Being and Well-Becoming in Manitoba Schools. Education for Sustainable Well-Being Research Group. In-Person

Eblie Trudel, L. (2014). The emergency response continuum in Sunrise School Division. 11th Annual National Summit on Emergency and Disaster Planning. Toronto, Ontario. In-Person

Eblie Trudel, L., Kelly, K., & Wielgosh, J. (2014). Schools as settings for promoting positive mental health: Using the JCSH Positive Mental Health Toolkit. Physical & Health Education Canada Conference. Winnipeg. In-Person

Eblie Trudel, L., & Balcaen, T. (2010). Ethical leadership in inclusive education. Council of School Leaders (COSL) Conference. Winnipeg. In-Person

**b) Invited University Lectures**

Eblie Trudel, L. (2026). Creating Organisational Conditions for Inclusive Education. 4th International Conference – Consortium of Inclusive Teacher Education and Development (C.I.T.E.D.). Malang, Indonesia. Online

Eblie Trudel, L. (2025). Strengthening Educator Well-Being for Sustainable Schools. 27th ICIE Conference on Excellence, Innovation & Creativity in Basic-Higher Education & Psychology. Houston, TX. Online

Eblie Trudel, L. (2024). Creating A Positive School Culture – A Systems Change Perspective. 3rd International Conference of the Consortium of Inclusive Teacher Education and Development [CITED] – Reimagining and Empowering Schools to Include All: From Dream to Reality. Salerno, Italy. In-Person

Sokal, L., & **Eblie Trudel, L.** (2022). Teacher Resilience: A Key to Inclusive Instructional Practice, International Consortium of Inclusive Teacher Education and Development (C.I.T.E.D.). Online International Conference. In-Person

Sokal, L., & **Eblie Trudel, L**. (2022). Are Teacher Burnout and Demoralization Theoretically Distinct? Canadian Society for Studies in Education Conference. Online/Zoom

Sokal, L., & **Eblie Trudel, L.** (2022). Latent Profile Analysis of Burnout in Canadian Teachers during the COVID-19 Pandemic. American Educational Research Association. San Diego, CA. In-Person

Eblie Trudel, L. (2021). Organizational Resilience and Recovery. VI International Internet Symposium – with North Caucasus Federal University, Stavropol, Russia. Online/Zoom

Eblie Trudel, L. (2020). Remote Learning for Students with Additional Needs. V International Internet Symposium – with North Caucasus Federal University, Stavropol, Russia. Online/Zoom

Eblie Trudel, L. (2019). Thinking beyond the box: The future direction of enrichment programming and talent development. The 17$^{th}$International Centre for Innovation in Education (ICIE) Conference. Prairie View A & M University. Houston, TX USA. In-Person

Eblie Trudel, L. (2019). Empowering self-determination through governance and funding. North Caucasus Federal University. Stavropol, Russia via teleconference from Winnipeg, Manitoba Canada. Online

Eblie Trudel, L., Freeze, R., Freeze, T., & Lutfiyya, Z. (2018). Transition to Employment: The Big Picture. North Caucasus Federal University. Stavropol, Russia via teleconference from Winnipeg, Manitoba Canada. Online

Eblie Trudel, L., & McGowan, J. (2017). The Continuum of Learning: A Journey Towards Accessibility in Two Manitoba School Divisions. North Caucasus Federal University. Stavropol, Russia via teleconference from Winnipeg, Manitoba Canada. Online

Eblie Trudel, L. (2010). From Knowledge to action: Defining effective and functional school division planning practices to maximize organizational improvement and change. Canadian Society for Studies in Education (CSSE). Concordia University. Montreal, QC. In-Person

Eblie Trudel, L. (2000). Toward improving service delivery for special needs students: An exploration of a constructivist approach. Canadian Society for Studies in Education (CSSE). Edmonton, Alberta. In-Person

### c) Creative Outputs

Eblie Trudel, L. [Lesley Trudel, PhD). (2026, September]. Five Myths About Educator Well-Being [Video]. LinkedIn. https://lnkd.in/p/gu4HQZpf

Eblie Trudel, Lamrock, K., Porter, G., Richler, D., & Uditsky, B. (2024). Partial Day Attendance Canadian Schools: Round Table. Inclusive Education Canada. https://www.youtube.com/watch?v=lg_i9pxitGQ

Falkenberg, T., Deer, F., **Eblie Trudel, L.,** & Kerr, J. (2024). Well-being and Well-Becoming in Canadian Schools – Podcast Episode #3. https://umfm.com/series/well-being-in-schools/episode-3-community-school-organization-and-well-being-in-schools

Eblie Trudel, L. (2022). Let's Chat About Inclusive Education – Webcast Episode #8. Inclusive Education Canada. https://inclusiveeducation.ca/2022/03/03/lets-chat-about-inclusive-education-episode-8-ft-lesley-eblie-trudel/

Eblie Trudel, L. (2022). Building the Future of Education. Manitoba School Boards' Association Annual Convention (Panelist). https://www.youtube.com/watch?v=SisXQGToRKA

Deer, F., **Eblie Trudel, L.** & Kerr, J. (2021). The Proposed K-12 Education Reform: Research Perspectives on Bill 64. University of Manitoba Webinar Series. https://www.youtube.com/watch?v=KNFVjQ_c4Uw

Eblie Trudel, L. (2020). Inclusive Schooling in a Pandemic. Inclusion Canada and Inclusive Education Canada National Webinar. https://inclusiveeducation.ca/2020/11/04/iec-associations-fall-2020-webinar/

Eblie Trudel, L (2020). The Benefits and Challenges of Sending Children Back to School. The CN Paul M. Tellier – Faculty of Social Sciences Graduate School of Public and International Affairs – University of Ottawa. Zoom/Webinar https://socialsciences.uottawa.ca/jlp/news/benefits-challenges-sending-children-back-school

Eblie Trudel, L. (2019). What can ministries of education and school district leaders do to improve inclusive education? https://inclusiveeducation.ca/2019/02/25/what-can-ministries-of-education-and-school-district-leaders-do-to-improve-inclusive-education/

Eblie Trudel, L. (2018). 'Inclusion perspectives' from the Sunrise School Division, Manitoba. https://inclusiveeducation.ca/2018/02/22/inclusion-perspectives-from-the-sunrise-school-division-manitoba/

**MEDIA FEATURES:**

Article on CBC Print featuring perspectives on the return of high school exams, February 2023: https://www.cbc.ca/news/canada/manitoba/high-school-exams-debate-assessment-manitoba-1.6742522

Article in the Winnipeg Free Press featuring a summary of our research to date, August 2022: https://www.winnipegfreepress.com/local/2022/08/15/all-over-the-map-2

Article in the Winnipeg Free Press regarding the government announcement of additional CMHA funding based in our research, February 2022: https://www.winnipegfreepress.com/local/mental-health-resources-support-school-staff-576218242.html

Article in the Winnipeg Free Press featuring our research on teacher burnout, September 2021: https://www.winnipegfreepress.com/local/back-to-school-burnout-575238222.html

Press release on government funding to the CMHA to support mental health and well-being in the education sector, September 2021, based on "a 2020 University of Winnipeg research study on the increase of burnout in Manitoban teachers": https://www.winnipegfreepress.com/local/province-announces-mental-health-help-for-school-staff-575262482.html - The CMHA website can be accessed at the following link: https://careforallineducation.com

Podcast hosted by the Canadian Mental Health Association featuring details of our research : http://podcasts.apple.com/ca/podcast/well-being-connection/id1568451334?=1000545949879

CBC Radio interview about work on teacher stress, September 10, 2020: https://www.cbc.ca/listen/live-radio/1-29-information-radio-mb/clip/15797160-u-w-researchers-share-findings-teacher-stress-pandemic

Quoted in Winnipeg Free Press article, October 16, 2020: https://www.winnipegfreepress.com/special/coronavirus/winnipeg-teachers-in-constant-state-of-anxiety-amid-covid-pandemic-572775781.html

The Editorial Board of the Winnipeg Free Press featured details of our research in the editorial, Teachers Await Provincial Support, October 23, 2020: https://www.winnipegfreepress.com/opinion/editorials/stressed-teachers-await-provincial-support-572846582.html#cxrecs_s

Winnipeg Free Press described our initial research on teacher burnout, June 24, 2020: https://www.winnipegfreepress.com/special/coronavirus/digital-learning-leaves-teachers-exhausted-survey-571477272.html

Education News Canada introduced our research study, May 5, 2020: https://educationnewscanada.com/article/education/level/university/1/832028/new-research-examines-how-teachers-cope-with-stress-and-change.html

CBC Print French introducing our research study, May 5, 2020:
https://ici.radio-canada.ca/nouvelle/1700309/instituteurs-professeurs-cours-distance-defi-aide-etude-universite-winnipeg-manitoba

CTV Article featuring our research study: May 4, 2020
https://winnipeg.ctvnews.ca/the-new-tool-to-understand-how-teachers-cope-with-the-pandemic-u-of-w-1.4924249

Free Press article introducing our research study: April 27, 2020
https://www.winnipegfreepress.com/special/coronavirus/researchers-aim-to-help-teachers-de-stress-569992852.html?fbclid=IwAR0Avon7d1Fdhl-NwV47VU9yp4B3ToZ8KyosZeQxHHOH3edzs2EnNZPSlLk

UW Webpage introducing our research study, spring, 2020:
https://news-centre.uwinnipeg.ca/all-posts/new-research-examines-how-teachers-cope-with-stress-and-change/

**UNIVERSITY SERVICE:**

- Manitoba Education K-12 Funding Model Review Team - appointed by the Council of Presidents of Universities in Manitoba (2021-2024)
- University of Manitoba Education Nursing Research Ethics Board Community Member, (2015 - 2018)
- University of Winnipeg Speaker Series – Valley of the Birdtail with Andrew Stobo Sniderman and Maureen Twovoice – Master of Ceremonies (October 2023)
- University of Winnipeg Contract Academic Staff Orientation - All Faculties (Annually)
- University of Winnipeg Convocation Dinner Master of Ceremonies (June/Oct 2023/Oct 2024/Oct 2025)
- University of Winnipeg COVID-19 Academic Response Team (2020 - 2021)
- University of Winnipeg Deans' and Directors' Council (2021-present)
- University of Winnipeg Ethics Committee Chairperson – Education (2019 - 2021)
- University of Winnipeg Contract Academic Staff Support - Education (2020 - Present)
- University of Winnipeg Faculty of Education Pinning Ceremonies – Master of Ceremonies (September 2023)
- University of Winnipeg Human Research Ethics Board (Three Year Term (2023 - 2026)
- University of Winnipeg Mental Health Advisory Committee (2020 - 2022)
- University of Winnipeg Remote Teaching, Learning and Research HUB Co-Chairperson and Development Team (2020 – 2021)
- University of Winnipeg Research Advisory Committee (Associate Deans) (2023)
- University of Winnipeg Research Study Leave Committee (2019 - 2021)
- University of Winnipeg Strategic Enrolment Management Committee (2025 – 2026)
- University of Winnipeg Student Academic Misconduct Appeals Committee (2021 – present; chair as required)

**COMMUNITY SERVICE:**

- Adjunct Appointment – University of Manitoba - (2023 - present)
- Board Chairperson - Canadian Mental Health Association - Interlake Region, Manitoba Canada (2019 - 2021); Board Member (2011 - 2022)
- Board Member (Skate Canada/Selkirk, Manitoba) (2005 - 2016)
- Contract Collaborative Pianist (1995 -Present)
- External Thesis Examiner – Western University (2023); Saskatchewan Health Foundation (2025); Monash University (2026)
- International Philanthropic Educational Organization (PEO) Manitoba Canada Chapter S (2013-Present).
- Manitoba Education Certificate in School Leadership Review Committee (2021 - 2023)
- Manitoba Education Student Services Inclusive Education Committee (2019 - 2024)
- Manitoba Rural Learning Consortium Board Member (September 2019 - May 2023)
- National Principal's Leadership Institute (NPLI), Manhattan, New York, Leadership Coach, Summer Sessions (July 2013; 2014)
- Red River College Teacher Education Advisory Committee (2021 – present)
- Volunteer Council for Exceptional Children Yes I Can Awards – Brochure Publication (annually)
- Volunteer PATH and Strategic Planning Facilitator –Currently collaborating with Bison Run School (Pembina Trails School Division); Previously engaged with the Manitoba Indigenous Education Directorate (2023); 1JustCity (2022); First Mennonite Church (2022)

**RESEARCH FUNDING:**

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|---|---|
| 2026 | Provincial School Division Scholar in Residence - $14,500 |
| 2025 | Manitoba Teachers' Society Grant Principal Applicant - $30,000 |
| 2025 | Campus Manitoba Grant Principal Applicant- $2,250 |
| 2025 | External School Division Research Grant Principal Investigator - $7,500 |
| 2024 | University of Winnipeg Conference Grant Co-Applicant $3,000 |
| 2024 | University of Winnipeg Work Study Grant Principal Applicant - $1,000 |
| 2024 | Associate Dean Research Supplement - $5,000 |
| 2023 | Canadian Mental Health Association Co-Investigator - $40,000 |
| 2022 | University of Winnipeg Major Research Grant Principal Investigator - $6,768 |
| 2022 | Canadian Mental Health Association Co-Investigator - $40,000 |
| 2021 | Associate Dean Research Grant Principal Investigator - $2000/year * 5 years |
| 2021 | COVID-19 Special Grant Principal Investigator - $3000 |
| 2020 | SSHRC Partnership Engage Grant Co-Investigator-$24,575($35,575 with partner funds) |
| 2019 | University of Winnipeg Internal Partnership Grant Principal Investigator - $1280 |
| 2019 | University of Winnipeg Research Start-Up Grant Principal Investigator - $5000 |