



**Call for Expressions of Interest  
University of Victoria School of Nursing  
Assistant Teaching Professor**

**June 2025**

*We acknowledge and respect the Lək'wəṇən (Songhees and X̱wsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək'wəṇən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.*

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 /Nurse Educator/Nurse Practitioner (NP)/Indigenous Wellness). All graduate programs are offered through distance learning and distributed learning technologies. Most of the graduate programming is offered through online distributed learning experiences and in practice-based settings.

The School of Nursing invites applications from qualified individuals for **two full-time tenure track Assistant Teaching Professors for the Nurse Practitioner (NP) graduate program stream** to commence **January 1, 2026**, or as negotiated.

**Salary range:**

The candidate's qualifications, experience and overall market demand will determinate a candidate's final salary offer. The salary for this position includes a salary range of \$123,000 - \$152,000. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

**Qualified candidates will have:**

**Required education:**

- Baccalaureate degree in Nursing; and
- Master's degree, Nurse Practitioner designation.

**Preferred education:**

- an earned PhD at the time of appointment or shortly thereafter

**Required active registration:**

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

**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;

- anti-racist pedagogy and practice; decolonization of educational processes and cultural safety and humility as ways of being

#### **Required teaching experience and skills:**

- teaching 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 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;
- 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;
- demonstrated ability to teach to a diverse student body with a range of perspectives, experiences and cultures;
- inclusive, non-discriminatory approaches to teaching, curriculum and student assessment;
- must be willing to periodically travel for student practice site visits that are situated throughout British Columbia, associated primarily with Nurse Practitioner program clinical courses if assigned.

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 Health and the wider University.

#### **Application Information**

To be considered, please submit your application package (PDF, word, digital portfolio) consisting of the following:

- cover letter expressing your interest and addressing the full scope of the position requirements;
- curriculum vitae,
- selected evidence of teaching skills (for example teaching statements, syllabi, evaluation data),
- statement of equity, diversity, inclusion and accessibility knowledge, experience and skills; and
- names and contact information for three references.

A completed application package should be submitted by email with the subject heading **ATP-NP-School of Nursing** to:

Dr. Lenora Marcellus  
Director, School of Nursing  
[nursingdirector@uvic.ca](mailto:nursingdirector@uvic.ca)

Electronic application packages must be received **by 15 August 2025, by 4PM (PST)**.

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

## Related Links

[School of Nursing](#)

[Faculty of Health](#)

The School of Nursing, the Faculty of Health, 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 the Faculty of Health, 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).

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The School of Nursing is dedicated to excellence in accessible and innovative undergraduate and graduate nursing education, research 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 and
- promoting health and the conditions that support health and social changes in British Columbia, Canada, and around the world 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 Health](#), 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 Health provides support for research development through the [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.

UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of historically and systemically marginalized groups. Read our full [equity statement](#).

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](mailto: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](http://www.uvicfa.ca)).

All qualified candidates are encouraged to apply; if you are neither a Canadian citizen or permanent resident, please indicate if you are authorized to work in Canada, and be prepared to provide a copy of your permit authorizing same.