

CV of Dr Todd J.B. Blayone, PhD (04-2026)

#Human-machine knowledge-work; #Machine agents and culture; #Indigenous AI.

Métis Nation of Ontario, Citizenship ID No. 13-385520

ResearchGate Total Research Interest: 1040+; GitHub: github.com/Foxxai

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Purpose Since re-entering academia in 2014, I have built a transnational, socio-technical research program at the intersection of technology and culture, with publications primarily in Q1 journals. My work has been conducted in Canada, Ukraine, Latvia and Ireland, where I completed a PhD at Technological University Dublin in 2020. As a Métis citizen, I was the inaugural Indigenous Research Fellow at the University of Guelph, Canada (2023-24) and am now the Dean's Indigenous Research Fellow at York University, Canada (2025-26). My current research theorizes, investigates and develops micro-infrastructures for human-machine knowledge work, while elaborating a functionalist approach to cultural advancement.

Education **PhD Digital Media Studies**, School of Media, 2020
Technological University Dublin, Dublin, Ireland
Supervised by Dr Brian O'Neill and Dr Kevin O'Rourke
Thesis: *Human readiness for digitalized learning and work*

MA Education and Digital Technologies, Faculty of Education, 2017
Ontario Tech University, Oshawa, Canada
Supervised by Dr Roland van Oostveen
Thesis: *Readiness for digital learning: Examining self-reported and observed mobile competencies as steps toward more effective learner readiness assessment*

PhD Digital Humanities, Faculty of Religious Studies, 1990-1997 (ABD; LOA)
McGill University, Montreal, Canada
Supervised by Dr Frederick Wisse
Thesis Title: *The Bible in digital culture: From scripture to e-tradition*
Completed coursework, language exams (Hellenistic Greek, Coptic, and German), major and minor comprehensive exams, and thesis proposal defense.

MA Religion, St Michael's College, 1990
University of Toronto, Canada
Supervised by Dr Schuyler Brown
Thesis: *The origins and literary character of the Coptic Gospel of Thomas*
Languages: Hellenistic Greek, Coptic, and German

BA Ancient Near Eastern Civilisations, 1986
University of Toronto, Canada; Major: History and languages

BA General Arts, 1983 (Transferred to University of Toronto)
University of Waterloo, Canada

Funded Research Positions and Projects	Dean's Indigenous Research Fellowship, York University, Canada (2025-26) An original techno-methodological program of publishing and technology infrastructure development for orchestrated pipelines for a new epoch of multi-agent knowledge work and cultural advancement. Supervised by Dr Sean Hillier, Research Chair in Indigenous Health Policy & One Health in the Faculty of Health of York University. Indigenous Research Fellowship, University of Guelph (2023-24) Completed foundational research supporting a novel program of techno-cultural studies incorporating emerging LLM models and agent frameworks. Outputs included a publication, presentations and technical human-LLM pipeline development and experimentation. Supervised by Dr David B. MacDonald a political scientist and expert in settler-Indigenous relations. Transformative Digital Learning in Higher Education (2019-21) Principal Investigator on a two-year project funded by the government of Latvia. Conducted in partnership with Rēzekne Technological Academy (RTA), Latvia. This transnational project facilitated the integration of cultural values and attitudinal models into our general approach to human readiness measurement. Two published works presented findings addressing notable socio-cultural differences in the readiness profiles of Latvian and Ukrainian participants drawn from several universities. Exploring Worker Readiness for Industry 4.0 (2018-20) Principal Investigator on a two-year project funded by the Ontario Centres of Excellence (Government of Ontario, Canada) and the EILAB, Ontario Tech University, Canada. This project published a model of human readiness for digitalized work based on extensive systematic literature. Two novel competency clusters were identified focused on human-machine collaboration and creative problem-solving in digitalized work environments. This study also highlighted serious limitations of most "traditional" digital competency/skill frameworks.
PhD Thesis	Blayone, T.J.B (2020). <i>Human readiness for digitalised learning and work: Constructing a culturally and technologically adaptive approach to readiness assessment through seven studies</i>. (Doctor of Philosophy Thesis). Technological University Dublin, Ireland. This thesis explores a new approach to investigating the preparedness of humans digitalized learning and work. Part One is divided into five sections. Section 1 critically reviews the epistemological perspectives guiding the thesis. Section 2 consolidates seven constituent published investigations. Section 3 reviews the research methods and apparatuses deployed in each investigation. Section 4 articulates and defends contributions to knowledge and measured impacts within the global scientific community. Section 5 addresses limitations and projected next steps before offering a consolidating statement. Part Two (Investigations), presents the seven-constituent works in their published formats. Finally, Part Three (Afterword) provides a conceptual topography of the author's original research program with a view to connecting his efforts to major perspectives in the social and computer sciences.
Major Works Submitted & in Progress	Blayone, T. J. B. (2026). Indigenous AI? Positioning the Indigenous Protocol and Artificial Intelligence Position Paper. <i>Submitted to AI and Society Special Issue: Indigenous Knowledge Systems and AI</i>. Blayone, T. J. B., & Mykhailenko, O. (2026). <i>Functional dynamics in multi-agent knowledge work: A systematic longitudinal analysis</i> [Manuscript in progress]. York University.

**Major
Refereed
Published
Works**

- Blayone, T. J. B.**, & Mykhailenko, O. (2025). Using digital technologies for Indigenous sociocultural advancement in an era of AI: A systematic critical synthesis. *Preservation, Digital Technology & Culture*, 54(2), 135–157. <https://doi.org/10.1515/pdte-2024-0086>
- Blayone, T. J. B.**, & vanOostveen, R. (2020). Prepared for Industry 4.0? Modelling the target activity system and five dimensions of worker readiness. *International Journal of Computer Integrated Manufacturing*, 34(1), 1-19. <https://doi.org/10.1080/0951192X.2020.1836677>
- Mykhailenko, O., **Blayone, T. J. B.**, Usca, S., Desyatnyuk, O., & Kvasovskyi, O. (2020). Optimism, interest and gender equality: Comparing the attitudes of university students in Latvia and Ukraine toward IT learning and work. *Compare: A Journal of Comparative and International Education*, 1-31. <https://doi.org/10.1080/03057925.2020.1843999>
- Blayone, T. J. B.**, Mykhailenko, O., Usca, S., Abuze, A., Romanets, I., & Oleksiiv, M. (2020). Exploring technology attitudes and personal–cultural orientations as student readiness factors for digitalised work. *Higher Education, Skills and Work-Based Learning*, 11(3), 649-671. <https://doi.org/10.1108/heswbl-03-2020-0041>
- Blayone, T.J.B.** (2019). Theorising effective use of digital technology with activity theory. *Technology, Pedagogy and Education*, 1-16. doi:10.1080/1475939X.2019.1645728
- Blayone, T.J.B.** (2018). Re-examining digital-learning readiness in higher education: Positioning digital competencies as key factors and a profile application as a readiness tool. *International Journal on E-Learning*, 17(4), 425-451.
- Blayone, T.J.B.**, Mykhailenko, O., Kokhan, M., Kavtaradze, M., vanOostveen, R., & Barber, W. (2018). Profiling the digital readiness of higher education students for transformative online learning in the post-soviet nations of Georgia and Ukraine. *International Journal of Educational Technology in Higher Education*, 15(1), 1-22. doi:10.1186/s41239-018-0119-9
- Blayone, T.J.B.**, vanOostveen, R., Mykhailenko, O., & Barber, W. (2018). Ready for digital learning? A mixed-methods exploration of surveyed technology competencies and authentic performance activity. *Education and Information Technologies*, 23(3), 1377-1402. doi:10.1007/s10639-017-9662-6
- Blayone, T.J.B.**, Mykhailenko, O., VanOostveen, R., Grebeshkov, O., Hrebeshkova, O., & Vostryakov, O. (2017). Surveying digital competencies of university students and professors in Ukraine for fully online collaborative learning. *Technology, Pedagogy and Education*, 1-18. doi:10.1080/1475939X.2017.1391871
- Blayone, T.J.B.**, vanOostveen, R., Barber, W., DiGiuseppe, M., & Childs, E. (2017). Democratising digital learning: Theorising the Fully Online Learning Community. *International Journal of Educational Technology in Higher Education*. 14(1), 13. doi:10.1186/s41239-017-0051-4
- Barber, W., & **Blayone, T.J.B.** (2018). Student perceptions of fully online flipped community learning: A case study progress in education. In R. V. Nata (Ed.), *Progress in Education* (Vol. 53, pp. 161-183). Hauppauge, NY: Nova Science Publishers, Inc.

**Other
Refereed
Papers**

- Blayone, T.J.B.**, vanOostveen, R., Barber, W., DiGiuseppe, M., & Childs, E. (2017). Developing learning communities in fully online spaces: Positioning the Fully Online Learning Community model. In *Proceedings of Second International Symposium on Higher Education in Transformation*. Oshawa, Ontario, Canada: Higher Education in Transformation (HEIT).
- Barber, W., DiGiuseppe, M., vanOostveen, R., **Blayone, T.J.B.**, & Koroluk, J. (2016). Examining student and educator use of digital technology in an online world. In *Proceedings of Second International Symposium on Higher Education in Transformation*. Oshawa, Ontario, Canada: Higher Education in Transformation (HEIT).
- DiGiuseppe, M., vanOostveen, R., Childs, E., **Blayone, T.J.B.** & Barber, W. (2017). Assessing Digital Competencies for Online Learning. A paper submitted to the EdMedia: World Conference on Educational Media and Technology 2017. Association for the Advancement of

Computing in Education (AACE), June 20-23, 2017, Washington, DC, USA.

vanOostveen, R., DiGiuseppe, M., Barber, W., **Blayone, T.J.B.** & Childs, E. (2016, June). *New conceptions for digital technology sandboxes: Developing a Fully Online Learning Communities (FOLC) model*. Paper presented at EdMedia 2016: World Conference on Educational Media and Technology, Vancouver, B.C., Canada.

vanOostveen, R., Davidson, A.-L., Naffi, N., Price, D. & **Blayone, T.J.B.** (2016, June). *Exploring Problem-Based Learning in higher education: Case studies of the changing roles of teachers and learners*. Paper presented at Canadian Society for the Study of Education Annual Conference, Calgary, Alberta, Canada.

Other Publications

Blayone, T.J.B., & Mykhailenko, O. (2016, November). Post-Industrial Learning: Digital Technology, Culture and Democratization. Paper presented at IBECON 2016, KNEU, Kyiv, Ukraine.

Mykhailenko, O., **Blayone, T.J.B.**, & VanOostveen, R. (2016). Exploring democratised learning and dimensions of culture for educational transformation in Ukraine. *RIDRU Conference: Higher Education Reforms in Post-Maidan Ukraine, October 25, 2016* [Video Presentation]. Alberta, Canada.

Mykhailenko, O., & **Blayone, T.J.B.** (2016, November 19). Post-industrial learning: Where are we going? (Translated from Ukrainian). Weekly Mirror, Ukraine. Retrieved from http://gazeta.dt.ua/education/postindustrialna-osvita-kudi-ydemo-rezultati-ukrayinsko-kanadskogo-mizhuniversitetskogo-pilotnogo-proektu-viyavilisya-dosit-nespodivanimi_.html

Blayone, T.J.B., & Mykhailenko, O. (2015, November). *Cultural dimensions of socio-economic transformations and education: The introduction of the international KNEU-UOIT research project*. A presentation for Business Strategy in the Epoch of Systemic Transformations: International Conference, KNEU, Kyiv, Ukraine.

Mykhailenko, O., & **Blayone, T.J.B.** (2015, March). *Empowerment: A core concept for education, management and governance*. A presentation for Innovations in Business Education: I International Internet Conference, KNEU, Kyiv, Ukraine.

Desjardins, F., Davidson, A.-L., **Blayone, T.J.B.**, vanOostveen, R., & Childs, E. (2015). General Technology Competency and Use: Foundations. [Theoretical Overview] Retrieved from <http://eilab.ca/gtcu-technology-competency-use-framework/>.

MA Theses

Blayone, T.J.B. (2017). *Readiness for digital learning: Examining self-reported and observed mobile competencies as steps toward more effective learner readiness assessment*. (Master of Arts Thesis), UOIT, Oshawa, Canada.

Blayone, T.J.B. (1990). *The origins and literary character of the Coptic Gospel of Thomas*. (Master of Arts Thesis), University of St. Michael's College Toronto, University of Toronto, Canada.

Workshops & Presentations

Blayone, T. (April 2025). Culture Work in an Age of Human-AI Systems. Goethe-Institute Ukraine, funded by the House of Europe Program.

Blayone, T. (April 2025). Post-industrial Digital Learning Transformation model: A hands-on introduction to culturally adaptive, collaborative, digital learning for the transformation and democratization of higher education. Bukovel, Ukraine.

Mykhailenko, O., & **Blayone, T.** (May 2017). Post-industrial Digital Learning Transformation model: A hands-on introduction to culturally adaptive, collaborative, digital learning for the transformation and democratization of higher education. Bukovel, Ukraine.

Mykhailenko, O., & **Blayone, T.** (July 2017). Post-industrial Learning Transformation model: An introduction to culturally adaptive, collaborative, digital learning. Ivano-Frankivsk, Ukraine.

Business Reports	Blayone, T.J.B. (November 2011). <i>Gaming: Insights from the new frontier of student engagement</i>. New Directions in Engagement Whitepaper. A White Paper. Nelson Education, Toronto, Canada. Blayone, T.J.B. (July 2008). <i>My Life: A next-generation platform for hyperlocal community publishing</i>. Innovation Strategy Report Delivered to the Senior Executive of Metroland Media Group, Toronto, Canada.
Academic Reviewing and Editing	<i>International Journal of Educational Technology in Higher Education</i>. Springer International. Peer Reviewer, 2017 <i>British Journal of Educational Technology</i>, Peer Reviewer, 2017 <i>Technology, Pedagogy and Education</i>, Journal of the Association of Information Technology in Teacher Education (ITTE), Taylor and Francis, Peer Reviewer, 2016 <i>Computer-Assisted Research Forum: A Bulletin for Academics and Educators in the Arts and Humanities</i>, McGill University, Founding Editor, 1995-1996 <i>ARC: The Journal of the Faculty of Religious Studies</i>, McGill University, Montreal, Canada. (Volumes 20-23), Section Editor and Production Manager, 1992-1995
News Releases	<i>Research partnership UOIT's first formal association with a post-Soviet republic</i> (April 25, 2016): news.uoit.ca/archives/2016/04/uoit-faculty-of-education-and-visiting-Ukrainian-scholar-piloting-online-learning-project-.php <i>UOIT Education researchers present an award-winning paper on online learning</i> (August 11, 2016): news.uoit.ca/archives/2016/08/crossing-a-new-line-in-the-digital-technology-sandbox.php
International Research Partnerships	Member of international research partnerships: Kyiv National Economic University, Ukraine; National University of Life and Environmental Sciences of Ukraine; Ivan Franko National University of L'viv, Ukraine; University of Szczecin, Poland; Batumi State Maritime Academy, Georgia; Rēzekne Academy of Technology, Latvia.
Continuing Education	One-Year Next Generation Leadership Development Program, Toronto, Ontario. Metroland Media/Torstar Certificate, 2008 Princeton Humanities Computing Summer Seminar, Princeton, New Jersey, USA Humanities Computing Centre, Princeton University, 1994
Academic Awards	Ontario Graduate Scholarship, Ontario Tech U, 2017/18 and 2018/19 Graduate Research Funding, Ontario Tech U, 2015 and 2016 Dean's Graduate Scholarship, Faculty of Education, Ontario Tech U, 2015 and 2016
Selected Professional Experience	Collaboritsi.com Digital Learning Consulting Co-Founder, 2016-present Ontario Tech University, Canada <i>Online Marketing Consultant, Recruitment Office</i>, 2013-2014 Nelson Education, Scarborough, Canada <i>Senior Strategist, Digital Marketing</i>, 2010-2012 Metroland Media Group, Durham Region, Canada <i>Director, Digital Media Development and Online Sales</i>, 2001-2008 Durham Business and Computer College, Pickering, Canada <i>Program Director, Web Publishing and Design</i>, 1998-2000 McGill University, Montreal, Canada <i>Academic Computing Advisor</i>, 1992-1996