

Jaime Grimm

Education

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

Professional Appointments

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

Peer-Reviewed Publications

[†] 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[†], 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

- (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

- 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

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

Science Communication & Media

'Listening is a good place to start': Arts & Science symposium explores Indigenous research ethics <i>A&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&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 & 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 & Awareness Network Blog</i>	2020
Working in the wild world of biodiversity conservation <i>WCS Canada Muddy Boots Blog</i>	2020