

The School of Nursing in the Faculty of Education and Professional Studies at Nipissing University invites applications from candidates for a Tenure Track, Assistant or Associate Professor, focusing on northern/rural, Indigenous, and/or mental health nursing. This position is located in North Bay, Ontario and will commence on July 1, 2025.

Qualifications, Education and Experience

Nipissing University is seeking a collaborative, innovative faculty member to join a growing School of Nursing in a university that focuses on quality undergraduate teaching and research while looking to establish a graduate program for nurses. The School of Nursing has a strong reputation for being student-centered and providing students with rich practice-based learning opportunities. We are strengthening inclusion of Indigenous knowledges and understandings in relation to health, wellness, and healing.

The successful candidate will have:

- A minimum of one (1) graduate degree in Nursing.
- Completion of a Ph.D. in nursing or a related discipline. For an assistant professor appointment, candidates close to completing a Ph.D. (ABD) will be considered.
- An unrestricted licensure with the College of Nurses of Ontario or eligibility for licensure.
- Evidence of scholarship and/or recognized excellence in clinical practice in Northern/Rural, Indigenous, and/or Mental Health Care.
- Evidence of excellence (or promise of excellence for Assistant Professor appointment) in teaching at the undergraduate level
- Experience with various curriculum delivery models, including delivering distance learning courses, demonstrating the ability to use online platforms and digital tools to engage students effectively, is considered an asset.
- Evidence of research excellence (or promise of research excellence for Assistant Professor appointment) as demonstrated in the research statement; peer-reviewed academic publications (or forthcoming publications) with significant journals in the field; presentations at major conferences, external funding (or the potential to secure external funding for Assistant Professor appointment), and knowledge translation activities
- Evidence of highly effective communication skills and the ability to work in a team.

School of Nursing

Nursing education at Nipissing University has a distinguished history, reflecting a strong commitment to excellence in healthcare training within the North Bay region and throughout the province of Ontario. Our nursing education programs have evolved significantly, adapting to changes in healthcare needs and advances in teaching and learning technology. Our faculty are known for their student-centered approach and learning philosophy that prioritizes critical

thinking and conceptual understanding. Our nursing graduates are well regarded for their readiness to enter the healthcare field, equipped with the knowledge and competencies needed to make significant contributions to community health and wellness across diverse regions of Ontario.

Nursing Programs

The School of Nursing at Nipissing University offers undergraduate nursing programs on campus and online. On-campus programs include a Bachelor of Science in Nursing (BScN) for post-secondary students and an RPN to BScN Blended Learning Program for Registered Practical Nurses (RPNs). A part-time and full-time RPN to BScN Blended Program is provided online through a clinical partnership model with healthcare organizations throughout Ontario. We aspire to build a graduate studies program to advance nursing leadership and practice.

Mission

The Nipissing University School of Nursing is committed to innovation, leadership and excellence in teaching and learning through evidence informed nursing education, research, and practice. Guided by imaginative faculty and innovative programming, our graduates learn to practice relationally and are dedicated to advancing health and systems transformation.

Vision

We will be an innovative leader in state-of-the-art experiential learning, curricula, and program delivery. We educate and empower a diverse population of nurse leaders who will be relational, and evidence - informed; transforming health, health systems and societal structures through knowledge, inquiry and service.

We Value

Respect - We believe respect for others is foundational to nursing practice. It is communicated to peers, patients, stakeholders, and the public through our words, listening skills and actions. Respect demonstrates a regard for the dignity of others' thoughts, choices, beliefs, and diverse backgrounds.

Client-Centredness - We believe client-centredness is establishing partnerships with our patients, and their families (when appropriate), groups, and communities to ensure that decisions respect their wants, needs, and preferences. The requirement to provide the knowledge and support to make informed health care decisions and to participate in their care is key.

Leadership - We believe nursing leadership is an integral part of every nurse's practice. Nursing leadership is about critical thinking, action, social justice, and advocacy – and it happens in all roles and domains of nursing practice.

Professionalism - We believe professionalism in nursing is essential in achieving a healthy and safe work environment and is contextualized. Professionalism involves nurses putting into action their values and attributes of professionalism when providing nursing care and collaborating with patients, nurse colleagues, other members of the health care team and nursing students.

Evidence-Informed Practice - We believe evidence to be conceptualized as a more inclusive and non-hierarchical notion that equally values practice wisdom, tacit knowledge, and all forms of knowing. It demands a commitment to educational, research and service practices rooted in curiosity and imagination by the faculty in the School of Nursing, and those we teach and mentor.

Innovation in Simulation

Nipissing University proudly features the George and Helen Vari Simulation Centre, an immersive and interactive learning environment designed to simulate a multitude of real-life situations. This state-of-the-art facility aligns with our commitments to decolonization and reconciliation, fostering an inclusive atmosphere for all students. By equipping future nursing professionals with critical skills in a safe and supportive setting, the simulation centre plays a major role in preparing students for their careers while promoting Nipissing's vision of transformative education.

Best Practice Spotlight Organization

Nipissing University is proud to be a Best Practice Spotlight Organization (BPSO) recognized by the Registered Nurses' Association of Ontario (RNAO). Our School of Nursing is committed to implementing best practices in nursing and healthcare to enhance student learning and promoting excellence in nursing education. By integrating evidence-based practices into our curriculum and fostering a culture of continuous improvement, Nipissing is dedicated to producing graduates who are equipped to meet the evolving needs of diverse communities.

The annual salary will correspond with qualifications and experience and will follow the Nipissing University Faculty Association (NUFA) Collective Agreement.

Nipissing University is in the City of North Bay, Ontario (population 55,000), in the territory of the Robinson-Huron Treaty of 1850 and the Nipissing First Nation Traditional Territory and the traditional territory of the Anishinabek. Situated between Lake Nipissing and Trout Lake, and surrounded by pristine Canadian Shield Forest, our campus is a comfortable three-and-a-half-hour drive from either Toronto or Ottawa. North Bay is a growing city with a vibrant arts community, ample amenities, and countless opportunities for outdoor activities. Learn more about North Bay, Ontario by visiting the @cityofnorthbay YouTube channel here: [The City of North Bay](#).

Nipissing University is known for its excellence in teacher education, arts, science, and a range of professional programs. The School of Graduate Studies includes programs in history, sociology, education, environmental science/studies, kinesiology, and mathematics. In “Pathways: Our Commitments to Water, Land, and People”, Nipissing University has committed to fulfilling our responsibility to truth and reconciliation; nurturing our relationship with water, land, and place; embodying harmony and care; inspiring growth and development; building sustainable futures; and, celebrating who we are. Nipissing’s renowned focus on student success and experience has translated into top rankings nationally in the areas of student support, student experience, faculty, and residences as a primarily undergraduate institution. An academic environment that provides close student-faculty interaction, innovative approaches to learning, and a strong research culture is an enduring strength of Nipissing.

Access and equity continue to be longstanding priorities, providing interventions and support for students who might not otherwise participate in postsecondary education. Nipissing welcomes several first-generation students, as well as students with disabilities with focused supports.

Nipissing’s faculty and staff are committed to decolonization and reconciliation and provide a supportive environment for Indigenous students enrolled at the University. Our campus is in a region home to 7,000 First Nations, Metis, and Inuit residents, many of whom choose to study at Nipissing University. As a public university located on the traditional territory of Nipissing First Nation and on the lands within the Robinson-Huron Treaty of 1850, Nipissing University is bound to advance knowledge and be a good guest on this land.

Nipissing University has recently launched a new Careers landing page where prospective applicants can discover exciting career opportunities, learn more about the vibrant City of North Bay, and explore what makes our institution a unique and rewarding place to work.

Interested candidates should submit a cover letter, teaching philosophy, 5-year research plan, a curriculum vitae, and a list of three referees by 4:00pm on January 3, 2025.

Review of applications will commence January 6, 2025, and will continue to be accepted and reviewed until the position is filled. All application materials should be combined into a single PDF and sent to careers@nipissingu.ca.

Nipissing University is committed to employment equity and strongly encourages applications, which may include self-identification in a cover letter from Indigenous peoples, women, persons with disabilities, persons who identify as 2SLGBTQI+ and racialized minorities.

Nipissing University must gather information from applicants to determine eligibility to work in Canada. Please include a statement in your application to identify whether you are a Canadian Citizen, Permanent Resident or are otherwise legally eligible to work in Canada.

Nipissing University will provide accommodation to ensure barrier-free employment in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. You can request accommodation at any stage of the hiring process. If you require an accommodation, please contact Human Resources at access@nipissingu.ca.

The search committee would like to thank all applicants for their interest in Nipissing University. Please note that only those candidates invited for an interview will be contacted.