

# Jaime Grimm

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## Education

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<b>University of Toronto</b> , Toronto, CA. <i>Ph.D. Ecology and Evolutionary Biology</i>	2021-2025
<b>McGill University</b> , Montréal, CA. <i>M.Sc. Biology</i>	2015-2018
<b>University of British Columbia</b> , Vancouver, CA. <i>B.Sc. Major in Biology, Minor in Oceanography, with distinction</i>	2012-2015

## Professional Appointments

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2026-pres.	<b>Assistant professor and Indigenous science scholar</b>	University of Victoria
2025-2026	<b>Lecturer</b>	University of Victoria
2023-2024	<b>Workshop leader</b>	Field Research in Ecology and Evolution Diversified
2019-2021	<b>Research associate</b>	Wildlife Conservation Society Canada (J. Ray)
2018	<b>Lab manager</b>	McGill Aquatic Invasive Species Lab (A. Ricciardi)

## Peer-Reviewed Publications

<sup>†</sup> indicates a student I was the primary advisor for. \* indicates shared lead authorship.

9. **Grimm J\***, Soares B\*, Vaziri L\*, Ballard, M, Chiblow S, Andrade R, Duncan A, Fraser D, Mandrak N, Bernos T. 2026. Species at risk assessments need greater inclusion of Indigenous Knowledges and sciences to fulfill the intent of endangered species laws. doi:<https://doi.org/10.1111/cobi.70235>
8. **Grimm J\***, Jarvis-Cross M\*, Briand J<sup>†</sup>, Cameron V, Avlijas S, Sherwood L & Ricciardi A. 2026. Uncertainty in functional response model selection limits ecological interpretation of results. *Biological Invasions*. doi:<https://doi.org/10.1007/s10530-026-03763-0>
7. **Grimm J**, Jarvis-Cross M, et al. 2025. Co-producing knowledge with Indigenous Peoples: challenges and solutions. *Trends in Ecology and Evolution*. doi:<https://doi.org/10.1016/j.tree.2025.10.012>
6. Krkosek M, Bateman A, Bass A, Bugg W, Connors B, Deeg C, Di Cicco E, Godwin E, **Grimm J**, Krichel L, Mordecai G, Morton A, Peacock S, Shea D, Riddell S, & Miller K. 2024. Disease risks of salmon aquaculture to wild Pacific salmon in Canada. *Science Advances* 10(42). doi:<https://dx.doi.org/10.1126/sciadv.adn7118> \*Middle authors in alphabetical order
5. Semeniuk CAD, Church K, Eissenhauer F, **Grimm J**, Hechler RM, Howell B, Ivanova SV, Kirkwood A, Klemet-N'guessan S, Madliger C, Reid J, Thompson-Kumar K, Arismendi I, Penaluna B, Kirkwood AE, & Febria C. 2024. On increasing equity and inclusion of early-career professionals in Canadian fisheries and aquatic science societies. *Canadian Journal of Fisheries and Aquatic Sciences* 81(11): 1606-1620. doi:<http://dx.doi.org/10.1139/cjfas-2024-0033> \*Middle authors in alphabetical order
4. Currie-Olsen D., Hesketh AV, **Grimm J**, Kennedy J, Marshall KE, & Harley CDG. 2023. Lethal and sublethal implications of low temperature exposure for three intertidal predators. *Journal of Thermal Biology* 114. doi:<10.1016/j.jtherbio.2023.103549>

3. Ray JC, **Grimm J**, & Olive A. 2021. The biodiversity crisis in Canada: failures and challenges of federal and sub-national legal frameworks. *FACETS*. doi:10.1139/facets-2020-0075
2. **Grimm J**, Dick JTA, Verreycken H, Jeschke J, Linzmaier S & Ricciardi A. 2020. Context-dependent differences in the functional responses of conspecific native and non-native crayfishes. *NeoBiota* 54: 71–88. doi:10.3897/neobiota.54.38668
1. Hersh E, **Grimm J** & Whitton J. 2016. Attack of the Clones: reproductive interference between sexuals and asexuals in the *Crepis* agamic complex. *Ecology and Evolution* 6(18): 6473–6483. doi:10.1002/ece3.2353

## Invited Seminars & Presentations

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(2026) **Seminar** Viral Emergence Initiative Science Integration Seminar Series, Yale University, New Haven, USA

(2026) **Seminar** Biology Department Seminar Series, McMaster University, Hamilton, Canada

(2026) **Seminar** University of California, Davis, USA

(2026) **Keynote** 18th annual Inter-Disciplinary Ecology and Aquatic Systems Symposium at Simon Fraser University, Canada

(2026) **Seminar** Institute of Environmental Change & Society Seminar Series at the University of Regina, Regina, Canada

2025 **Exit seminar** University of Toronto, Toronto, Canada

2025 **Guest lecture** Techniques in fish biology and fisheries, University of Vermont, Online

2025 **Panelist** University of Toronto Faculty of Arts and Science Indigenous Research Ethics Symposium, Toronto, Canada

2025 **Award talk** Canadian Society of Ecology and Evolution, Sherbrooke, Canada

2025 **Invited talk** IAGLR's 68th Annual Conference on Great Lakes Research, Online

2025 **Roundtable panelist** Place & Power: BC Studies Conference, University of British Columbia, Vancouver, Canada

2025 **Seminar** Department of Biology, University of Victoria, Victoria, Canada

2025 **Invited talk** Indigenous Learners' Gathering, University of British Columbia, Online

2024 **Guest lecture** Community-Based Co-Management, Dalhousie University, Online

2024 **Seminar** Department of Biology, University of Victoria, Victoria, Canada

2024 **Plenary** Society for Canadian Aquatic Sciences, Fredericton, Canada

2024 **Guest lecture** Coastal and Marine Management, University Center of the Westfjords, Online

2024 **Seminar** Department of Ecology and Evolution, University of Toronto, Toronto, Canada

2023 **Invited talk** Ecological Society of America, Portland, USA

2023 **Guest lecture** Environmental Solutions Course, Carleton University, Online

2023 **Panelist** Department of Ecology and Evolution, University of Toronto, Toronto, Canada

2022 **Seminar** Friday Harbor Labs Seminar Series, Friday Harbour, USA

2021 **Panelist** Department of Ecology and Evolution, University of Toronto, Toronto, Canada

2021 **Panelist** STEMM Diversity at McGill University, Online

2021 **Panelist** Canadian Society for Ecology and Evolution, Online

2021 **Invited talk** IAGLR's 64th Annual Conference on Great Lakes Research, Online

## Contributed Talks

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2025 Atwood Colloquium, University of Toronto, Toronto, Canada

2025 Society for Canadian Aquatic Sciences, Hamilton, Canada  
 2024 Canadian Society for Ecology and Evolution, Vancouver, Canada  
 2024 Canadian Society for Ecology and Evolution, Vancouver, Canada  
 2024 Society for Canadian Aquatic Sciences, Fredericton, Canada  
 2023 Society for Canadian Aquatic Sciences, Montréal, Canada  
 2022 Atwood Colloquium, University of Toronto, Toronto, Canada  
 2022 Canadian Conference for Fisheries Research, Vancouver, Canada  
 2020 Key Biodiversity Areas webinar series, Online  
 2019 International Conference on Aquatic Invasive Species, Montréal, Canada (poster)  
 2017 Canadian Conference for Fisheries Research, Montréal, Canada  
 2016 Quebec Centre for Biodiversity Science Research Symposium, Montréal, Canada  
 2016 International Conference on Aquatic Invasive Species, Winnipeg, Canada

## Grants (total > \$175,000)

(2026)	NSERC Discovery Grant	In review
2025	UVic start-up	\$155,000
2024	Arts & Science Fund for Indigenous Research Excellence, U of T	\$15,000
2024	Graduate Education Innovation Fund grant, U of T	\$5,000
2022	Connaught PhDs for Public Impact Fellowship, U of T	\$2,500

## Selected Awards & Fellowships (total > \$350,000)

(2026)	The John Leyerle-CIFAR Prize for Interdisciplinary Research Award	Nominee (in review)
2025	Canadian Society for Ecology and Evolution Excellence in Doctoral Research Award	
2024-2025	Ontario Graduate Scholarship	
2024	Ramsay Wright Award, U of T	
2023	3MT U of T	Finalist
2022	Connaught PhDs for Public Impact Fellowship, U of T	
2021-2025	Faculty of Arts and Sciences Top (FAST) Doctoral Award, U of T	
2021-2024	Postgraduate Scholarships - Doctoral (PGS-D), NSERC	
2021-2024	Fisheries and Oceans Canada Aquatic Science Supplement, NSERC	
2021	Recruitment award, U of T	
2017	GREAT Award, McGill University	
2015-2016	Excellence Award, Quebec Centre for Biodiversity Science	
2015	Recruitment Award, McGill University	
2014	Science Undergraduate Research Experience Award, UBC	

## Teaching

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2026	<b>Instructor</b> Frontiers in Marine Biology, University of Victoria
2023, 2025	<b>Grader</b> Environmental Biology: From Organisms to Ecosystems, University of Toronto
2023-2024	<b>Instructor</b> Field Research in Ecology and Evolution Diversified, Algonquin Park, Canada
2023	<b>Teaching assistant</b> Animal Diversity: Invertebrates, University of Toronto
2022, 2024	<b>Teaching assistant</b> Marine Ecology, University of Toronto
2021	<b>Teaching assistant</b> Structure and Function of Ecosystems, University of Toronto
2018	<b>Teaching assistant</b> Ecology of Species Invasions (graduate-level course), McGill University
2018	<b>Teaching assistant</b> Conservation Biology, McGill University
2016-2018	<b>Teaching assistant</b> Animal Diversity, McGill University

## Science Communication & Media

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'Listening is a good place to start': Arts & Science symposium explores Indigenous research ethics <i>A&amp;S News</i>	2025
Equity for early-career researchers in fisheries and aquatic science <i>Canadian Science Publishing Blog</i>	2025
Stronger together: together and community-care for a more diverse, inclusive and equitable fieldwork <i>EEB Quarterly</i>	2023
Salmon stewardship through science and storytelling <i>EEB Quarterly</i>	2022
Inspired by her First Nations heritage and love of nature, Jaime Grimm researches salmon conservation <i>A&amp;S News</i>	2022
When it comes to addressing the biodiversity crisis, Canada's environmental laws fall short <i>The Narwhal</i>	2021
Environmental laws in Canada fall short of addressing the ongoing biodiversity crisis <i>The Conversation</i>	2021
Identifying Key Biodiversity Areas in Canada <i>WCS Canada YouTube Channel</i>	2021
Recognizing Biodiversity Strongholds: Key Biodiversity Areas in Ontario <i>Biodiversity Education &amp; Awareness Network Blog</i>	2021
Key Biodiversity Areas Webinar Series - Organizer and facilitator <i>Canadian Key Biodiversity Areas Coalition</i>	2020-2021
Taking different paths: How WCS Canada scientists have adapted to the challenges of COVID-19 <i>WCS Canada Muddy Boots Blog</i>	2020
Tracking a wilderness icon <i>WCS Canada Story Map</i>	2020
Key Biodiversity Areas: What are they? <i>Biodiversity Education &amp; Awareness Network Blog</i>	2020
Working in the wild world of biodiversity conservation <i>WCS Canada Muddy Boots Blog</i>	2020