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Special speaker series highlights Osgoode Professional Development's 20th anniversary

Office of External Relations & Communications

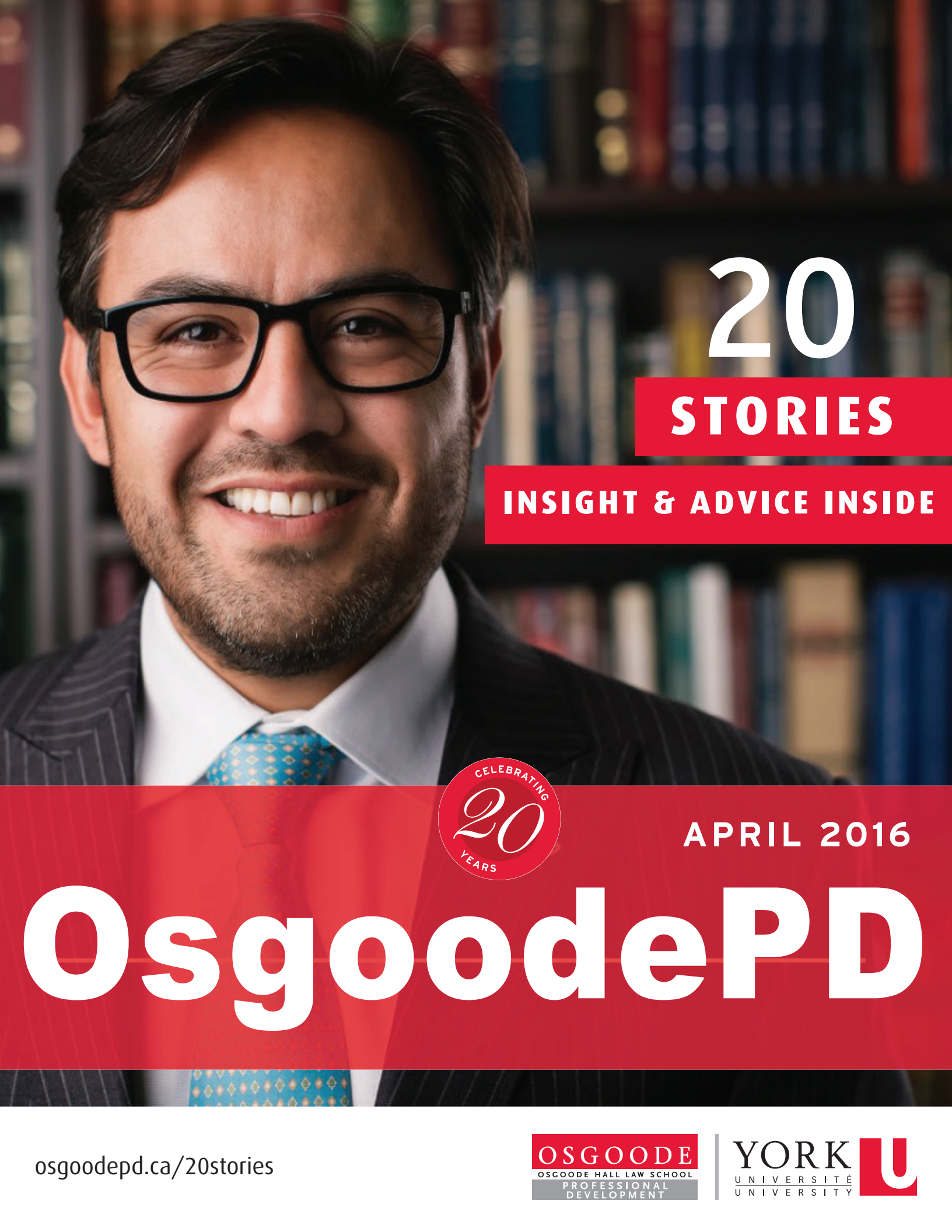
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STORIES

INSIGHT & ADVICE INSIDE



APRIL 2016

OsgoodePD

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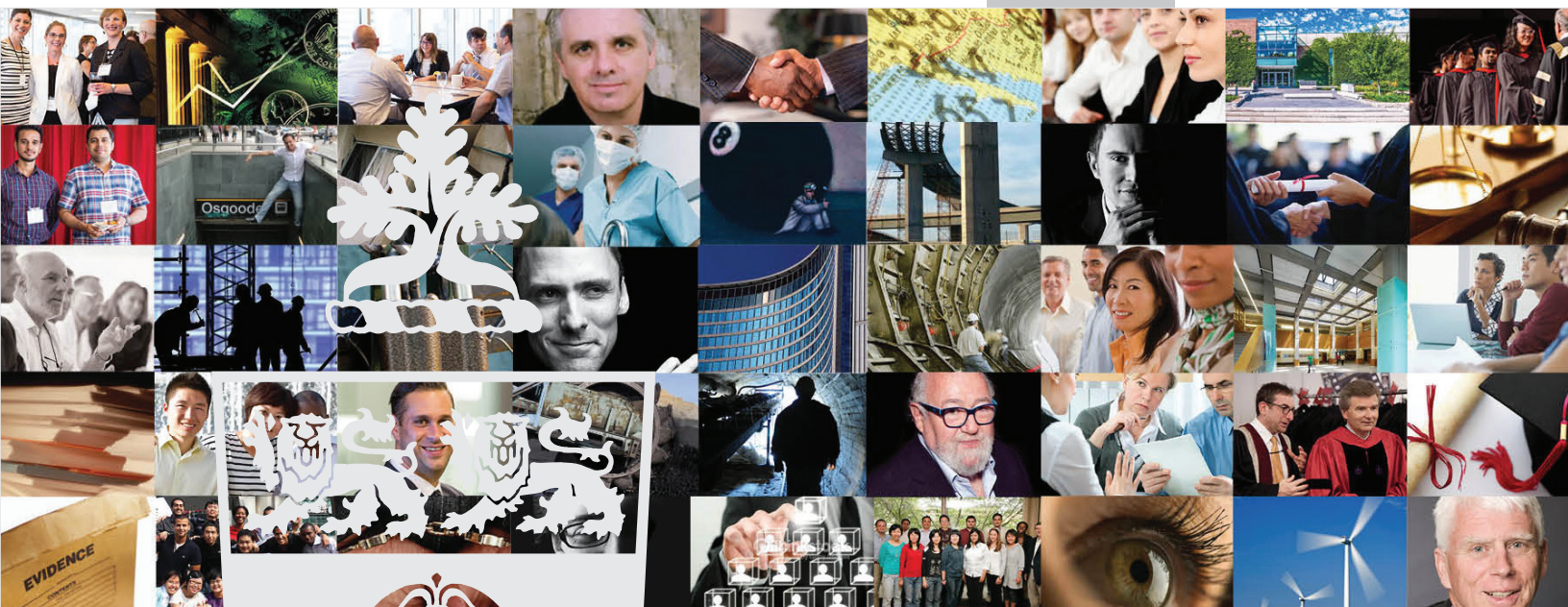
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20 YEARS AND 20 STORIES

Over the past **20 years**, OsgoodePD has been a part of the learning journey for **over 50,000 people**. With over 1,300 CLE programs and 2,500 LLM degrees awarded, we've had professionals from all walks of life and from all over the world grace our classrooms and discussions. We wanted to share more widely some of the **incredible diversity** in experience and perspective that we get to see on a daily basis.



We asked 20 people who have been a part of OsgoodePD over the past 20 years to give us their **perspectives on professional development**. We asked them about their professional journeys, aspirations, OsgoodePD memories and advice. The stories are fascinating, and we've put together a selection of what they had to say.

MIKE DEGAGNE

President & Vice Chancellor
Nipissing University

LLM 2010, Dispute Resolution



“Part-time studies give you the sense that you are always developing your skills, and allow you to read and think about questions that you might not have time for in your daily work life. Not to mention the fact that you meet a lot of fascinating people along the way.”

I began my career in the addictions field and worked with local, provincial and federal agencies. Then 25 years ago I began working in First Nations programs and have found this tremendously challenging and satisfying. After years as an Executive in the federal public service, and time spent as a negotiator, I had the opportunity to build an organization called the Aboriginal Healing Foundation from the ground up. For 17 years this organization served the needs of former students of residential schools. As Executive Director I was fortunate to experience a group of Board Directors and employees all pulling in the same direction and supporting a common vision of healing and reconciliation. I realize how rare this can be. I have moved now to the role of President in a northern Ontario university and am part of the “promise of education”. Universities capture a sense of optimism, hope, and change. It’s where people follow their aspirations or start something new. I have been motivated by the people around me, and have worked with some brilliant characters.

My time at *OsgoodePD* was wonderful, and I have many great memories. I remember a class discussion in my second course when it became clear that as a non-lawyer I thought quite differently than the people around me. It was a pleasant revelation since I knew I was part of a discussion that was going to teach me to see the world in a different way. The best part of the program is learning as a cohort, as a group of interesting students. I enjoyed my fellow students and I still stay in contact with the group and have followed their career progress.



WAMBUI KABAGE

Legal Consultant, EKN LLP

LLM Student
Civil Litigation and Dispute Resolution

My background is as a British, Kenyan and Australian-trained lawyer. I have been an advocate of the High Court of Kenya for the last 15 years. My husband is a Canadian, and we were living in Kenya, but decided that it was better for him to come home. I closed my active practice in Kenya, and moved to Canada with our four children.

Canada represented very many things. First of all, it was a new beginning, a completely different environment, and I needed to figure out a balance between advancing in my career as well as prioritizing my family. I had been previously looking at advancing myself in the area of litigation, which is pretty much what I do. I'm a trial lawyer and I go to court, and in that strain, I decided to look at what the Canadian environment offered. I had actually started this journey a long time ago, because as you can imagine, immigrating to another country is not a decision that one makes overnight. We deliberated over this decision for a period of about two years.

When I came to *Osgoode*, I found that it was at the cutting-edge of everything that it did, and that was reflected in the curriculum, in the professors, and all course materials. I attended a lecture in Transnational Litigation, taught by Professor Janet Walker, an expert in the area. She has notably been quoted in the Supreme Court of Canada as an authority. This to me was fantastic, because at the end of the day, the only determinant that a legal expert is at the pinnacle of knowledge is when they are authoritatively acknowledged and then referred to by the highest court of the lands. My Professor was not just talking the talk, she was walking the talk and that was something extremely powerful to me.

I've always had aspirations to advance my knowledge in litigation and to contribute to the existing body of writing regarding the Kenyan trial process, and believe that *Osgoode* will help me advance in my practice and academic aspirations because it is at the cutting-edge of legal knowledge. We learn what's happening on the ground. That is the information being delivered to the classroom. It is not just abstract theories. What you see and what you read is what is actually being applied in practice.

At *OsgoodePD*, you will work, but you will be able to meet your academic commitments within the environment that you have. I have found that as a mother and wife, it has been a do-able course. This is really important because many people do not continue their education because that flexibility doesn't exist. *OsgoodePD* has uniquely been able to create the kind of environment that is conducive to balancing a number of responsibilities. I am very grateful for the opportunity to study at this world class institution.

"What has really endeared me to Osgoode is the recognition that there are people who are not in a position to constantly be in an academic environment, but are committed to continuing their education."

DAVID NOGANOSH



President & CEO, RED WOLF MEDIATION

CLE Participant, 2006 - 2015

I have been a Mediator, Negotiator and Trainer since 2001. In 2012, I was selected Commissioner with the Anishinabek Nation Tribunal and Commission. I've been going out into First Nations doing Dispute Resolution here in Ontario. My firm is the only one of its kind in Ontario and I'm building that as we speak.

What's changed is that in the early and mid-2000s, a lot of people were not familiar with dispute resolution in First Nations communities. It was a relatively new concept. We've always had traditional ways of resolving conflict. A very important goal for me is to try and find a balance between having First Nations become reconnected to the traditional ways, and to incorporate some of the more contemporary ways of resolving conflict i.e. Dispute Resolution. It certainly wasn't on the radar, it wasn't on the landscape, but it was being talked about and so I think that what's new and exciting now is that it's more prominent in First Nation communities. You're seeing a lot of people set up Dispute Resolution Systems and I'm very excited to be part of that. It's an important piece of rebuilding our Nations and strengthening who we are as Indigenous peoples in this country now.

I am passionate about the work I do and I can tell you, having new knowledge from the Certificate in Aboriginal Law course is going to make my work that much easier. In terms of land claims, it has taken my mediation knowledge and expertise and negotiation and training to a whole new level. I'm way more comfortable in going forward into those communities because I have a much better understanding of what some of the legal implications are in terms of First Nations. I certainly would encourage community leadership to get involved in programs like this.

"I am passionate about the work I do and I can tell you, having new knowledge and from the Certificate in Aboriginal Law course is going to make my work that much easier."

LUIS GUILLERMO CRUZ RICO

Principal, MC Law Office - Abogados

LLM 2009, General
CLE Participant, 2007
Charter and Criminal Justice



"Completing an LLM at OsgoodePD has been one of the most rewarding and cost-effective experiences in my professional path. It was a key element in preparing my NCA exams and it allowed me to have access to some of the most prestigious professors and practitioners in the legal community in Canada. Thanks to that program, I got essential tools to get my legal credentials in this country and learn and understand the Canadian legal system: one of the finest world-wide."

I would say that my career is divided into two main stages, first, as a lawyer in Mexico, and second, as a Mexican who is living in Canada. In each chapter, I have faced some challenges that I would not have imagined; also, I have obtained personal and professional rewards that I feel very grateful for. As a lawyer, my main motivation is to work against any kind of abuse of power and assist those whose freedom is in peril.

I was born and raised in Mexico City where I spent the first part of my professional career. After graduating from law school, I worked as a public servant for a short period; then, when I was 27 years old, I decided to devote my time in a private practice focused on criminal law. Since the beginning I was very lucky; I acted on behalf of clients charged with a variety of offences, from non-serious offences to drug and human trafficking, organized crime, etc. One of the most challenging and rewarding experiences of that time was a case where my client, a police officer and six other co-defendants, were charged with first-degree murder and police brutality. After over fifty hearings, examination and cross-examination of more than sixty witnesses and experts, several years of incarceration and an appeal granted due to miscarriage of justice, my client was found not guilty and released.

The second chapter of my journey started when I met a beautiful Canadian and we decided to get married. It was 2005, I moved to Toronto with no language skills and no professional credentials; however, with my wife's love and support I started from scratch — learning a new language, new culture and new way of life. I was very fortunate to work at Mr. Edward L. Greenspan's office under his direct supervision in a case related to a double murder in Mexico. Thanks to Mr. Greenspan's help, in 2007, I obtained a permit as foreign legal consultant for Mexico and have been assisting Canadians with legal needs in Mexico, including criminal defence and commercial law since that time. Meanwhile, I applied to the NCA to get my legal credentials in Canada and after demonstrating proficiency in fourteen subjects and completing the licensing process, I was called to the Bar in Ontario in 2014 and founded MC Law Office – Abogados, the first boutique firm in Toronto specializing in both Mexican and Canadian law.

The last fifteen years have been an exciting and rewarding journey. I have had the chance to participate in high profile cases and work with some of the brightest legal minds in Mexico and Canada; I have been exposed to two different legal traditions and I have argued cases before Mexican and Canadian courts, but most importantly, I have raised a family and enjoyed the best of two worlds.



"Reach out more often to ask for help, for mentorship and for support."

VICTORIA WATKINS

Executive Director Osgoode Professional Development

When I went to law school, I thought I wanted to be a Family law lawyer. I pictured myself in a small Ontario town, practising out of a big house on Main Street. Once at UofT law school and in debt though, I decided to follow the crowd and article on Bay Street.

I started my career in private law practice at Blakes, for which I am truly grateful. The start of my career coincided with the market crash in 1987 and the deep recession which followed, a time when young lawyers were being laid off or re-assigned to new practice areas. I learned early on that I needed to be flexible and "bloom where I was planted". Through a client at Blakes, I got the opportunity to take the General Counsel position at Coca-Cola Canada. That exposure to product development and marketing set me on a different career path, one where I was leveraging my legal experience and knowledge to create and market programs. I did that at The Canadian Institute and American Conference Institute and for the last 10 years, have had pretty much the best job in the country for doing that, here at *OsgoodePD*. During my tenure here, I undertook a Masters of Education in Leadership, Higher and Adult Education. I was able to weave my education and work together throughout that program in ways that were incredibly useful and enriching. Of course, that's what we strive to do here at *OsgoodePD*, and I think the 19 other stories show that we're pretty successful at creating opportunities to do just that!

What has always motivated me is learning new things, meeting new people, and creating something that did not exist before. I don't think I was conscious of a career direction after starting at Blakes. I just knew I wanted to make the most of every opportunity I had. Looking back now, however, I realize that the decisions I made consistently lead me toward something that was more creative and more "tangible" than law practice was for me. I've been very lucky to have great opportunities to do that. At this stage in my career, my goal is to keep developing my own leadership practice, help the team here design new and creative ways for people to learn throughout their lives, and serve others in whatever way I can.



Partner

Dykeman Dewhirst O'Brien LLP

CLE & LLM Instructor - Health Law

"We've had a lot of students over the years and it's such a privilege to learn from them because they are such a broad range of people. These are individuals who are taking time out of their professional lives, people who are committed."

MARY JANE DYKEMAN

I graduated from Mount Allison University in Sackville, New Brunswick in 1989. I did a joint honours degree in French and Philosophy, with a focus on Bioethics. That was my first exposure to anything tied to health law. That's when I knew: "This is what I want to do." My dad had a very distinguished legal career with a broad practice, but I knew early that health law was the destination; my mother was an English teacher and I knew teaching and writing would be a priority. It made sense to apply to *Osgoode* given its many health law offerings back in the early 1990s in contrast to some of the other schools. It's due in part to an early meeting with Joan Gilmour that I'm an *Osgoode* grad. I was fortunate enough to summer and article at the Ministry of Health and Long-Term Care, Legal Services Branch. I started there in 1995 as a student and literally at that time you could go door-to-door to the various lawyers, to learn about public health, regulated health professionals or labs. You could be talking about public hospitals one day, health insurance another, mental health or long-term care the next – so it was instant access to a really vast range of topics all in health law. It was brilliant and shaped my path ahead – I am extremely grateful for the time spent there.

I moved on to the Psychiatric Patient Advocate Office, all the while building my own practice and doing a lot of writing and speaking. By 2004, when *Osgoode* called and asked me to teach Mental Health, I said I would love to be part of it. It's an important issue in many families, in many workplaces, and today it's on the front page of the paper constantly. It may seem as though more people have a mental illness, but I think it's really a function of the stigma being set aside and people bringing mental health and addictions out into the open, which is a great step forward as a society.

I love the work I do in the day-to-day. I never know what the day will hold. It may be a hospital, or long-term care home calling, or a community mental health and addictions agency. There's always a risk management lens to what we do in our law practice at DDO. And I really do enjoy coming to *OsgoodePD*. You get that full spectrum of people in the room who want to be there, despite having busy professional and family lives. They are taking time and money to engage. These are lifelong learners in my experience.

I'm still in touch with some of the students from 12 years ago and that's where you really hear the different perspectives and you get that new twist on whatever you happen to be teaching and bringing forward. Chances are if there's some development happening, someone has a very unique perspective on it. They may be working on a related inquest or have just come through another project and then all of a sudden there's a rich benefit to the rest of the class. A good example is this year's Mental Health LLM course, where we shifted one piece of the course in order to have a good discussion of physician-assisted dying in light of the Supreme Court of Canada decision in *Carter*. And despite having taught this course for 12 years, I learn something every time from the lawyers and clinicians and others taking part – even when we are reviewing issues discussed previously. I love hearing it again because I don't have a lot of time in a busy schedule to sit and ponder, but in those moments it's just very engaged.



“Do not be afraid to get out of your comfort zone and try doing a variety of work during your legal career. Variety in practice allows you to see other points of view.”

I was appointed to the Superior Court of Justice in July of 2013. I also served with the Ontario Court of Justice (St. Catharines) for three years when I was appointed to that Court in December of 2009. Prior to my appointment to the bench, I was a federal prosecutor with the Department of Justice and Public Prosecution Service of Canada.

Each judge brings to the job his or her unique perspective. My parents who immigrated here in 1969 from the Philippines have shaped my perspective. They have motivated me to work hard, respect others and persistence. I have also been fortunate to have a number of mentors in the bar and on the bench who have given me many opportunities to succeed and share the same values that my parents instilled in me.

I have my LLM from *Osgoode*, and have been involved with *Osgoode's* Intensive Trial Advocacy Workshop (ITAW) for a number of years. At the end of the course, participants conduct a trial before a judge with a jury (selected from friends and families). As a judge who has presided over these final trials, I find the comments provided by the jurors to be the most rewarding and informative. I am always amazed at how much you learn from the jurors who are listening to the presentations by the lawyers. I am also inspired and impressed by the quality of the participants who take the course. I learn just as much from them as I do teaching with other very good instructors.

There is nothing more rewarding than receiving a note or message from a participant who has told you that you have made a difference or that a connection has been made and that he or she is able to take a point or two from the course.

HON. JUSTICE STEVE COROZA

Judge, Superior Court of Justice

LLM 2003, Criminal Law and Procedure

Intensive Trial Advocacy Workshop Instructor

CLE Participant, 2008-2011

CLE Instructor, Criminal Law

ANITA MATTHUR

Legislation Specialist
Oil and Gas Commission

LLM Student
Energy and Infrastructure Law

I worked as an engineer in the oil business for several years in several areas, eventually working in Joint Ventures. I was surprised that I enjoyed this area so much, including the drafting and interpretation of agreements. This spurred me to return to university to complete my law degree. I was very fortunate to be able to do this degree in Cambridge, at Lucy Cavendish College.

I aimed, then, to work in areas that required both sets of skills: I had no intention of ever side-lining the engineering side of myself! These areas included the Office of the Water Comptroller and, more recently, the regulatory side of the oil and gas sector. One night several students were sharing their university dreams with me and suddenly turned to me to ask when I planned to undertake a master's degree. I laughed and tried to change the subject, but they refused to let me leave the question unanswered. Finally I said time and money stood in my way: how could I leave a paying job and, instead, pay university tuition? The next words will always stay with me: "Anita, this is your education and education is so important that you will find a way; all you need to do is stay open to any opportunity that comes your way and be ready to take it when it does; we believe in you."

A few days later I learned that the company had a few scholarships available for employees wishing to pursue a part-time degree programme. About a week later a flyer crossed my desk: information about the Professional LLM at *OsgoodePD*: part-time distance learning. "Stay open to any opportunity that comes your way and be ready to take it when it does..." The opportunity was in front of me. I took it!

As one who was videoconferencing into most classes, the special moment was meeting the other videoconferencing people when we all had to attend a "live" session. The ability to attend from a distance is amazing but there are a few challenges and it was great to meet the others going through the same experience and be able to share our thoughts. It was an instant connection.



"Never hesitate to return to the education world: there's no such thing as 'too late' or 'cannot do' or 'challenges insurmountable.' Just do it!"

CLIVE THURSTON



President

Ontario General
Contractors
Association

CLE Participant, 2011
Certificate in
Construction Law

"Who we become
has a lot to do with the
mistakes we make
and how we respond
to those mistakes."

My family came to Canada in the 1950s. My father had traveled the world building railroads, hospitals and schools in Africa and South America and was now coming to Canada. He was a Quantity Surveyor and moved to Canada to continue his career in construction. As a young person, I was treated to visits to construction sites and at the head office, I rode the machines and collected old blueprints to work on, pretending to design and construct. Every summer as I grew older, I worked in the industry, developing a love and respect for the people who were a part of this great industry.

I was able to attend meetings and events with my father and meet some of the great "legends" in the industry. I began to learn the art of negotiation and how to resolve problems. I particularly liked the legal side and devoured cases and the Law Letter in order to understand it better. My father did not really want me to be in construction. He hoped I would enter Law or become a teacher, but I was "hooked" and could not conceive of another career.

After leaving university, I worked for a series of construction firms before founding my own company – a challenge, but one that I was eager to succeed at, perhaps too eager. It failed and the ramifications were severe, losing almost everything we had. My greatest regret were the trades and suppliers, many of whom had become friends that I had to abandon. I have never forgotten that and it has guided me at the OGCA on why we need to respect our partners.

After wandering in the wilderness for a few years, I learned more and eventually began to recover, still in construction but now as Building Official. From there, I received a call from my now predecessor asking me if I wanted to apply for his position at the OGCA. As they say, after that – the rest is history. Having lived this industry my entire life, it has created a passion for every aspect of it and it is the things we build, the people, and the challenges that continues to motivate me to make a difference.

I thoroughly enjoyed my time taking the Construction Law course. Its founder – Geza Banfai – is a mentor and a friend. He has been a great help and guide in dealing with legal challenges faced by my members. It was fun to bring up legal cases and precedents during the course, and have Geza give me "that look!" He has paid me perhaps the highest compliment I can remember, as he addresses the class or other audiences, when he points out that I am present and perhaps I am the only person he knows that practices more construction law than most lawyers.

JEAN DRYDEN

“The way to grow personally or professionally is to find the courage to challenge yourself and try new things — new opportunities will undoubtedly emerge.”

With an MA in Canadian history, I got a job as an archivist at the National Archives of Canada. Being an archivist was not something I had dreamed of; in fact, I had no idea that the profession existed until I began research on my thesis. Despite that, what started as a job became a career as I moved through a series of progressively more responsible positions at the National Archives of Canada, the Provincial Archives of Alberta, and as Chief Archivist of the United Church of Canada/Victoria University Archives.

My interest in copyright law began when I had to write a research paper on an archival topic as part of my archival training. I chose copyright because it had a reputation as being dull and difficult, and I thought that I would never voluntarily learn about it unless I had to. As a result of that initial exploration, I have been involved in copyright advocacy and professional development for archivists throughout my career. In 1996-97, I played a lead role in successful lobbying for amendments to the *Copyright Act* that benefited libraries, archives and museums.

After 25+ years as an archivist, I established a somewhat eclectic consultancy, providing services in archives, records management, and copyright. Concurrently, I completed a PhD at the University of Toronto; my dissertation investigated the copyright practices of Canadian archival repositories in making their holdings available online. From 2008-2011, I taught archives and records management at the College of Information Studies at the University of Maryland. After returning to Toronto in 2011, I have resumed my consulting practice and completed *OsgoodePD's* LLM program, specializing in Intellectual Property. Two things have motivated me: a willingness to try new things (even if they are daunting), and a desire to keep learning.

Principal

Dryden Consulting Services

LLM 2015, Intellectual Property Law





HON. JUSTICE DAVID BROWN

Judge, Court of Appeal of Ontario
LLM 2005, Constitutional Law

“Resist the relentless seduction of the practice of law to devour all of your time. Spend more time with family.”

Law was not my first choice for a career. In my undergraduate years, my academic passion was modern Chinese politics, which culminated in studying in the People’s Republic of China for two years in the mid-70s. However, that stint persuaded me that a career teaching Chinese politics was not appealing. Law was always a second choice, so I went to law school and ended up spending my entire career as a lawyer practising at Stikeman’s.

While most of my practice was focused on the business interests of clients, particularly energy sector clients during my last decade of practice, I always had at least one constitutional case on the go at any time. The constitutional cases engaged the policy side of the law, and raised both fascinating and troubling questions about the role of law and the courts in the broader political life of the Canadian community. It was my on-going exposure to constitutional law questions that ultimately led me to pursue an Osgoode LLM in constitutional law so that I could learn that area of the law in a more disciplined way.

Although I enjoyed a stimulating law practice at an outstanding and supportive law firm, by the time I hit 50 I was looking for another way to approach the law. I applied to the Bench, and was appointed to the Superior Court of Justice in 2006. The experience of the first few years on the trial bench was like being a kid in a candy shop – you are exposed to cases in every area of the law. It was liberating. It was also extremely hard work, especially given how under-resourced our courts are.

As a trial division judge, I became quite concerned about the level of service the courts were offering the public. I began to write extensively – both in judgments and in articles – about the need for our courts to re-think the way we manage our case loads in order to improve our level of service to the public. I also became quite concerned about the poor infrastructure provided by government to the courts, particularly the lack of appropriate information technology systems.

After over 8 years on the trial division bench, I was appointed to the Court of Appeal for Ontario in December, 2014. Working with two other colleagues to decide appeals is an invigorating intellectual and collegial exercise. It is the best job I have ever had.

“What motivates me as a judge? Attempting to fulfill the trust the public reposes in every judge by serving the public in two ways. First, striving to do justice in each case. Second, striving as an institution of judges to provide the public with “best in class” levels of service in all aspects of our judicial work.”

NORIE CAMPBELL

Group Head and
General Counsel
TD Bank Group

LLM 2003
Banking and Financial
Services Law



My career journey began as a student and associate at McCarthy's. I joined TD in 2000 in various positions in the Legal Department and a development assignment in the office of the President and CEO before being made General Counsel in 2011. Since then I added a number of teams and responsibilities to my portfolio including Global Compliance, Global Anti-Money Laundering, Office of Enterprise Dodd-Frank Regulatory Program, Enterprise Projects, and Financial Crimes & Fraud Management and in 2013 joined the Senior Executive Team of TD reporting to the CEO.

My motivation is protecting the brand of an important Canadian institution and leading wonderful professionals.

I started the LLM program about 4 years into private practice at a major law firm (and made the transition to the TD Legal team while continuing my studies). I can remember rushing to class Wednesday evenings after a full day in the office – what I loved was the juxtaposition of the practice of banking and financial services law with the study of it. What I found was the studies provided much needed context or a framework within which to place the day-to-day demands – very mutually beneficial. What I enjoyed the most was meeting my colleagues and learning about the many ways people were leveraging their learnings in their day-to-day.

*“The most important part
of a rewarding career is the
relationships you build –
prioritize that.”*

VIJAY KANWAR

Founder and President
KMH Cardiology & Diagnostic Centres
LLM 2011, Business Law



I immigrated to Canada from India with a degree in Mechanical Engineering. On my first international flight three decades ago, I landed at 2:45pm on April 13, 1985 at the Toronto Pearson International Airport. It was a cold day and I had no one to receive me. I was 23 years old and had only \$80 in my pocket. But that day was a start to a new life in Canada. Within three days I had a job. Got married in 1985 (an arranged marriage and we are still together!) I started KMH Cardiology and Diagnostic Centres and grew it to be one of the largest nuclear cardiology diagnostic businesses in North America. I realized that although I had a Mechanical Engineering degree from India, I would need more education in Canada to stay competitive. I did an MBA from the Rotman School of Management in 1995 which helped to significantly grow my business in the years to come.

I completed my LLM at *OsgoodePD* in 2011 which was a life changing experience. Being taught by industry experts was an experience full of wealth. I have great memories of spending weekends at the school, working on the Major Research Paper (MRP). The best were classes with Professor Richard Leblanc – I will always remember his famous quote “criticism removes the myth and doubt and creates a new knowledge.”

My education has helped me to achieve many milestones in life, one of them being the Chairman of the Board for the Greater Toronto Airports Authority (GTAA) which manages Canada’s largest airport, handling 40M passengers per year. This was an eye-opening experience and put me in a position to oversee one of the key transportation hubs in Canada. I would say that my education and hard work through Osgoode and other institutions has been the key to my success.

“Without education you cannot be current and cannot chase your dreams.”

ASHKAN ALAVI



I was greatly inspired by science and scientists when I was growing up and pursued physics, one of my greatest passions, in university. I went all the way to earn a PhD and continued a couple of years of post-doctoral research with the dream of one day winning a Nobel Prize. I could not picture myself outside of academia and research environments.

Then, something changed. Inspired by the unprecedented advancements in technology followed by the invention of the Internet, or perhaps fueled by it in late 1990s, I put the Nobel Prize dream on hold and switched to work in industry. As such, I left academia 15 years ago and pursued a career in high tech that not only seemed challenging and rewarding, but also was a practical application of pure sciences. I slowly evolved in my new life from a pure researcher to an R&D and engineering role and later became interested in intellectual property aspects of technology.

To advance their careers, some engineers move up vertically to become group leaders, managers, directors and so on. Others may move horizontally to practice other aspects of business such as sales and marketing, finance, entrepreneurship, etc. I found the legal aspects of technology most interesting and a natural fit for me. As such, the focus of my career for almost a decade has been primarily intellectual property in relation to physical sciences and engineering.

That is why I decided to take up the LLM program on IP at *OsgoodePD* – to validate my newest identity, diversify my practical experience on patents and trademarks and build a strong theoretical backbone.

Intellectual Property
Advisor, Geo
Semiconductor Inc.

LLM Student
Intellectual Property
Law

*“Getting out of a
world ruled by the
laws of nature and
entering the realm
of man-made
laws was the most
striking experience
for me.”*

NANCY QUATTROCCI

Vice-President, Corporate Services
Canadian Foundation for
Healthcare Improvement

CLE Certificate Participant, 2014



My career journey was quite varied. After graduating from Cornell University with a Bachelor's degree in Government, I took some time off from university and just worked for a year to put money aside to go back to school. Although I had a full scholarship to Cornell, my expenses were paid by my parents. I wanted to go back to graduate school, and was considering law school, but I wanted to pay for it on my own. So, I took positions at the university, working for various departments. This is where I first discovered human resources, or personnel, as it was called back then. I really enjoyed it, had an amazing mentor and realized that I did not want to go to law school. Instead, I spoke to my faculty advisor and decided to follow the Master's program in Public Administration. From here, I worked in various positions trying to discover what I really wanted to do. I met my husband in 1990 and we got married in 1991. At this point, he was well-established in Montreal and I was still in school. So, it made sense that I would move from the U.S. to Canada instead of him moving to the U.S. My first position after finally receiving my permanent residency status was in Montreal as a Network Administrator. I was responsible for the entire operations of a network that spanned across Canada. Here is where I learned all sides of a business from finance, human resources, information technology, etc., and had to learn how to speak French at a predominantly French-speaking university. Since then, I have worked in various positions, all positions reporting to the President or CEO, where I was responsible for the operations of the organization.

I am currently at the Canadian Foundation for Healthcare Improvement and as I reflect back on my career, one of

the most challenging aspects was finding the balance between work and life. The organization was going through some incredible changes and faced major challenges. The workload became quite intense at times and working exorbitant hours was seen as the norm for a while. Keeping an eye on the long-term goals of the organization and recognizing that this was a short blip on the foundation's radar were paramount to my success and to my sanity. I emerged from this turbulence with renewed energy and re-doubled commitment to my colleagues and to the impact of the foundation on evidence-informed decision-making in the health sector.

I was very fortunate to take the Certificate in HR Law program, as well as the Certificate in Advanced HR Law program at *OsgoodePD* led by David Thomas, Stuart Rudner and Natalie MacDonald. I was so nervous on that first day surrounded by other professionals who had been working in various levels of organizations. However, I remember that in both cases, I truly enjoyed the experience. I was able to put my practical knowledge to work as we discussed case studies in HR law and we shared our own experiences with day-to-day HR challenges. It was great sitting down with Stuart and Natalie at lunch discussing real issues with them and having the benefit of learning from them. It was definitely an excellent way to validate one's own knowledge in HR law. The residency program itself was excellent and it provided a wonderful way for busy professionals to take time away from their schedules for 4-5 days and use this time in an applied manner. Peer-to-peer learning is by far the best way for professionals to learn.

"Explore all your talents and interests and discover what motivates you. When I was growing up, you took practical courses that could land you a job. I always wonder what would have happened if I had been allowed to discover my creative side."



SANTIAGO PINEDA

Director, International Wealth Compliance
Scotiabank

LLM 2009, International Business Law
CLE Participant, 2009

I never thought that I would end up living and working miles away from the country where I was born and raised. When I was admitted to the LLM at *OsgoodePD* I thought I would finish the program and internship and return to Colombia to continue my career as a lawyer. However, I have been lucky enough to benefit from the opportunities that have come along during my life in Canada. Proof of that is the fact that today I'm a Canadian citizen, married to a Canadian and working for a Canadian bank that allows me to apply my law background and experience and at the same time deal with laws from different jurisdictions.

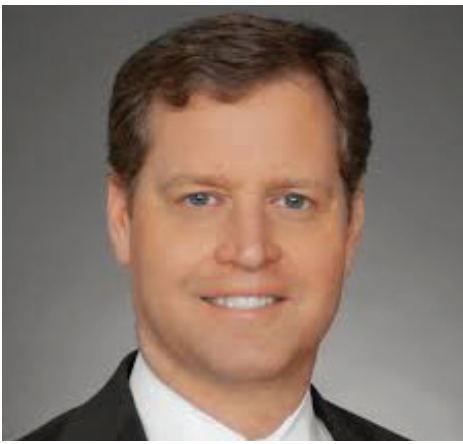
My career as a lawyer started in Colombia while I was still at law school. It was at the time I was starting my last year of law school where I had the opportunity to find a part-time position working for the Colombian Ministry of Commerce, Industry and Tourism. After five years of working for the government, I decided to explore the possibility of studying abroad in a post-graduate program in law. I come from a civil law country and I knew that being enrolled in a common law program would contribute to my career as a lawyer opening doors for new professional challenges and experiences.

“Always look out for new horizons and don’t let other life factors stop you from pursuing different paths, as you never know where you could end up in life.”

The LLM at *OsgoodePD* was full of great academic and personal experiences. The fact that I was able to share classrooms with *Osgoode* JD students was an opportunity for me to learn how Canadian lawyers are educated. It also allowed me to share my experience with some JD students related to practicing law in a civil law environment. From a personal point of view, I was lucky to be next to trained lawyers coming from different parts of the world who spent with me more than 12 months living different life experiences.

The experience at *OsgoodePD* helped me to get an internship with the Royal Bank of Canada “RBC” in the legal department. After the internship I received a job offer to become a full-time employee of RBC in the wealth management division of the bank. During my time at RBC I had different roles supporting different areas of RBC international wealth management including legal, compliance and international private banking. After working almost 6 years for RBC I decided to leave the bank and pursue other job opportunities. This was not an easy decision as RBC was the place where I first gained work experience in Canada and also because that is where I learned and developed the expertise I needed to continue my career in the financial industry. Today I work for Scotiabank in the compliance department supporting the wealth management business of the bank. My current position allows me to continue applying my law background as I have to deal, on a regular basis, with regulatory aspects not only in Canada but also in countries where the bank has wealth management units.

Today I can say that my motivation has been taking advantage of the opportunities that life brings you.



JAMES MARKS

Family Lawyer

LLM 2012, Family Law | CLE Participant, 2005-2016

I'm a family lawyer. I've been practicing for more than 17 years. I've practiced at a number of different levels of court including the Ontario Court of Appeal. I chose to enter into the master's program because I wanted to be a better lawyer and to better understand the theory behind spousal support.

One of my greatest achievements was directly helped by the LLM. I was involved in a case that set an international precedent – *Hincks vs. Gallardo*. Mr. Hincks and Mr. Gallardo had entered into a civil partnership in England and their relationship had broken down after they moved to Ontario. I was representing Mr. Hincks. We brought an application for divorce based on the premise that the civil partnership that they had entered into in England was a marriage under the divorce act in Canada and also under the *Family Law Act*, and that Mr. Hincks and Mr. Gallardo were spouses under those two pieces of legislation.

This led to a constitutional question and it became quite an interesting case because both the Attorney General of Ontario and the Attorney General of Canada chose to intervene, both with differing positions.

The case went to Madam Justice Mesbur, and I was taking International Family Law with Professor Martha Bailey at the time. I used this case as the key question for my research paper. The course materials that Professor Bailey provided in the International Family Law course gave me a great more insight and depth in approaching this issue.

When I finally went to argue the motion before Madam Justice Mesbur, I had taken the course and had completed my paper. I had all kinds of different materials and journal articles from Professor Bailey. I just had far more competence and depth in arguing this motion, and I believe that this course helped me to win the case in front of Justice Mesbur.

Justice Mesbur held that indeed the civil partnership was a marriage under the *Divorce Act* and the *Family Law Act*, that Mr. Hincks and Mr. Gallardo were spouses under those two pieces of legislation, that it was a marriage under the *Civil Marriage Act*. The case was appealed to the Court of Appeal, and the Court of Appeal upheld Justice Mesbur's decision. This set an international precedent. There are a number of different countries that have dealt with the issue of same sex relationships differently.

"I really enjoyed my classmates. That's one of the things I miss since the program. They were very stimulating, very bright and brought a lot of experience to share."

JANET LEIPER

Barrister & Solicitor

CLE Participant, 2014

Certificate in Adjudication for
Administrative Agencies, Boards & Tribunals



“Short term thinking does not serve you well in the long run, because in the long run, you live with yourself.”

I left Law School eager to get into court: to defend criminal cases, to protect the rights of the vulnerable and to be an advocate. I was fortunate to begin working with mentors at my first firm (articling and for 2 years) who trusted me with a wide range of matters, from criminal law to administrative and regulatory practice, to civil motions to family law to real estate closings and legal policy questions. After 2 years, I had the confidence to open my own practice which took me into the courtroom as defence and part time Crown Attorney and led to my certification as a criminal law specialist in 1997. I have also enjoyed years of teaching as an adjunct to my practice, including at *OsgoodePD*, at *Osgoode Hall Law School*, University of Toronto, for many CLE programs and as the Head of Section for the Criminal Law section of the Bar Admission Course from 1997 to 2006.

My career path has been like a tree with a number of branches: 20 years of adjudication with the Ontario and Nunavut Review Boards, policy and oversight with Legal Aid Ontario as its Chair, advising and enforcing Toronto's Code of Conduct as the Integrity Commissioner for the City of Toronto and now serving as a Commissioner on the Ontario Securities Commission as well as an elected Bencher and adjudicator of hearings and appeals.

While it sounds like a diverse practice, it has always stayed true to its roots (to keep to the tree metaphor!): public service, challenge and variety. Sometimes I feel like I have “articled” multiple times: with each new facet of service comes the inevitable learning curve. Comfort with beginner's mind has been a challenge that I have enjoyed multiple times.

My challenges over the years are shared by many: worries about money and shouldering debt in the early years; the stress of taking on too much work because of the fear of turning away work, not enough sleep, especially during the “baby” years; the early months on new “stretch” files. The accomplishments I am happy about relate to how I addressed these challenges: learning to say no, to ask for help, not to get attached to outcomes, learning to take very little personally, insisting on taking holidays and having meals with the family even during lower income earning times and finding creative opportunities for self-care. Watching our children grow up. And of course, not giving up even when the tasks and goals seemed overwhelming. Helping my clients feel less helpless. Being fair as an adjudicator, passionate as an advocate and collaborative as a policy participant. Working to improve institutions. Standing up to bullies. Breaking up the odd fist fight. Writing a thesis.



MARY AYLESWORTH

Director of Procurement Services
Simon Fraser University

LLM Student, Business Law
CLE Participant, 2011 - 2016

“Embrace change, don’t be afraid of making mistakes, it’s the pathway to real growth. When something goes wrong, think about what you might do differently and then move on. Be aware of yourself and reflect on how helpful your words and actions are and how others relate. Don’t just hear, listen!”

My career in procurement and supply management started after a seven-year hiatus to start a family. Returning to the workforce was daunting; I was in a new city with a young family and faced with an opportunity in hospital purchasing, a completely new role for me. I had a new boss who saw in me the potential for a bigger challenge, he helped me overcome my shaky confidence. With his encouragement, I enrolled in a part-time business program at the University of Alberta and pursued a professional designation. That was the start of my daily challenge balancing family, work and studies, which continues today.

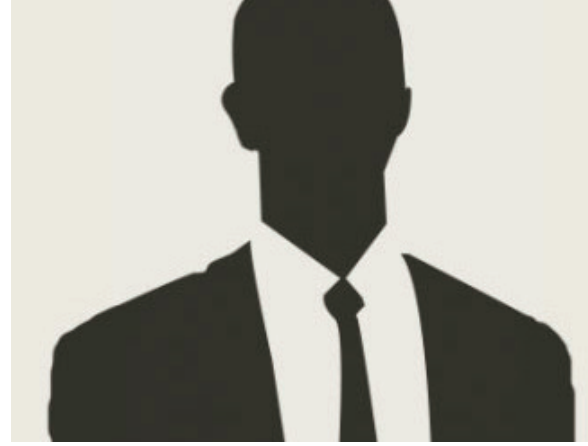
As my work life evolved, so has the field of my endeavours, from purchasing and logistics, to materiel management and supply systems, to the multifaceted realm of supply chain management. Procurement and supply management have been revolutionized by technology and academic interest. When I started as a young hospital buyer, we were largely guided by broad principles and institutional policies, but over the course of my career, public sector procurement has become increasingly complex and highly regulated. Today we operate in a complicated legal framework. In addition to our efforts to optimize the supply side, we must now

have the knowledge and skills to navigate the legal minefield that has become public procurement law in Canada. Fortunately for me, *Osgoode’s* certificate in Public Procurement Law and Practice opened a new educational path for me eventually bringing me to the Professional LLM in Business Law.

Paul Emanuelli’s course, Public Procurement Law and Practice, stands out as one of the high points in my professional development. Up to that time, I had accumulated hundreds of hours of professional development courses and seminars, but none were as comprehensive or stimulating. Paul’s rapid-fire delivery and razor sharp analysis of judicial rulings brought the whole realm of procurement law into much clearer focus for me. I was impressed by the caliber of the material, the teaching and *OsgoodePD’s* course management. More importantly, I was able to immediately apply the learning in the workplace, the best outcome of all. That experience whetted my appetite for more and brought me to the Professional LLM program. Of course, I can’t end this commentary without recognizing *OsgoodePD’s* program administrators who keep things organized and have stepped in with so much understanding and support when personal circumstances interrupted my studies.

M I C H A E L D O I

Legal Director
Ministry of the Attorney General (Ontario)
Financial Services Commission of Ontario



LLM Co-Instructor, Public & Constitutional Law

My journey began at the Royal Military College in Kingston, Ontario where I trained with the military and completed an undergraduate degree in history and political science. I wanted to combine my interest in the military with law and pursued a joint Canadian and US law degree at the University of Windsor and the University of Detroit, which included international law studies in London, England. After articling with a large firm in Toronto, I earned a masters degree in law at the University of London (London School of Economics) and finished additional graduate law studies with Duke University's program in Brussels, Belgium. I returned to Canada, got married, and joined the Office of the Judge Advocate General ("JAG") in Ottawa where I had an interesting opportunity to practice military law. My wife and I later moved back to Toronto to start our family, and I practiced for a number of years with a downtown firm. I then joined the Ministry of the Attorney

General of Ontario where I had the opportunity to practice litigation at all levels of court, and later build a legal management practice. I enjoy the challenge of practising law by working on critical public law and policy issues. I try to stay involved with the community and enjoy volunteering with the Momiji Health Care Society and the Federation of Asian Canadian Lawyers. I appreciate being able to work with many bright colleagues and friends in government, in the legal profession, and in the not-for-profit world.

Over the years, there have been many factors that motivated me as I made career choices: my family, my interests, and the community. I've been fortunate to have had a number of enriching personal and professional opportunities, and I'm grateful to many incredible people who actively supported me over my career.

"I am always impressed with the commitment and energy of my *OsgoodePD* students. It's incredibly difficult to juggle the many demands of family life, work, and co-curricular education. All of this requires incredible effort, a positive outlook, and a sense of adventure."

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