



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

**June 2025**

*We acknowledge and respect the Lək'wəḡən (Songhees and X'wsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək'wəḡən 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. The majority of undergraduate programming is offered on campus in classrooms incorporating 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** to commence **January 1, 2026**.

**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

**Preferred education:**

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

**Required teaching and practice knowledge, experience and skills:**

- teaching experience at a university or college;
- teaching experience relevant to advancing the profession and the discipline of Nursing;
- demonstrated ability or a willingness to teach theory and practice courses across the BSN program in the classroom, online in technology-enhanced, and in experiential learning environments;
- demonstrated excellence, or the promise of excellence, in teaching focused on providing leadership for the advancement of the BSN program and curricula: including practice education model innovation and simulation, supporting teaching excellence, Indigenous nursing and health, and inter-professional education;
- 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;
- recent clinical experience

**Preferred teaching and practice knowledge, experience and skills:**

- expertise in simulation pedagogy is an asset
- strong clinical background in medical surgical practice settings is an asset

**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 active registration:**

- active registration and in good standing without limits or conditions with the [British Columbia College of Nurses & Midwives](#) (BCCNM), or eligibility for registration prior to start date.

Responsibilities of the successful candidate will also include membership on School of Nursing committees and participation in governance and decision making within the School.

**Application Information**

To be considered, please submit your electronic 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 statement, sample syllabus, evaluation data),
- statement of equity, diversity, inclusion, and accessibility; and
- names of and contact information for three references.

A completed application package should be submitted by email with the subject heading **ATP - 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.

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. We are 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**

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.](#)

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.

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)).