



The [University of Victoria](#) is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live, learn, work and explore on the edge of what's next—for our planet and its peoples. Our commitment to research-inspired dynamic learning and vital impact make this Canada's most extraordinary environment for discovery and innovation. Experience the edge of possibilities for yourself.

We acknowledge and respect the ɫəkʷəŋən peoples on whose [traditional territory](#) the university stands and the Songhees, Esquimalt and [WSÁNEĆ](#) peoples whose historical relationships with the land continue to this day.

The School of Nursing, the Faculty of Human and Social Development (HSD), and the University of Victoria strive to provide a welcoming, supportive environment for Indigenous students and faculty. The First Peoples House (FPH) is a social, cultural, and academic centre for Indigenous students at UVic and serves as a safe and welcoming place that encourages community building. Housed within the First Peoples House, the [Office of Indigenous Academic and Community Engagement \(IACE\)](#) provides leadership and resources related to academic programs, community projects, the First Peoples House and the Elders-in-Residence program. In conjunction with academic leaders in the First People's House and in the faculties, the Indigenous Academic Advisory Council (IAAC) provides a forum for faculty and academic administrators to discuss existing, emerging and potential academic programs with Indigenous content and/or focus. The [Centre for Indigenous Research and Community-Led Engagement \(CIRCLE\)](#) is dedicated to expanding wellbeing through principled and ethical research with, and for, Indigenous peoples and communities, while the [Indigenous Mentorship Network of the Pacific Northwest \(IMN PN\)](#) provides resources, mentorship, and networking opportunities to support Indigenous students and new investigators to undertake research that is meaningful to Indigenous communities and collectives. Within HSD, the [Indigenous Student Support Centre \(ISSC\)](#) provides a culturally safe space for Indigenous students as well as cultural, emotional, and academic supports. Finally, funded by the CIHR Institute of Indigenous Peoples' Health (IIPH), the [BC Network Environment for Indigenous Health Research](#) is one of nine Indigenous-led networks across Canada that support research leadership among Indigenous (First Nations, Métis and Inuit) communities, collectives, and organizations (ICCOs).

The School of Nursing invites applications from talented nursing researchers and scholars for a **full-time** faculty position, with eligibility for tenure, at the rank of **Assistant or Associate Professor** to commence **January 1, 2023**, or as negotiated. In accordance with the university's equity plan and pursuant to Section 42 of the BC Human Rights code, **preference will be given to members of the following designated groups: Indigenous peoples**. Candidates who wish to qualify for preferential consideration **must self-identify in their cover letter**.

Contact Information

To be considered, please submit your application package via email to nursingdirector@uvic.ca with the subject heading: **240-139_School of Nursing** including a cover letter that addresses the full scope of the job requirements, along with your curriculum vitae, appropriate evidence of research (publications or work in progress), teaching skills (teaching statements, syllabi, evaluation data), statement of diversity knowledge, experience and skills, statement to explain your Indigenous positionality, an external letter of support that can attest to your ongoing relationship with a North American Indigenous community, and contact information for three references. Electronic application packages must be received **by May 16, 2022, by 4PM (PST)**.

Qualified candidates will have:

required education:

- baccalaureate degree in Nursing and
- an earned doctoral degree, with at least one graduate degree in Nursing

required active registration:

- active registration and in good standing with the [BC College of Nurses and Midwives \(BCCNM\)](#)
- or, if not currently registered, be eligible and commit to achieving registration within three months of hire

demonstrated commitment (or knowledge):

- demonstrated commitment to advancing nursing practice and education in the spirit of the Truth and Reconciliation Commission Calls to Action and the United Nations Declaration of the Rights of Indigenous Peoples;
- demonstrated commitment to anti-racist pedagogy and practice; decolonization of educational processes and cultural safety and humility as ways of being

required research and teaching experience and skills:

- **Assistant Professor:** evidence of a potential for effective teaching; demonstrated ability to articulate and develop a program of research.
- **Associate Professor:** evidence of effective teaching; and a record of substantial scholarly, professional, or creative achievement within the discipline.
- teaching and research experience relevant to advancing the profession and the discipline of Nursing and aimed at developing the body of knowledge required to support philosophical, theoretical, and practice advancements;
- demonstrated ability or a willingness to teach theory and practice courses across programs at the graduate and undergraduate level both in the classroom and online in technology-enhanced and experiential learning environments, experience within a post-secondary setting preferred;
- demonstrated excellence, or the promise of excellence, in teaching focused on providing leadership for the advancement of undergraduate and graduate programs and curricula: practice model innovation and simulation, nursing practice and patient orientated research, health systems research and informatics, supporting teaching excellence, Indigenous nursing and health, and inter-professional education;
- must be able to teach within the philosophy of the curriculum, be committed to strengthening their teaching, and have the ability to work collaboratively;
- experience supervising graduate students is an asset.

Responsibilities of the successful candidate will also include membership on School committees and participation in governance and decision making within the School. Opportunities for interdisciplinary teaching and research may be available with other professional schools in the Faculty of Human and Social Development and the wider University.

Related Links

[School of Nursing](#)

[Faculty of Human and Social Development](#)

The [School of Nursing](#) is a leader in undergraduate and graduate nursing education and research. The School offers the Bachelor of Science in Nursing degree (BSN) delivered through a collaborative partnership with colleges in British Columbia and the Northwest Territories. The School of Nursing also offers two graduate degrees: a PhD in Nursing and the Master of Nursing Degree (Advanced Practice Leadership/Nurse Educator/Nurse Practitioner (NP)/ Double Degree in Nursing and Health Informatics). All graduate programs are offered through distance learning and distributed learning technologies. All undergraduate programming is offered on campus in classrooms incorporating online distributed learning experiences.

The School of Nursing is dedicated to excellence in accessible and innovative undergraduate and graduate nursing education, research and scholarship initiatives, and professional practice and service to the community in British Columbia, in Canada, and beyond. The School is committed to:

- generating knowledge, advancing the nursing profession and discipline, and enhancing nursing practice to improve health for individuals, families, communities, and society;
- responding to the Truth and Reconciliation Commissions Calls to Action and integrating Indigenous perspectives, world views and knowledge for health, healing and nursing practice;
- promoting health and the conditions that support health and social changes through collaborative partnerships among educators, students, health practitioners, communities, researchers, and policy developers;
- mentoring new and experienced faculty in the development of their academic careers.

In the School of Nursing, we honour all members of our community. We uphold an [inclusive environment](#) wherein diversity in beliefs and practices—as well as individual diversity—is lived, celebrated and respected.

The School is uniquely situated in the [Faculty of Human and Social Development](#) (HSD), a multi-professional faculty with a commitment to the student experience of dynamic learning in practice and community setting for vital impact on health and social development. Faculty participate with colleagues, students, and the public in socially engaging ways and strive to integrate teaching, scholarship, and research at all program levels. The Faculty of HSD provides support for research development through the [HSD Research Support Centre](#) as well connections with the [Learning and Teaching Support and Innovation](#) office to support its faculty with professional development and teaching enhancement.

Additional Information

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

The University of Victoria requires all students, staff and faculty coming to campus to declare their COVID-19 vaccination status. Declaration is confidential and will be securely stored. New employees will be required to be fully vaccinated for COVID-19 prior to beginning employment at the University of Victoria.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of [groups experiencing barriers to equity](#). Read our full equity statement here: www.uvic.ca/equitystatement.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their

application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. Any personal information provided will be maintained in confidence.

Faculty and Librarians at the University of Victoria are governed by the provisions of the [Collective Agreement](#). Members are represented by the University of Victoria Faculty Association (www.uvicfa.ca).

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

