Position profile

University of Manitoba

Dean, College of Nursing

University of Manitoba

24 May 2017
The university

Overview

The University of Manitoba is western Canada’s first university and continues to have close connections to its people and its communities. It is the province’s largest and premier post-secondary educational institution and its only research-intensive university. It is also one of the largest communities in Manitoba; each of its more than 38,000 students, staff and faculty have ambitions, potential and promise that contribute to the diversity of the community and establish an unique environment for learning and working.

In addition to offering undergraduate liberal education in arts and science, the University of Manitoba provides programs in a broad range of professional studies, applied sciences, and fine and performing arts. Responsible for most graduate education and research in the province, the University currently holds 49 Canada Research Chairs, and is home to or a partner in 39 research centres, institutes, and shared facilities that foster collaborative research and scholarship. Research informs their teaching and teaching informs their research. At the same time the University is committed to ensuring that their undergraduate students have an outstanding educational experience, and that they have access to experiential learning opportunities, as well as proper recognition of their relevant learning outside of the University. The University has excellent professors and staff. The university has a total enrolment of approximately 26,000 students in 22 faculties. Most academic units offer graduate studies programs leading to masters or doctoral degrees.

Manitoba has a large and growing Indigenous population. By incorporating Indigenous perspectives into the learning, discovery and engagement programs, the University helps to transform the lives of both Indigenous and non-Indigenous people and communities, and make Manitoba and Canada a
better place to live. The University acknowledges the need to work respectfully and collaboratively in partnership with Indigenous communities.

Central to the vitality of the community, the University reaches out and enriches the recreational, educational, and entertainment landscape of Winnipeg. The University is firmly committed to engaging with communities beyond the University, to closer collaborative relationships with them, and more integration of the University and the community. The University is committed to sharing its knowledge and expertise, and to developing and fostering relationships that enable the University and its alumni, donors, and partners to have a direct and positive impact on people’s lives.

Rady Faculty of Health Sciences

The University of Manitoba brings together its community of health educators, experts and researchers in the new Rady Faculty of Health Sciences which includes:

- The College of Nursing
- The College of Dentistry and School of Dental Hygiene
- The Max Rady College of Medicine
- The College of Pharmacy, and
- The College of Rehabilitation Sciences

The Rady Faculty of Health Sciences reflects the health sector’s evolving focus on inter-professional models of care and forthcoming expanded roles for health professionals under the Province’s Regulated Health Professions Act.

In June of 2017, the Rady Faculty of Health Sciences will launch Ongomiizwim, its new, and Canada’s largest, Indigenous Institute of Health and Healing.
College of Nursing

“We prepare and educate nursing students to lead and make a difference to the quality of health care, world-wide”

The College of Nursing is committed to educating nursing students to provide nursing care in a variety of settings and to make a difference in people's lives. The College offers programs in a community that is characterized by a mosaic of cultural groups. Their curriculum gives students a solid base in theory and clinical practice allows students to apply their skills and techniques in care-giving environments. Their faculty and students view people in their entirety through providing a service essential to community health and welfare.

The College has growing graduate and doctoral programs, including a nurse practitioner program, in addition to its undergraduate program. University graduate programs in nursing must respond to high-paced change and the exponential increase in knowledge to successfully meet the demands of society and nursing practice. In keeping with the aims of graduate study at the University of Manitoba, the graduate programs in the College of Nursing will prepare nurses with advanced or specialized knowledge for leadership in diverse areas of nursing practice.

With regard to faculty, staff and students we note the following:

- **Academics (61)**
  - Professors: 7
  - Associate Professors: 15 (1 part-time)
  - Assistant professors: 5 (1 part-time)
  - Senior Instructors: 7
  - Instructor II: 16
  - Instructor I: 6
  - Other academic: 5

- **Support Staff (14)**
  - 12 Full-Time
  - 1 Part-Time
  - 1 Sessional

- **Students (846)**
  - 701 full-time undergraduate students
  - 47 part-time undergraduate students
  - 63 full-time graduate students
  - 35 part-time graduate students

College annual budget is $12.5 Million

Within this organization the vision, value statement and mission are as follows:
Mission

We are leaders in nursing education, research and outreach. Our goal is to advance nursing knowledge, practice and health care locally, nationally and internationally and to improve human health by generating scientific innovations in education, research, and practice. The College exists primarily to educate nurses at the undergraduate and graduate levels with the overarching goal of helping shape the future of nursing education, research, and practice.

Vision

To create an innovative learning environment that fosters personal and professional development, appreciation for diversity, mentorship, critical thinking and reflection, development of collaborative partnerships in education, research, health care delivery and service.

Values Statement

The College of Nursing values excellence in nursing grounded in the following:

Leadership that is consultative, empowering, future-oriented and inspirational.

Collaborative Relationships that are respectful, collegial, and build on communities of inter-professional education, practice and research.

Learning/Work Environments that are supportive, challenging, dynamic and creative.

Professionalism that is based in knowledge, ethics, competence and accountability.

Scholarship that is fueled by passion and creativity to further the discovery, creation, synthesis, evaluation and dissemination of new knowledge in education and practice.

Client/patient-centered care which focuses on the goals and values of the client and facilitates client participation and decision-making to meet health care needs.

A commitment to promoting social justice\(^1\) and equity\(^2\) in education, research, and practice.

\(^1\)Equal opportunities for health.
\(^2\)Absence of systematic disparities in health, or its social determinants, between more and less advantaged groups in society

http://umanitoba.ca/faculties/nursing/
Manitoba Centre for Nursing and Health Research (MCNHR)

The Manitoba Centre for Nursing and Health Research (MCNHR) is a research unit within the College of Nursing, University of Manitoba that promotes and supports the conduct, dissemination and uptake of collaborative nursing and health research. Formerly known as the Manitoba Nursing Research Institute (MNRI) which was established in October 1985, the name of the Centre/Institute was changed in 2008 to reflect a broader inter-professional focus on health research, and to have wider appeal for health care professionals and researchers from disciplines other than nursing to become members of the Centre. “Manitoba” is retained in the name because the Centre is envisioned to play a key role in promoting nursing and health research throughout the province.

The Mission of the Manitoba Centre is to create an environment that promotes and supports the conduct, dissemination and uptake of collaborative nursing and health research to benefit the health of Manitobans and beyond.

The Vision is that members of the Manitoba Centre for Nursing and Health Research will be recognized for excellence and leadership in nursing and health research provincially, nationally and internationally.

The MCNHR’s 5 year strategic plan developed in 2016 is strongly aligned with both the Rady Faculty of Health Sciences and University of Manitoba strategic plans.

College of Dentistry

The College of Dentistry has evolved, from a single undergraduate degree program which graduated its first class of Dentists in 1962, into a multi-faceted professional academy offering a four-year dental degree, a two-year dental hygiene diploma, five graduate programs, a significant research profile, and a variety of community service activities. During our continued evolution, we will build on our high quality programs in our continuous pursuit of excellence.

Located at the University of Manitoba Bannatyne Campus within the Rady Faculty of Health Sciences, the College of Dentistry includes the School of Dental Hygiene and our neighbours are the Max Rady College of Medicine, College of Rehabilitation Sciences and College of Pharmacy. Next to the Health Sciences Centre in downtown Winnipeg, Manitoba, this campus is the site for most of the University's programs in health sciences, providing a unique opportunity to interact with fellow students, faculty, and colleagues in other health-related disciplines.

The College’s four-level building houses seminar and lecture rooms, computer laboratories, pre-clinical teaching and research laboratories, state-of-the-art clinics, student lounges and lockers, and offices – all dedicated to an environment conducive to oral health teaching, research and community service.
http://umanitoba.ca/healthsciences/dentistry/

Max Rady College of Medicine

The Max Rady College of Medicine comprises 27 departments and administrative units involved in teaching, research, service and clinical activities, with approximately 750 full time and 1,200 part-time academic staff, approximately 135 research associates, a support staff of approximately 600 and a student population of over 1,441 (2014/15), including medical, physician assistant and graduate students as well as residents and fellows.

http://umanitoba.ca/faculties/health_sciences/medicine/

College of Pharmacy

The Bachelor of Science (Pharmacy) program of the College of Pharmacy at the University of Manitoba has been awarded the status of Full Accreditation by the Canadian Council for Accreditation of Pharmacy Programs for the six year term 2013-2019. The College is characterized by its teaching expertise, research programs, and practice partnerships in the health sciences field. The provision of good pharmaceutical care requires that the pharmacist must have a thorough knowledge of the science of medicines to apply to their clinical use.

During the past ten years (including 2013), the average pass rate for our graduates on the two-part national PEBC Qualifying Examination has been 95%. In addition to academic excellence, many students appreciate the academic and personal experiences resulting from membership in a small college.

The College has been recognized at the provincial, national and international levels through receipt of research grants and participation in academic, professional and scientific programs, boards, and committees. As described in various sections of our web site, this professional expertise is reflected in the teaching and research which is undertaken in the College.

http://umanitoba.ca/faculties/health_sciences/pharmacy/

College of Rehabilitation Sciences

There are three professional education degree programs of study offered in the College of Rehabilitation Sciences.

**Occupational Therapy**

The Master of Occupational Therapy (MOT) degree program is a graduate program that prepares students for entry to practice in the discipline of Occupational Therapy. The MOT is also offered through an Accelerated Program for qualified therapists holding a bachelors degree or a diploma in occupational therapy.
Physical Therapy
The Master of Physical Therapy (MPT) degree program is a graduate program that prepares students for entry to practice in the discipline of Physical Therapy.

Respiratory Therapy
The Bachelor of Medical Rehabilitation in Respiratory Therapy BMR(RT) degree program is an undergraduate program that prepares students for entry to practice in the discipline of Respiratory Therapy. The BMR(RT) is also offered through a Degree Completion program for qualified therapists holding a diploma in Respiratory Therapy.

http://umanitoba.ca/rehabsciences/

Applied Health Sciences PhD Program
In addition, the College offers the Master of Science, Rehabilitation Sciences and is one of the four participating academic units to offer the Applied Health Sciences (AHS) PhD Program at the University of Manitoba.

The Master of Science (Rehabilitation Sciences) is a post-professional program that provides rigorous research training within the diverse field of rehabilitation science. MSc (Rehab Sci) students work closely with faculty advisors to develop the skills and knowledge to conduct relevant and impactful rehabilitation research and to transfer research knowledge into practice, programs, and policy.

The AHS PhD Program is a multi-unit doctoral program that emphasizes a collaborative approach to health-related research intended to prepare graduates for academic, rehabilitation scientist, or other leadership roles. The program combines the strengths of the discipline specific learning needed to prepare Ph.D. graduates with the benefits of collaborative learning with students and faculty in other disciplines to reflect the importance and pertinence of multi-dimensional and collaborative approaches to applied health sciences research.

Location

Winnipeg, Manitoba

Winnipeg is the capital and largest city of the province of Manitoba in Canada. It is located near the longitudinal centre of North America and is 110 kilometres (68 mi) from the U.S. border. It is also the place of the confluence of the Red and Assiniboine Rivers. The city is named after the nearby Lake Winnipeg. The region was a trading centre for Indigenous people long before the arrival of
Europeans. French traders built the first fort on the site in 1738. A settlement was later founded by the Selkirk settlers of the Red River Colony in 1812, the nucleus of which was incorporated as the City of Winnipeg in 1873. As of 2011, Winnipeg is the seventh most populated municipality in Canada. Known as the "Gateway to the West", Winnipeg is a railway and transportation hub with a diversified economy. This multicultural city hosts numerous annual festivals, including the Festival du Voyageur, the Winnipeg Folk Festival, the Jazz Winnipeg Festival, the Winnipeg Fringe Theatre Festival, and Folklorama. Winnipeg was the first Canadian host of the Pan American Games. It is home to several professional sports franchises, including the Winnipeg Blue Bombers (Canadian football), the Winnipeg Jets (ice hockey), Manitoba Moose (ice hockey) and the Winnipeg Goldeyes (baseball). [https://en.wikipedia.org/wiki/Winnipeg](https://en.wikipedia.org/wiki/Winnipeg)

**Reporting relationship**

The Dean will be a member of the University’s senior administrative team.

**Reports to:**

- Vice Provost (Health Sciences) and Dean, Rady Faculty of Health Sciences; and

**Direct reports:**

- Associate Dean, Undergraduate Programs
- Associate Dean, Graduate Programs
- Associate Dean, Research
- Senior Financial Officer
- Director, Curriculum Integrity and Accreditation
- Inter-professional Education Coordinator
- Support Services Supervisor
- Human Resources / Public Relations Coordinator
- 57 Academic Staff, Graduate and Undergraduate Faculties
- Executive Assistant to the Dean
The opportunity

Term of Employment

5 years

Key responsibilities

- Play a key role in the future growth and development of the College, as well as ensure the College’s success in research, education, and community impact. Act as spokesperson for the College, its achievements, and the history of success attained by the nursing leaders at the college.

- Serve as Senior Representative for Nursing in the Rady Faculty of Health Sciences and participate in development and enhancement of overall faculty.

- Support and enhance efforts of Faculty of Inter-professional Education (IPE).

- Serve as the chief academic and administrative officer of the College of Nursing. Provide energetic and effective leadership for the organization, oversee operations and the strategic allocation of resources to ensure the continued excellence of the Nursing faculty and its programs.

- Play a central role in supporting an ambitious vision for the future including developing and articulating the long-range strategic vision and specific strategies. Report periodically to the Departments on the implementation of plans.

- Be aware of all University of Manitoba policies and relevant collective agreements.

- Oversee development and delivery of all academic programs, including undergraduate and graduate programs. Assure ongoing approval of programs as relevant.

- Play a lead role in securing the financial resources necessary to support the College in achieving its full potential, including monies for endowed chairs to ensure the longevity of career scientists at the College. Secure and manage the College’s budget.

- Assure extensive and high quality research activities of College faculty members. Communicate across university units and academic disciplines and actively seek new inter-professional research and collaborative opportunities within the Rady Faculty of Health Sciences and other entities.

- Continue to embed faculty research and research activities into graduate and undergraduate coursework.
Focus efforts on recruiting highly qualified professors, as well as fostering the development of newly hired and existing Assistant and Associate Professors, while supporting full professors. Address issues relating to recruitment and retention of faculty.

Work closely with faculty and staff to develop a healthy/positive workplace while assuring high morale.

Develop strategies to ensure all work is valued in the educational and research setting for both novice and experienced faculty.

Assure a high quality learning environment while liaising with College of Nursing students.

Maintain a commitment to serving a culturally diverse student population while continuing to create and maintain a culturally safe environment for all students.

Be open and supportive to issues directly pertaining to Support Staff.

Oversee development, maintenance and operations of the College’s spaces and facilities, including offices, laboratories and equipment.

Assure strong relationships with the College’s external communities, including the professional community, other universities and organizations, industry, and alumni.

Develop strong partnerships with leaders from the practice environment to promote quality student clinical learning environments.

Assemble a new management team.

Explore and adopt new models of academic scholarship.

Manage all workplace health and safety plans of the College.

The candidate

Education and Academic Record

A PhD in a field relevant to nursing and eligibility for, and ultimately registration with the College of Registered Nurses of Manitoba. Eligible to be appointed as an Associate Professor/Professor over a
five (5) year term at the University of Manitoba in the College of Nursing. An exemplary record as an educator and researcher in one of the fields of nursing.

Skills, knowledge, and experience

The successful candidate is a nurse leader who will possess a distinguished record of academic service, superior interpersonal and management skills, and a demonstrated commitment to the University of Manitoba’s College of Nursing’s mission, vision and its students and staff.

The essential qualifications/background experience required by the Dean of the College of Nursing are the following:

• Leadership and management. Experience and demonstrated aptitude in administration at or above the level of department chair or its equivalent. Ideally brings experience with human resource and financial management.

• Proven track record getting major initiatives completed.

• An established record of academic and professional achievement.

• Documented success in academic nursing administration.

• Ability to create an environment that fosters excellence and enhances productivity in research and nursing education to constantly improve the quality and innovation of faculty and students.

• Background experience in inter-professional research is preferred.

• Demonstrated experience in curriculum development.

• Experience working with faculty and staff in a collaborative, transparent and productive manner. Ability to build inclusivity and collegiality.

• A clear and open communication style and personality that engenders trust and invites participation.

• Experience leading and managing organizational change in a higher education environment.

• A successful record of recruiting and retaining outstanding faculty, staff and students.

• A commitment and knowledge in advancing inter-professional collaboration in research, education and service.

• Evidence of the ability to create and nurture an environment that encourages strategic risk-taking.

• Demonstrated ability to delegate authority and responsibility to achieve the mission and strategic goals of the College and University.

• Understanding of and appreciation for both the clinical and research mission of the College.
• A track record of working with donors and potential donors to secure private funding.

• Experience promoting collaboration within the health care community.

• Success in working collegially and collaboratively with diverse campus and community partners.

• A demonstrated commitment to diversity and to promoting inclusive excellence. Sensitivity to diverse cultures, International student issues and issues affecting the Indigenous people.

• A results-oriented perspective and the ability and poise to develop and implement a strategy to create a world-class College of Nursing.

• The ability to establish a vision for the future that motivates optimal productivity and collaborations within the College and University.

• Understanding of the current and emerging issues in Nursing education, research and service and how they potentially impact the mission and goals of the College.

• Understanding of and experience in promoting research productivity in an academic environment.

• Strong interpersonal and verbal communications skills, excellent writing proficiency and an executive demeanor.

Leadership competencies

• Leadership that has exhibited a proactive, results-oriented stand towards achieving outcomes in complicated, changing, multifaceted environments and a mature sensitivity to the values and expectations of others.

• Ability to inspire greatness in others working with faculty, staff, and other potential collaborators.

• Solid management skills and a management style that encourages collegiality, teamwork, participation, communication, mentoring, and a service orientation.
• Leads and organizes people to achieve goals by providing clear directives and adapting one’s leadership style as needed; serves as a role model for others by exemplifying the highest standards for professionalism, integrity, ethics and honesty.

• Able to hit the ground running. Gets things done by setting clear expectations, promoting high levels of accountability, monitoring performance and getting directly involved when needed to achieve desired results.

• Purposefully builds working relationships internally at all levels as well as alliances and partnerships externally by fostering trust, collaboration, and teamwork, and demonstrates sensitivity and openness to others’ views.

• Builder – able to build and sustain a strong team

• Has strategic vision with inventive, creative and innovative thinking processes. Uses foresight, environmental awareness and thought leadership to create a compelling vision for the future and develop distinctive strategies to achieve desired outcomes, fosters new ways of thinking and drives needed changes.

• Able to seize strategic opportunities and make decisions.

• Culturally competent

Personal characteristics

• Individual who stays true to their own vision

• Credible and highly ethical

• Consensus builder

• Collaborative

• Respectful

• Emotional intelligence

• Passion for and demonstrated professional leadership in nursing.

• Optimist who loves a challenge.

• Strong advocacy skills

• Persuasive influencer / Excellent communicator
Caldwell Partners team

Our goal is to ensure your experience with us and with our client is positive. Should you have any questions at any time during this confidential process, please feel free to be in touch with us.

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