



University  
of Regina

# DEAN OF NURSING

The University of Regina seeks an accomplished and visionary individual to lead the Faculty of Nursing.

## THE DEANSHIP

Located on Treaty 4 and Treaty 6 lands, and with First Nations University of Canada as one of its three federated colleges, the University of Regina emphasizes truth and reconciliation in its Strategic Plan, “All Our Relations: kahkiyaw kiwâhkômâkaninawak”. The Faculty of Nursing is committed to taking action regarding this specific goal.

The Faculty of Nursing, established in 2010, has demonstrated tremendous growth during the past decade. Currently, the Faculty of Nursing, located on the main University campus, has two sites with faculty, staff and students: one in Regina and one in Saskatoon. In Regina undergraduate nursing students (n=800) attend classes on the main University campus, as well as at Saskatchewan Polytechnic. In Saskatoon, faculty members are located at Innovation Place. Undergraduate nursing students in Saskatoon (n=600) attend classes at Saskatchewan Polytechnic. Graduate students (n=60) complete their nurse practitioner program on-line. The Faculty of Nursing is a leader at the University with respect to the use of technology for education. The Student Wellness Centre, located on the main University campus in Regina, will provide health services, including health promotion, to all University

students when fully operational. Within the Faculty of Nursing, an Associate Dean (Student Wellness) and nurse practitioner faculty members will manage and staff the Centre.

Collectively, faculty members, administrators, and support staff offer degrees at the bachelor, master, and doctoral levels (special case PhD). The Saskatchewan Collaborative Bachelor of Science in Nursing program and the Collaborative Nurse Practitioner program are delivered by the Faculty of Nursing in partnership with the School of Nursing, Saskatchewan Polytechnic. The Faculty of Nursing is pursuing the establishment of research/thesis-based graduate programming. Members of the Faculty of Nursing are committed to excellence in teaching and learning, research and scholarship, and service. The Dean, Faculty of Nursing, is poised to strengthen a culture of research for the continued success of faculty members.

The Dean we seek will work with all members of our community to envision the future of the Faculty of Nursing. The Dean will communicate effectively and persuasively, and value inclusion and consultative governance. The Dean will further develop the Faculty of Nursing as a fair and collegial working environment, judiciously fostering both diversity and unity of purpose. The Dean will have an earned doctorate as well as strong qualifications in research and scholarship, teaching, nursing practice, and administrative experience appropriate to a decanal appointment that carries an academic appointment with tenure.

In accordance with the strategic plan of the University of Regina, the Dean will promote a high standard of teaching, research, and community service in the context of collaborative teamwork and growing diversity of faculty, staff, and students. The Dean will work with faculty members, staff, and students to ensure that the Faculty's programs are rigorous, sustainable, and fully meet the expectations of program approval and accreditation. The successful candidate will be an innovator and problem solver committed to excellent student experiences at both undergraduate and graduate levels. They will have a record of fostering a diverse array of research and creative endeavour, and will have demonstrated the ability to inspire others to excel.

## PRIMARY FUNCTIONS

Reporting to and consulting with the Provost and Vice-President (Academic), the Dean, Faculty of Nursing, provides inspirational leadership within the Faculty. The Dean is visionary in ensuring quality of existing programs, in developing new programs and establishing partnerships within and external to the University, and enhancing the reputation of the Faculty. As the senior officer of the Faculty of Nursing, the Dean represents the Faculty and the University positively in interactions with professional and academic agencies at local, provincial, and national levels, eg., Saskatchewan Registered Nurses Association, Ministries of Health and Advanced Education, Saskatchewan Health Authority, and the Canadian Association of Schools of Nursing. The Dean identifies

and supports partnerships between the Faculty and the University and other post-secondary institutions, eg., Saskatchewan Polytechnic (School of Nursing), University of Saskatchewan (College of Nursing). As part of their administrative portfolio, the Dean is also responsible for the administration of the collective agreements and demonstrates fiscal accountability.

## RESPONSIBILITIES

### Leadership

- Provide leadership to the faculty and staff of the Faculty of Nursing.
- Engage clear and effective leadership to support recruitment efforts to advance equity, diversity, and inclusion among staff, faculty, and students.
- Ensure an environment of inclusion that respects and leverages diverse perspectives and voices.
- Ensure that the Faculty of Nursing contributes to the University of Regina's mission and goals.
- Foster well-being and belonging among all members of the Faculty of Nursing.
- Provide leadership and work within a collaborative nursing education program.
- Develop, through a consultative process, "next horizon" initiatives to further leading edge programming, teaching, and relevant research through ongoing engagement with colleagues within and external to the University of Regina.



# FACULTY OF NURSING



## Undergraduate and Graduate Instruction and Programming

- Mentor and support faculty in the overall delivery of quality responsive curriculum and programs that support teaching excellence, and engaged learning.
- Respect the diverse perspectives of a demographically changing student body.
- Ensure that faculty members are supported in devoting care and attention to their students' learning needs.
- Mentor and support faculty members to become effective and inspiring teachers, within classroom (face to face, remote) and clinical contexts, and with respect to an increasingly diverse student population.

## Research and Scholarly Activity

- Promote and advocate for quality research and scholarship to better inform nursing education, clinical practice, administration, and policy development which benefit the reputation of the Faculty within and outside the University community.
- Honour and promote the diverse research activities of faculty members.
- Foster a research culture in which nursing faculty contribute to the advancement of health care by supporting knowledge translation, external grant visibility, and other scholarship activities.
- Explore and develop new avenues and partnerships for faculty researchers.

## Faculty, Staff and Student Relations

- Advance Reconciliation within the Faculty and the University, and prioritize an increase in the number of Indigenous students, faculty, and support staff.
- Identify human resource needs for the Faculty of Nursing and ensure that recruitment and retention initiatives are in place to meet those needs in the framework of diversity, equity, and inclusion.
- Make recommendations for initial appointment, re-appointment, and tenure.
- Make career progress decisions.
- Encourage and support professional development among all staff in the Faculty of Nursing.
- Maintain effective working relationships with all Faculties and University units, the federated colleges, and with the collective bargaining agents representing faculty and staff.
- Foster ongoing and positive connections with students, alumni and other stakeholders of the Faculty of Nursing.
- Monitor the efficacy of recruitment, retention and community outreach in attracting, supporting and retaining Indigenous students and students living in remote geographical distances from the University.

## General Management

- Promote the Faculty of Nursing to key constituents, including senior University administration, professional bodies, provincial/federal governments, healthcare leaders and relevant institutions regionally, nationally and internationally.
- Serve as a member of Deans' Council and actively support collegial and collaborative relationships among the deans.
- Responsible for the management of two sites, i.e., the Regina campus and Saskatoon campus. Programs, faculty, support staff, and students are located at these two sites.
- With support from the faculty administrator and the E-learning coordinator, ensure effective use of technology to support all members of the Faculty in Regina and Saskatoon.
- Provide administrative oversight, as well as leadership, for the Student Wellness Centre at the University of Regina.
- Enact a faculty-based strategic plan in alignment with the University's Strategic Plan.
- Oversee the Faculty budget and work collaboratively with other deans and the Provost to propose a strategic and balanced budget.
- Assure a fair collaborative partnership with the School of Nursing, Saskatchewan Polytechnic. The Dean ensures that University policies and processes are upheld within the context of the partnership and program offerings.
- Support excellence in teaching, research, and scholarship within the Faculty.

## Requirements

- The ideal candidate is academically and experientially qualified and demonstrates excellence in leadership, teaching, research, and scholarship.
- The position requires an individual with well-developed interpersonal communication skills and emotional intelligence to provide effective leadership in the Faculty of Nursing.
- A well-developed sense of integrity and ethical comportment.
- A doctoral degree (preferably, but not required, in nursing). Must be eligible for registration with the Saskatchewan Registered Nurses Association.
- A minimum of five-years (continuous) of higher education administrative experience at the program level or higher.
- Knowledge of the evolving health care system and how to position the Faculty to adapt to the changing health care landscape.
- Strong communication skills and demonstrated leadership ability, including the ability to identify, frame and solve problems within a collaborative and respectful environment.
- Demonstrated ability to set goals, help others attain them, and be accountable for outcomes related to them.
- Demonstrated success as a team player who can engage successfully with colleagues from within and external to the University.
- Demonstrated commitment to promoting equity, diversity, and inclusion in an educational and work environment.
- Committed to the values and objectives of the University's Strategic Plan.





## THE UNIVERSITY AND THE CITY OF REGINA

The University of Regina's main campus, historic College Avenue campus, and Saskatoon campus provide an attractive study and work environment for over 16,500 students and 2,500 faculty and staff. With over 18% of the student body coming from international destinations, a further 15% self-declared First Nations and Métis students, and an increasingly diverse workforce, the University of Regina reflects the rapidly changing face of the new Saskatchewan.

The University of Regina is home to 10 faculties and two dozen academic departments with established reputations for excellence and innovative programs. The University offers specialized programs in a number of areas including: journalism, clinical psychology, media production and studies, creative technologies, actuarial science, software systems engineering, police studies, nursing, health studies, public policy, and others.

Research centres and institutes enhance the teaching and research opportunities available on campus. As well, the Regina Research Park, adjacent to the main

Regina campus, has produced research partnerships with industry and government.

Both the main campus and College Avenue campus are located in Wascana Centre, one of the largest urban parks in North America and the first in Canada to be created by a tri-level partnership between the province, the city, and the University. The main campus is home to the University's three federated colleges, Campion College, Luther College, and First Nations University of Canada. The latter's flagship building, designed by eminent Indigenous architect Douglas Cardinal, is situated on Star Blanket First Nation reserve land. The historic College Building has been fully restored, and is home to the Johnson-Shoyama Graduate School of Public Policy, the Centre for Continuing Education, and the Conservatory of Music. The College Avenue campus serves as a provincial and national destination, integrating academic programming with outreach and training for both public and private sector professionals.

In addition, the University is a major catalyst for social, cultural and economic development in the City of Regina. In 2018, the University hosted more than 5400 faculty and graduate students from across the country at the Congress of the Humanities and Social Sciences, Canada's largest academic gathering.



## TO APPLY

In electronic format, please send the following materials

- Letter of application
- Current *curriculum vitae*
- Contact information for three referees

to <http://www.uregina.ca/hr/careers/opportunities.html>.

Review of applications will commence in December 2020, with campus visits and interviews tentatively scheduled for February 2021. The target date for appointment is July 1, 2021. Decanal appointments are generally five years in length, and are renewable after review for a further five years.

