

# Dr. Sheri Adekola

Socio-Cultural Researcher | Migration & Professional Mobility | Quantitative, Qualitative & Mixed Methods  
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## Research Profile

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Socio-cultural geographer and sociologist of work, professions, and migration whose research examines how professional regulation, institutional recognition, and migration systems shape labour market inequality and professional mobility. Her scholarship integrates geographical and sociological perspectives to develop the concept of professional citizenship, analyzing how institutional recognition systems distribute legitimacy, authority, and mobility across contemporary labour markets.

Her work draws on qualitative, quantitative, and mixed-methods approaches — including interviews, survey data, policy analysis, and census data — to generate applied, policy-relevant insights on health systems, workforce integration, and institutional inequality. Current methodological contributions include the PACED Framework, a structured approach to qualitative, quantitative, and mixed-methods research design (under review).

## Research Program

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Her research investigates how professional regulatory institutions, migration policies, and labour market structures shape the trajectories of internationally educated professionals. Drawing on socio-cultural research traditions and mixed-methods approaches, her work examines how institutional recognition systems influence labour market integration, stratification, and professional mobility across national and transnational contexts.

A central strand of this program focuses on health systems and the health workforce — particularly the integration, occupational navigation, and well-being of internationally educated health professionals in Canada. This includes research on credential recognition barriers, mental health outcomes, and the structural conditions shaping health professional migration. Her work in this area connects population health perspectives with institutional and labour market analysis.

Across these themes, her research program spans health workforce integration, professional citizenship and equity, Black life course outcomes, gender-based violence and institutional barriers, and higher education equity. She applies quantitative, qualitative, and mixed-methods designs — including interviews, survey data, SPSS-based analysis, and policy analysis — to generate findings with direct relevance to policy and practice.

## Research Areas

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- Socio-Cultural Geography and Institutional Inequality
- Sociology of Work and Professions
- Labour Market Inequality and Stratification
- Professional Regulation and Credential Recognition
- Migration and Professional Mobility
- Health Systems and Equity
- Health Workforce Integration
- Population Health and Migration
- Institutional Governance and Access

## Research Competencies

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- Migration and Labour Markets
- Sociological Theory (Classical and Contemporary)
- Gender, Work and Public Policy

- Institutional Governance and Accountability
- Qualitative and Mixed Methods
- Health and Social Inequalities

## Research Methods & Data Analysis

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### Qualitative Methods

- Interviews (unstructured, semi-structured, in-depth)
- Focus groups
- Participant observation
- Visual and virtual ethnography

### Quantitative Methods

- Survey design and analysis
- Statistical analysis (SPSS)
- Census and labour market data (Statistics Canada)
- Migration and labour market datasets
- Structured data collection instruments

### Mixed Methods

- Integrated qualitative–quantitative research design (triangulation, facilitation, complementarity)
- Policy and institutional analysis
- Multi-source data integration

## Grants & Research Funding

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**Total External Funding Secured: \$124,000+**

### Principal Investigator

New Horizons for Seniors Program, Government of Canada | \$25,000 | 2026–2028

### Principal Investigator

Safe & Strong Project, Women and Gender Equality Canada / Canadian Women's Foundation | \$78,000 | 2021

### Principal Investigator

Humber Research & Innovation Fund | \$21,000 | 2017–2018

### Collaborator

SSHRC Partnership Development Grant, Africa Child and Youth Migration Network | 2020–2024

## Peer-Reviewed Journal Articles

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Olukotun, M., Mason, A., Fouché, C., Richter, S., Sibeko, L., Adekola, S., & Salami, B. (2023). African single mothers and their children in Canada: Transnational experiences and sources of support. *Journal of Family Studies*.

Mason, A., Salami, B., Fouché, C., Richter, S., Sibeko, L., & Adekola, S. (2022). Aspirations, schooling experiences and educational outcomes of Black African migrant children in Canada. *Canadian Ethnic Studies*.

Adekola, S., & Walton-Roberts, M. (2017). Nigerian immigrant healthcare worker settlement, gender and religious networks. *Canadian Diversity*.

## Articles Under Review

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- Adekola, S. (2026). The PACED Framework: A Structured Approach to Writing the Methods Section Across Quantitative, Qualitative, and Mixed Methods Research. Under review, *International Journal of Qualitative Methods*.
- Adekola, S. (2026). Occupational Navigation and Mental Well-being Among Internationally Educated Health Professionals in Canada. Under review, *International Journal of Migration, Health and Social Care / Human Resources for Health*.
- Adekola, S. (2026). Neither Loss Nor Gain: Reconceptualizing Skilled Health Professional Migration as a Triadic System of Constrained Agency. Under review, *Human Resources for Health / Journal of International Migration and Integration*.
- Adekola, S. (2026). From Margins to Mainstream: Digital Institutional Visibility and the Institutionalization of Black Studies in Canadian Higher Education. Under review, *Higher Education Research & Development / Canadian Journal of Higher Education*.
- Adekola, S. (2026). Transnational Information Brokerage: Rethinking Migration Chains among Nigerian Health Workers in Canada and Nigeria. Under review, *Comparative Migration Studies / Migration and Development*.
- Adekola, S. (2026). Professional Citizenship Denied: Internationally Educated Black Health Professionals and the Politics of Recognition in Canada. Under review, *Healthcare Management Forum*.
- Adekola, S. (under review). Designing research instruments: A framework for aligning research questions, methods, and data collection tools. *Methodological Innovations*.

## Book Chapters

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- Adekola, S. (2021). From Brain Drain to Brain Retrain: Nigerian nurses in Canada. In M. Walton-Roberts (Ed.), *Global Migration, Gender and Health Professional Credentials*. University of Toronto Press.

## Policy Reports & Knowledge Mobilization

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- Adekola, S. (2026). Institutional Barriers Facing Black Survivors of Gender-Based Violence in Canada. Ontario Learning Development Foundation. DOI: 10.13140/RG.2.2.23690.32966
- Adekola, S. (2026). Safe and Strong: Research Report on Gender-Based Violence Among Black Girls, Women, and Gender-Diverse Individuals in the Greater Toronto Hamilton Area. Ontario Learning Development Foundation.

## Public Scholarship & Policy Engagement

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- Adekola, S. (2026). Black History Month Cannot Be the Only Month for Allyship. *The Hill Times* (forthcoming).
- Adekola, S. (2026). Canada's International Student System and Structural Inequality. *University Affairs* (forthcoming).

## Education

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### **PhD, Geography (Sociology of Work and Professions Focus)**

Wilfrid Laurier University, 2017 | SSHRC-funded doctoral research

*Dissertation: From Brain Drain to Brain Train: A Transnational Case Analysis of Nigerian Migrant Health Care Workers*

### **M.Ed., Refugee and Migration Studies**

York University, 2011

### **B.Ed., Adult Education**

Brock University, 2005

## **B.Sc., Biology**

University of Ottawa, 2001

## **Academic Appointments**

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**Instructor, Liberal Studies** | University of Guelph–Humber *2023–Present*

**Sessional Lecturer, Sociology & Anthropology** | University of Guelph *2021–Present*

**Sessional Instructor, Social Sciences** | Brock University *2021–2022*

**Professor, Research Analyst Program** | Humber College *2015–2022*

**Professor, Business & Communication** | Sheridan College *2006–2025*

## **Teaching**

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### **Areas of Teaching**

- Sociological Theory (Classical and Contemporary)
- Sociology of Work and Professions
- Labour Markets and Inequality
- Migration and Labour Markets
- Gender, Work and Public Policy
- Research Methods (Qualitative, Quantitative, and Mixed Methods)
- Data Analysis (SPSS; survey and census data)
- Health and Social Inequalities

### **Teaching Experience Highlights**

- Large-enrollment instruction (up to 193 students) across multiple universities and colleges
- Designed and delivered courses in qualitative, quantitative, and mixed-methods research
- Integration of sociological and geographical theory with applied research design
- Taught quantitative methods and statistical analysis using SPSS in undergraduate research methods courses
- Supervised student research using interviews, surveys, and datasets

## **Student Supervision & Mentorship**

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- Supervised and mentored more than 30 undergraduate and postgraduate research projects
- Mentor, Laurier Academic, Creative and Engaged Research Showcase (ACERS)
- Mentor, Graduate Mentorship Program, University of Guelph (2024–2025)
- Mentor, Creating Opportunities for Racial Equity (CORE), University of Guelph (2024–Present)
- Supervised research assistants on SSHRC and WAGE-funded projects

## **Research Leadership**

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**Founding Research Director** | Centre for Black Life Course Policy & Data *2026–Present*

- Lead a longitudinal research initiative examining professional mobility and institutional participation across Black and immigrant populations
- Develop an institutional participation framework linking education, employment, and civic engagement
- Advance SSHRC- and CIHR-aligned research on labour markets, health-related outcomes, and structural inequality

- Lead collaborative and student-engaged research projects, including data development and knowledge mobilization activities

### **Research Facilitator, Office of Research Services** | Wilfrid Laurier University 2022–2023

- Supported SSHRC grant applications across multiple programs (PEG, IDG, Insight, Connections)
- Provided methodological and knowledge mobilization support
- Mentored undergraduate researchers

## **Scholarly Presentations**

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### **Conference Presentations – Accepted/Presented**

- Adekola, S., & Walton-Roberts, M. (2019, October). Skilled Nigerian migrants in Toronto and the structure and value of social networks. Pathways to Prosperity National Conference, Toronto.
- Adekola, S. (2018, October). Social (IM) Mobility: Nigerian-trained health professionals in Canada. Canadian Association of Geographers Annual Conference, University of Toronto.
- Adekola, S. (2017, May). Social (IM) Mobility: Nigerian-trained health professionals in Canada. Canadian Association of Geographers Annual Conference, York University.
- Adekola, S. (2017, May). Social (IM) Mobility: Nigerian-trained health professionals in Canada. Balsillie School of International Affairs Workshop on Migration, Gender and Credentials.
- Adekola, S. (2016, March). Discourses of skills circulation: Nigerian IEN perceptions of international skilled migration. National Metropolis Conference.

### **Conference Presentations – Under Review**

- Adekola, S. (2026). Access Is Not Awareness: Institutional Barriers to Mental Health Care for Black Survivors of Gender-Based Violence. Abstract submitted to Canadian Conference on Global Health (CCGH 2026).
- Adekola, S. (2026). Nigeria as an emerging source country for Canada's health workforce: Migration pathways, professional integration, and policy implications. Abstract submitted to Canadian Health Workforce Conference 2026.

### **Invited Talks & Keynote Addresses**

- Adekola, S. (2026, February). Together We Thrive. Keynote address, Correctional Services Employee Black History Month Event, Lindsay, ON.
- Adekola, S. (2025, May). From Hustle to Help: Building Ourselves and Our Community. Yoruba Community Association of Toronto Virtual Event.
- Adekola, S. (2025, April). Thriving, Not Just Surviving: Empowering Newcomers for a Brighter Future. Immigrant Empowerment Conference, Afri-cana Initiative Foundation, Niagara Falls.
- Adekola, S. (2025, March). Thriving Beyond the Clock: Balancing Career, Business, and Family in a 24-Hour Hustle. International Women's Day Event, Ekiti Diaspora Relations.
- Adekola, S. (2024, February). Together We Thrive. Keynote address, Correctional Services Employee Black History Month Event, Toronto.
- Adekola, S. (2022, February). Resettlement Experiences of African Single Parent Immigrant Mothers and their Children in Canada. Department of Sociology and Anthropology, University of Guelph.

## **Community-Engaged Scholarship**

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### **Founder & Executive Director** | Ontario Learning Development Foundation 2006–Present

- Lead research-informed workforce integration and institutional access initiatives
- Principal Investigator, WAGE-funded Safe & Strong project examining institutional barriers in Black communities
- Develop community-based research partnerships supporting peer-reviewed publications and policy dissemination

- Supervise student researchers engaged in applied institutional research

## **Certifications & Professional Development**

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- Equity, Diversity, and Inclusion Certificate (21 hours) — Northern Alberta Institute of Technology (NAIT), 2023
- Teaching Effectiveness Certificate (42 hours) — Humber College, 2021
- Inclusive Curricular Design Certificate — Humber College, 2021
- Teaching in a Digital World Certificate — Humber College, 2021
- Digital Document Accessibility Training Certificate — Humber College, 2021
- Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (TCPS2 CORE) — Government of Canada, 2021

## **Professional Affiliations**

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- Canadian Sociological Association
- Canadian Association for Refugee and Migration Studies
- Canadian Association of Geographers