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**Deborah C. Hurst** is an Associate Professor, Work, and Organization Studies at the Faculty of Business, Athabasca University. Deborah's research focuses on how students' knowledge, identity and professional skills are created in learning environments that support and mirror distributive work environments, how inclusive leadership practices and workplace cultures are created and led particularly in digital space, and how educational programs can prepare workplace-ready graduates. Theoretically, she draws from developing leadership capability, mechanisms of knowledge creation/transfer, and institutional theory. In her previous role as dean, Deborah oversaw innovations in online education, such as the world's first online MBA program and pioneering the use of artificial intelligence in distance, post-secondary education.