



# Annual Report

**2021 – 2022**



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## Our College

### OUR MISSION

We are leaders in preparing exceptional nursing professionals for exemplary service, inspired leadership and the advancement of health and wellbeing.

### OUR VISION

We educate current and future nurses, advance nursing knowledge and foster health and wellbeing through excellence in practice and research scholarship and teaching innovation.

### OUR VALUES

Community & Collaboration,  
Scholarship & Innovation,  
Equity & Inclusion,  
Professionalism, Social  
Accountability





## DEAN'S MESSAGE

The College of Nursing team achieved inspiring accomplishments in 2021-22 amidst the challenges of the COVID-19 pandemic. Given the exceptional work of our leaders, faculty, staff and clinical partners, students were able to progress in their studies and complete their courses and programs, resulting in the convocation of 249 graduates from our Bachelor of Nursing program and 25 graduates from our Master's and PhD programs. These graduates are providing exemplary care in cities and communities throughout Manitoba and are making a significant difference in addressing the growing nursing shortage in the province.

It was with pride that we commemorated noteworthy milestones including the resumption of an in-person Pinning Ceremony and Convocation to celebrate the graduation of our stellar students. This year's Convocation was extra special in that Jan Currie, our esteemed alumna, was awarded an Honorary Degree Doctor of Laws. A leader, advocate and skilled nurse, Jan dedicated her career to shaping the Manitoba health care system for nearly four decades. In addition, two of our professors, Dr. Roberta Woodgate and Dr. Tom Hack, were honoured with the presentation of the Distinguished Professor designation.

We were delighted to have the unique opportunity to establish the long-awaited Bachelor of Midwifery program and welcome six stellar students into the program. The midwifery program integrates knowledge of traditional Indigenous midwifery practices and prepares graduates to support midwifery services in urban, rural and northern communities.

The College of Nursing is pleased to provide leadership in assisting to address the critical nursing shortage by expanding our Bachelor of Nursing program by 50 per cent, from 280 to 400 seats. The expansion is being accomplished by adding a third intake of 120 students in Winnipeg each year starting in May 2023. In addition, by offering the program year-round, or across three terms per year, students will complete the program one year ahead of the previous schedule.

Despite the restrictions in conducting research during the pandemic, our researchers were successful in securing significant research grants and publishing their excellent work. Our Manitoba Centre for Nursing and Health Research received a five-year renewal in recognition of its stellar work in facilitating and supporting faculty and students in conducting research and in promoting the conduct of impactful research.

The College of Nursing is continuing to create a culturally welcoming workplace that respects equity, diversity and inclusion. Our Anti-Racism Committee organized a remarkable monthly speaker series called "Let's Talk About Racism in Nursing" to facilitate education and dialogue on creating culturally safe learning and working environments.

Over our 79-year history, the College of Nursing has prepared more than 10,243 nurses and nurse leaders, who have provided leadership and exemplary service here in Manitoba and indeed around the world. We are proud to continue to answer the call and educate the finest future nursing professionals in Canada.

I extend my immense gratitude to the College of Nursing team for their excellence, dedication and resilience in the face of this unprecedented pandemic.

Sincerely,

**Dr. Netha Dyck**

Dean, College of Nursing



# Our Students

## ACADEMICS

We are proud of our 1,043 students within the College of Nursing's undergraduate and graduate education programs, including the 100 students enrolled in the collaborative University College of the North (UCN) cohort. The majority or 89 per cent (925) of the students are enrolled in the undergraduate programs, while 11 per cent (118) are enrolled in the graduate programs.

## UNDERGRADUATE PROGRAMS

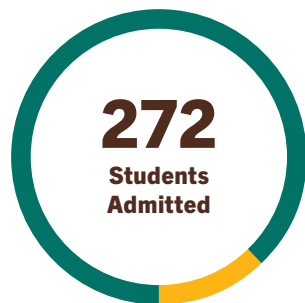
The **Bachelor of Nursing (BN)** program admitted 280 students, with 240 students in Winnipeg (120 students in September and 120 students in January), 20 students in The Pas and 20 students in Thompson. Gaining entry into the BN program remained very competitive, having received 928 applications, with four applications per seat in Winnipeg. Of the students admitted, 12 per cent were Indigenous, 14 per cent were international, 78 per cent were female, and 22 per cent were male.

With 919 students enrolled in the program across the three sites, the BN program is the largest program within the College of Nursing, as well as the largest nursing education program in Manitoba. Of the 919 students enrolled across the years, 15 per cent were Indigenous, and 10 per cent were international.

It was with pride that we celebrated the achievement of our 249 graduates from the BN program, including three graduates from the Bachelor Program for Registered Nurses (BPRN) and 33 from the UCN cohort. Of the graduates, 70% were female, 30% were male, 10% were Indigenous, and 4% were international students. It is impressive that 97% of graduates were employed at six months post-graduation in Manitoba.

There were 25 new students were admitted into the **Mahkwa omushki kiim: Pathway to Indigenous Nursing Education (PINE)**. Overall, there were 39 students enrolled in the PINE. Twelve PINE students completed University 1 and were admitted into the BN program.

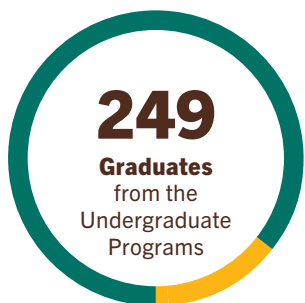
The **Bachelor of Midwifery** program received 17 applications for the six seats in the program or 2.8 applications per seat. Six students were admitted, all were female and one was an Indigenous student.



**239** Fort Garry  
Campus  
**33** UCN



**825** Winnipeg  
**100** UCN  
**142** Self-identified  
Indigenous  
**89** International  
**5** BPRN



**216** BN program  
in Winnipeg  
**33** UCN  
**3** BPRN

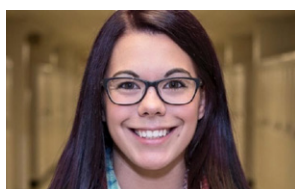




Gillian Laninga



Joseph Geodisco



Ainsley Check



Lady Rodeth Celestino

## **STUDENT ACHIEVEMENTS: UNDERGRADUATE PROGRAMS**

- Gillian Laninga was elected as the senior stick of the Nursing Students' Association.
- Giselle Ortila was elected as the vice-stick of the Nursing Students' Association.
- The Nursing Students' Association was the recipient of the University of Manitoba Sustainability Award. Team members included Zoie Hetletvedt, Gillian Laninga, Frances Hernandez, Winter Traverse, Maria Danielle and Antolin Pajarillo.
- Miranda Stead and Ria Drapete were selected as the valedictorians for the October 2021 Pinning Celebration.
- Zachary Rawluk and Gary Regis were selected as valedictorians for the June 2022 Pinning Celebration.
- Gillian Laninga, BN student and NSA senior stick, was the recipient of the UM Emerging Leader Award.
- Joseph Geodisco, BN student, was the recipient of the UM Emerging Leader Award.
- Ainsley Check convoked from the BN program and received the University Gold Medal, as well as the Association of Regulated Nurses in Manitoba (ARNM) Medal of Excellence, BN program.
- Jordan Johnson, received the Association of Regulated Nurses in Manitoba (ARNM) Medal of Excellence (UCN, BN program).
- Lady Rodeth Celestino received the Association of Regulated Nurses in Manitoba (ARNM) Medal of Excellence, BPRN program.
- Jayden McKay received the Outstanding Academic Achievement Award, UCN Thompson Campus.
- Jordan Johnson received the Outstanding Academic Achievement Award, UCN The Pas Campus.
- Suzan Palani was the recipient of the College of Nursing 2022 Outstanding Student Award. Suzan named Danielle Yaffe as her Outstanding Teacher.
- Sixteen students participated in the Summer Research Internship program and worked with 16 faculty researchers to develop their research skills.
- Thirty-six College of Nursing students attended the 2022 Canadian Nursing Students' Association (CNSA) National Conference, a four day virtual event with the theme of "Nursing Outside the Box."
- The Nursing Students' Association (NSA) hosted its seventh annual Orange Shirt Day event to raise awareness of the significant impact of residential schools on Indigenous children and families. The event included guest speakers and featured a video of Indigenous artwork and children from Pinaymootang School, Oak Bluff Community School and Duke of Marlborough School discussing what Orange Shirt Day means to them. The students renewed their pledge to provide culturally safe nursing care.
- Twelve students received the Irene E. Nordwich Foundation scholarship, including Dahyun Choi, Nicole Fontaine, Joseph Lawrence Geodisico, Helen Gebrezghi, Leah O'Hara, Olufunmilayo Kayode, Sukhpreet Mann, Chioma Nwagbo, Chioma Nwaine, Faith Osoba, Vivian Umeohabike and Winter Traverse.



# Graduate programs

The level of interest in our graduate programs remained very high. We received 73 applications for the 53 seats available, representing 1.4 applications per seat. Due to the pandemic, all graduate courses were offered virtually, using

synchronous and asynchronous learning activities. Oral examinations for thesis/dissertation defences were held virtually and the NP students and faculty participated in virtual Objective Structured Clinical Examinations with standardized patients.

## 2021-22

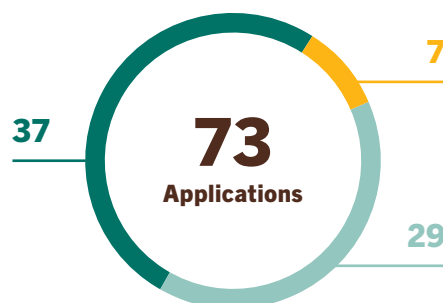
73 Applications

42 Admissions

118 Students enrolled in graduate programs across the years

25 Graduates convocated from graduate programs

APPLICATIONS IN 2021-22



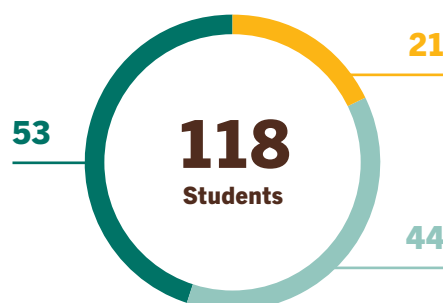
- PhD program
- Master of Nursing program, Clinical Practice/Education/Administration streams
- Master of Nursing program, Nurse Practitioner stream

ADMISSIONS IN 2021-22



- PhD in Nursing program (1 deferred until 2022)
| Master of Nursing program, Clinical Practice/Education/Administration streams | 12 |
| Master of Nursing program, Nurse Practitioner stream | 22 |

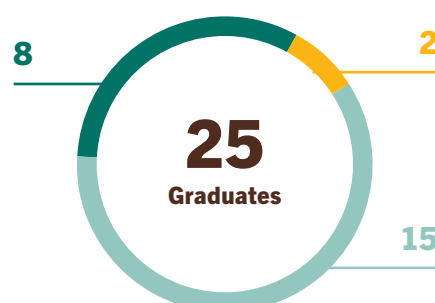
STUDENTS ENROLLED IN GRADUATE PROGRAMS ACROSS THE YEARS IN 2021-2022



- PhD in Nursing program
- Master of Nursing program, Clinical Practice/Education/Administration streams
- Master of Nursing program, Nurse Practitioner stream

GRADUATES CONVOCATED FROM GRADUATE PROGRAMS IN 2021-2022

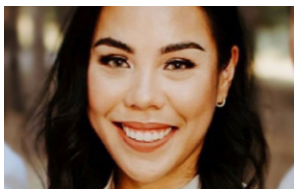
(includes graduates from October 2021, February and May 2022)



- PhD in Nursing program, including one international graduate
- Master of Nursing program, Clinical Practice/Education/Administration streams, including one Indigenous and one international graduate
- Master of Nursing program, Nurse Practitioner stream



Bonn Alvarez



Vanessa Bailon

## ACHIEVEMENTS: GRADUATE PROGRAMS

- Bonn Alvarez and Vanessa Bailon, MN students, provided leadership as co-chairs of the Graduate Nursing Students Association (GNSA).
- Graduate students acquired over \$389,760 in scholarships, studentships, fellowships, research awards and stipends in 2021-2022.
- The Graduate Nursing Students Association hosted its 12th annual and virtual Advanced Practice Nursing conference focused on trauma-informed nursing practice. The keynote speakers included Dr. Nicole Harder, associate dean undergraduate programs and Mindermar Professor in Human Simulation with the Rady Faculty of Health Sciences; Jessy Dame, Indigenous sex and gender lead with the Vancouver Coastal Health team and two-spirit program manager at the Community-Based Research Centre in Vancouver; Rhonda Campbell, primary care nurse practitioner, and Jennifer Cumpsty, acting executive director for acute inpatient services at Health Sciences Centre (HSC) Winnipeg.
- The Graduate Nursing Students Association was awarded \$15,000 from the Indigenous Initiatives Fund for their project entitled, “Reconcili-action begins with Education: Turtle Island Project Experiential Exercise for Graduate Nursing Students.”
- Nurse Practitioner program graduates achieved a 93 per cent pass rate on the Canadian Nurse Practitioner Exam.



Elizabeth Agnew Kazina



Naomi Armah

## STUDENT ACHIEVEMENTS: GRADUATE PROGRAMS

- Elizabeth Agnew Kazina, MN student, was the recipient of the University of Manitoba Graduate Fellowship Award of \$14,000; the Murphy Foundation Scholarship in Graduate Research in Oncology Nursing of \$8,900; the 2022 Research Manitoba-CancerCare Manitoba Master’s Studentship Award of \$17,850.00; and the Sheu L. Lee Family Scholarship in Oncology Research for \$3,000.
- Bonn Alvarez received the Kathleen and Winnifred Ruane Nurse Practitioner Scholarship (\$3,000).
- Olabisi Ayeni, PhD student, was the recipient of a 2022 Winnipeg Foundation Martha Donovan Leadership Development Award.
- Naomi Armah, PhD student, was the recipient of the Graduate Nursing Students Association Scholarship (PhD) of \$3,000; the Dr. Margaret R. Francis Award of \$1,075; the University of Manitoba Graduate Fellowship (UMGF) award, \$18,000/annum for two years; a doctoral research award from the Canadian Institutes of Health Research (CIHR), receiving \$105,000 over three years.
- Vanessa Bailon, MN student, received the Irene E. Nordwich Foundation Scholarship (\$3,000) and the Graduate Nursing Students Association Scholarship (\$2,000).



- Shireen Bell, PhD student, was awarded the 2021-2022 Marguerite Schumacher Spirit of Nursing Award from Red Deer Polytechnic for \$4,000.
- Renée Boily, NP student, was the recipient of the University of Manitoba Indigenous Graduate Student Scholarship.
- Victoria Charski, PhD student, was the recipient of the Child Health Graduate Studentship in Nursing Award of \$8,000.
- Dr. Anna Chudyk, Post Doctoral Fellow was the recipient of a 2022 Winnipeg Foundation Martha Donovan Leadership Development Award.
- Jocelyn Elias, MN student, was the recipient of the Research Manitoba Masters Studentship Award of \$12,000; the Foundation for Registered Nurses of Manitoba Inc. Graduate Scholarship of \$3,450; the 2021-2022 Graduate Nursing Students Association Major Stream Scholarship \$2,500; the 2021-2022 Peter and Dorothy Saydak Memorial Scholarship \$325; and the College of Nursing's Mona McLeod Award, \$3,075.
- Yael Gelfman, MN student, was the recipient of the Foundation for Registered Nurses of Manitoba Inc. Award of \$2,250; the 2022 ARNM Centennial Legacy Award of \$1000; and was sponsored by the National Collaborating Centre for Determinants of Health to attend the CPHA Public Health 2022 Conference's inaugural Dr. Benita Cohen Memorial Lecture.
- Kristen Gulbransen, PhD student, was the recipient of the Alberta Registered Nurses Education Trust RN Scholar Award, as well as the Patricia Walker Foundation Scholarship. She was also appointed to the Association of Women's Health Obstetric and Neonatal Nursing (AWHONN) Research Advisory Group as a panel member.
- Dr. Tara Horrill, PhD graduate, was the recipient of the Michael Smith Foundation for Health Research Postdoctoral Fellowship Award with \$45,000/year for three years.
- John Jackson, PhD student, was the recipient of the Dean of RFHS Graduate Student Achievement Prize \$1000.
- Karamveer Kaur, MN student, was the recipient of the Graduate Nursing Students Association Scholarship of \$2,500 and the Edith Parker Scholarship of \$2,775. She also graduated from the UM President's Student Leadership Program and was recognized for her collaboration with a local organization to work on a project to promote early childhood literacy.
- Andrea Klippenstein, PhD student, on being the recipient of the Research Manitoba Research Studentship Award of \$17,500 funded by the Children's Hospital Research Institute of Manitoba.
- Bryce Koch, MN NP student, received the Greene Memorial Fellowship in recognition of his work in Public/Community Health (\$20,000).
- Preetha Krishnan, PhD student, was the recipient of the Rising Stars of Research and Scholarship for the 33rd International Nursing Research Congress.
- Karen Livingston, MN student, was the recipient of a 2022 Winnipeg Foundation Martha Donovan Leadership Development Award.
- Trinh Nguyen, MN student, was the recipient of the Grace General Hospital Scholarship; the Foundation for Registered Nurses of Manitoba Inc. Award of \$2,250; and the Graduate Nursing Students Association Scholarship of \$3,000.
- Kristine Popik, PhD student, was the recipient of the Foundation for Registered Nurses of Manitoba Inc. Award of 42,250.
- Andrea Toews, MN student, was the recipient of the Margaret Elder Hart Award of \$2,525; and the 2022 Research Manitoba Master's Studentship Award of \$12,000; and the Association of Regulated Nurses of Manitoba Clinical Practice Award (Acute Care).
- Amie-Rae Zaborniak, PhD student, was the recipient of the Penny Sorenson Brydon Memorial Scholarship in Nursing.



Shireen Bell



Jocelyn Elias



Trinh Nguyen



Kristine (Popik) Doell



Gina Trinidad

- Five students received the 2021 Canadian Nurses Foundation Scholar Award:
  - Shireen Bell, PhD student, was the recipient of the Francis Moran Canadian Nurses Foundation Scholar Award (\$7,500).
  - Jocelyn Elias, MN student, was the recipient of the Dr. Helen Preston Glass Canadian Nurses Foundation Scholar Award (\$2,250).
  - Trinh Nguyen, MN student, was the recipient of the Dr. Helen Preston Glass Canadian Nurses Foundation Scholar Award (\$2,250).
  - Kristine (Popik) Doell, MN student, was the recipient of the Extendicare Masters in Gerontology Award from the Canadian Nurses Foundation (\$2,250).
  - Gina Trinidad, PhD in Nursing student, was the recipient of the Canadian Nurses Foundation COVID-19 Fund Award of \$5,000.
- Three students received the University of Manitoba Emerging Leader Award:
  - Bonn Alvarez, MN NP student
  - Renee Boily, MN NP student
  - Kristine (Popik) Doell, PhD student
- Three Master of Nursing students received the Manitoba Centre for Nursing and Health Research Graduate Student Research Internship Award:
  - Andrea Toews
  - Kristen Gulbransen
  - Nichole Nayak
  - Alyson Rodewald
- Three Master of Nursing nurse practitioner students received the Nurse Practitioner Association of Manitoba (NPAM) NP Student Award:
  - Vanessa Bailon
  - Suzanne Opena
  - Brooke Kempin
- Dr. Abeer Alraja, PhD graduate, received the Dr. Shannon Dawn Scott Prize for Excellence in Nursing Research.
- Stephanie Lelond, MN graduate, received the ARNM Medal of Excellence, MN Program.
- Dr. Brenda Peters-Watral, PhD graduate, received the ARNM Medal of Excellence, PhD Program.
- Three students completed the Academic Health Sciences Leadership Program:
  - Dr. Anna Chudyk, postdoctoral fellow. Capstone project: “A system and culture for patient-oriented research at St. Boniface Research Centre”
  - Jocelyn Elias, MN student. Capstone project: “Creating a Community of Practice for Formal & Informal Nurse Leaders”
  - Andrea Toews, MN student. Capstone project: “Implementing a Mock Code/Debriefing Program in a Critical Care Unit”
- 17 graduate students received the Irene E. Nordwich Foundation Award, including Brooke Kempin, Britt Ludkiewicz, Alexandra Rooney, Jess Crawford, Karen Livingston, Karri-Ann Bochen, Ashley Bell, Adam Brandt, Sarah Mellick, Michelle Mark, Joselyne Mukantwari, Renee Boily, Annalita Bell, Sylvestre Ntirenganyya, Olabisi Ayeni, Nicole LeGras and Ariel Wilcox.





# Our Team



## FACULTY & STAFF

Our award-winning College of Nursing team is known for its teaching excellence, research productivity, service contributions and support for student success. The leadership provided by our College of Nursing leadership team and

operations team is predicated on the capabilities of the 'LEADS in a Caring Environment' framework, which include leading self, engaging others, achieving results, developing coalitions and systems transformation.



**65** Faculty  
**27** Support Staff

6 Professors

13 Associate Professors

9 Assistant Professors

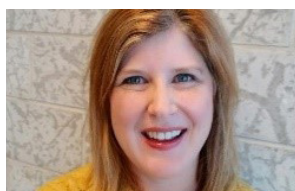
4 Senior Instructors

31 Instructor IIs

2 Instructor Is

The leadership team promotes the achievement of the college's vision, mission, values and strategic priorities. The team is comprised of: Dr. Netha Dyck, dean; Dr. Kellie Thiessen, interim associate dean, undergraduate programs (July – December); Dr. Nicole Harder, associate dean, undergraduate programs (January – June); Dr. Donna Martin, associate dean, graduate programs; Dr. Susan McClement, associate dean, research; Jennifer Shaw, senior financial officer; Paulette Collins, interim operations manager; and Marni Laurencelle, executive assistant to the dean.

The operations team supports the delivery of high-quality student-centred education. The team is comprised of the leadership team and: Dr. Marnie Kramer, director, curriculum integrity; Donalda Wotton, director, clinical education; Lori Davis, director, undergraduate programs; Dr. Darlene Pierce, director, nurse practitioner program; Kim Workum, director, Skills and Simulation Centres and CCA Centre; and Dr. Kellie Thiessen, director, Bachelor of Midwifery program. Jennifer Dunsford, instructor II, was appointed as the director, clinical education in May 2022. Barbara Rose-Lovett, instructor II, was appointed as the director, Skills and Simulation Centres in May 2022. Rhonda Campbell, instructor II, was appointed as the director of Mahkwa omushki kiim and Indigenous Engagement in May 2022.



Dr. Genevieve Thompson



Dr. Sonia Udod



Christa DeGagne

## TENURE AND PROMOTION

We congratulated Dr. Genevieve Thompson on being promoted to the rank of professor; Dr. Sonia Udod on being promoted to the rank of associate professor; Christa DeGagne on being promoted to the rank of instructor II.

## NEW FACULTY, STAFF & ROLES

We welcomed new faculty and staff to our team in 2021-22: Dr. Asha Pereira, instructor II; Chen Jin, instructor II; Terilyn Hunter, instructor II; Rachel Bach, instructor II; Rhonda Campbell, instructor II, Katie Mawhinney, clinical placement coordinator, nurse practitioner program, Shonna Shaw, immunization and student services assistant; Alyssa Visda, clinical placement assistant; Nicole Riches, MCNHR program assistant; Tomi Ramon, budget analyst; Mylene David, human resources assistant; Charlotte Lomibao, simulation and skills lab technician; Karlo Pangan, simulation lab technician; Ryan English, project manager; Terra Buisse, coordinator, clinical placement, Skills and Simulation Centre; Marla Robson, student advisor.



## LONG SERVICE RECOGNITION

We highly value the expertise, dedication and commitment of faculty and staff who have provided many years of excellence in education, research and service. They represent 205 years of stellar service.

- 5 years of service – Lisa Banman, Sandra Ericastilla Somers, Teresa James, Vanessa Klayh, Alia Lagace, Britany Macovichuk, Jamie Penner, Lisa Timmerman, Tyla Turman, Dr. Sonia Udod
- 10 years of service – Dr. Joe Gordon
- 15 years of service – Karla Blackwell, Norma Brown, Kim Workum
- 30 years of service – Dr. Wanda Chernomas, Marni Laurencelle
- 40 years of service – Dr. Lynn Scruby



Dr. Christine Ateah



Dr. Marie Edwards



Katie de Leon



Marni Laurencelle

## RETIREMENTS

We paid tribute to our four retirees and celebrated their distinguished careers.

- Dr. Christine Ateah held numerous appointments during her 33 years of stellar service, including associate dean, undergraduate programs and vice-dean, education, Rady Faculty of Health Sciences.
- Dr. Marie Edwards, associate professor, held various positions during her 24 years of exemplary service, including associate dean, undergraduate programs and vice-dean, education, Rady Faculty of Health Sciences.
- Katie de Leon provided 18 years of exemplary service in various roles, including instructor II, nurse practitioner, assistant professor and coordinator of our former Advanced Practice Nursing program.
- Marni Laurencelle provided 30 years of exceptional service, including 16 years as the executive assistant to the dean.

## IN MEMORIAM

Dr. Benita Cohen, associate professor and valued member of our team for 24 years, passed away on Nov. 17, 2021. She was known for her excellence in teaching in both undergraduate and graduate courses. Her program of research was focused on health equity and social justice, issues she was passionate about. She was currently providing leadership as the chair of the board of directors of the Canadian Public Health Association. Benita was a dear colleague, leader, teacher, researcher, mentor and friend. She will certainly be missed.

Cindy Nordick, instructor at UCN in The Pas, passed away suddenly on Nov. 26, 2021. She worked with UCN for 30 years. Cindy was known for her teaching excellence and passion for pediatric and geriatric nursing. She was the driving force with respect to celebrating Nurses Week annually at UCN and ensured the students respected and participated in the activities throughout the community. Cindy had a huge impact on the nursing community in the north and will be missed.



Dr. Roberta Woodgate



Dr. Christina West



Dr. Donna Martin

## AWARDS

The expertise of our faculty and staff was recognized with the presentation of prestigious awards, including the following:

- Dr. Roberta Woodgate, distinguished professor, received the Canadian Association of Schools of Nursing Excellence in Research Award
- Dr. Christina West, associate professor, received the Canadian Association of Schools of Nursing Excellence in Teaching Award
- Dr. Susan McClement, associate dean, research, received the Faculty of Graduate Studies Outstanding Administrator Award
- Dr. Donna Martin, professor and associate dean, graduate programs, was inducted as a fellow in the Canadian Nurses Association Canadian Academy of Nursing
- Dr. Jo-Ann Sawatzky, former professor, received the professor emeritus designation
- Association of Regulated Nurses of Manitoba (ARNM) Award recipients:
  - Clinical Academic Network, ARNM Award of Excellence: Outstanding Interprofessional Team:  
Team members include: Donalda Wotton, Christa Massey, Teresa James, Bijou Howatt, Merryn Branson, Laverne Sturtevant, Lori Cool, Jodee Cobb-Adair, Sandra Holben, Diane Pineau, Monica Whiteway, Andrea Spencer, Lesia Yashinski, Tanya Welch, Alason Lorimer, Kate Apalit, Vanessa Young-Caimol, Ray Sanchez, Kerri Bolack, Kim Nickel, Gillian Nattress and Roberta Baker.
  - Dr. Benita Cohen (posthumous) received the ARNM Award of Excellence: Advocacy
  - Christa DeGagne, ARNM Award of Excellence: Education
  - Sufia Turner, ARNM Award of Excellence: Education
  - Dr. Genevieve Thompson, ARNM Award of Excellence: Research
  - Dr. Michelle Lobchuk, ARNM Award of Excellence: Research
  - Dr. Donna Martin, ARNM Award of Excellence: Administration



Distinguished professors, Dr. Roberta Woodgate and Dr. Tom Hack

- Kimberly Workum, ARNM Award of Excellence: Administration
- University of Manitoba Skills Team, ARNM Award of Excellence: Outstanding Interprofessional Team  
Team members include, Danielle Yaffe, Dayna Laviolette, Cithra Ballanthuda, Kim Workum, Marck Salamatin, Vanessa Klayh, Pat Pruden, Charlotte Lomibao, Denise Gout Smith, Josie Bolianatz, Stephanie Nunes, Erica Wieler, Marcia Funk, Lisa Banman, Rhonda Dube, Jeanne San Miguel, Delanie Smith, Susan Rahn, Terra Buisse, Stephen Raho, Leanne Kucharsky, Angelina Tarasio and Kirsten Loewen.
- Dr. Tom Hack, distinguished professor, received the 2022 UM/UMFA Merit Award for his combined outstanding teaching, research, and service.
- Dr. Nicole Harder, associate professor, received the Martha Donovan Women's Leadership Development Award and completed the Women's Leadership Program offered by the Yale University School of Management.
- Shelley Marchinko, instructor II, received the University of Manitoba Community Engagement Award.
- James Plohman, research coordinator, received the 2022 RFHS Karol D. McNeill Research Technician Award.
- The COVID-19 Clinical Team received the 2021 President's Award of Excellence, University of Manitoba.



## EXPERT APPOINTMENTS

The expertise of our faculty and staff has been sought out by various organizations as evidenced by the following expert appointments:

- Dr. Mandy Archibald, assistant professor, was appointed to the Board of the Manitoba Medical Research Foundation (MMSF).
- Dr. Christine Ateah, professor and former Vice-Dean, Education, Rady Faculty of Health Sciences, was appointed as Professor Emeritus.
- Dr. Els Duff, assistant professor, was appointed to the Canadian Agency for Drugs and Technologies (CADTH) in Health Pan-Canadian Advisory Panel developing a Framework for a Prescription Drug List.
- Dr. Els Duff, assistant professor, was appointed to the Healthcare Excellence Canada & Canada Health Infoway policy lab working group developing guidance and decision support for the appropriate use of virtual care in primary care.
- Dr. Els Duff, assistant professor, was appointed panel member to PrescriberIT® Policy & Priorities Table Canada Health Infoway.
- Dr. Netha Dyck, Dean, College of Nursing, was appointed Vice-Chair, Winnipeg Regional Health Authority Board of Directors.
- Noah Gatzke, instructor II, Nurse Practitioner program, was appointed chair-elect for College of Registered Nurses of Manitoba (CRNM) Council. Noah has served on CRNM Council for five years.
- Dr. Tom Hack, distinguished professor, was appointed president of the International Psycho-Oncology Society for a two-year term.
- Dr. Donna Martin, associate dean, graduate programs, was elected as a senator and to Senate Executive.
- Dr. Elaine Mordoch was appointed as the External Examiner for the University College of Nursing and Midwifery, Dublin, Ireland, in the area of mental health.
- Dr. Asha Pereira appointed Chief Editor of the Canadian Journal of Critical Care Nursing™ (CJCCN).
- Dr. Jo-Ann Sawatzky, professor and former associate dean, graduate programs, was appointed Professor Emeritus.
- Dr. Kellie Thiessen, associate professor, was appointed as the senior specialist in maternal health and midwifery for the Institute for Global Public Health (IGPH).

## ADVANCED EDUCATION

Our faculty and staff are dedicated to lifelong learning and advancing their education. We celebrated their excellent work and accomplishments.

Five faculty and staff completed the Academic Health Sciences Leadership Program:

- Dr. Diana McMillan, associate professor and HSC Clinical Chair. Capstone project: “Enhancing Patient Engagement in Nursing Research at Health Sciences Centre”.
- Dr. April Lussier, research manager. Capstone project: “Supports to Decrease Anxiety of Nurses Transitioning to Practice during COVID-19 Pandemic”.
- Lori Davis, director, undergraduate nursing programs. Capstone project: “New Student Orientation in Undergraduate Nursing Education”.
- Christa Massey, coordinator, clinical placements, skills and simulation. Capstone project: “Clinical Education Facilitator Hiring and Retention”.
- Faculty and staff completed the Indigenous Cultural Safety Training Program offered through the Winnipeg Regional Health Authority and the Rady Faculty of Health Sciences.
- Vladan Protudjer, Instructor II, and Shelley Marchinko, Instructor II, completed the UM Teaching and Learning Certificate Program.
- Christa DeGagne, Instructor II, completed her Masters of Education - Adult Education Program, Faculty of Education, University of New Brunswick.
- Many faculty completed certification courses through the Canadian Association of Schools of Nursing in nursing education, curriculum development and design and simulation.



Dr. Alex Clark and Bailey Sousa

## FACULTY DEVELOPMENT

The Rady Faculty of Health Sciences hosted a faculty and graduate student development workshop that brought together faculty, postdoctoral fellows, research associates and graduate students from across the colleges of nursing, medicine, pharmacy and rehabilitation sciences. Entitled “Grow You and Your Career Success Beyond COVID-19”, the workshop was organized by College of Nursing faculty members Dr. Donna Martin, Dr. Hope Anderson and Dr. Susan McClement and was led by Dr. Alex Clark and Bailey Sousa, authors of the 2018 book, *How to Be a Happy Academic*.



Michelle Lobchuk

## EMPATHIC COMMUNICATION

Michelle Lobchuk, associate professor in the College of Nursing, taught a series of workshops on empathetic communication for RFHS health-care educators and professionals. Her research expertise is in empathetic communication, interprofessional team empathy, family caregiving and self-care management. Among the session topics were teacher empathy and how to receive feedback. Michelle says it starts with self-awareness — you have to be aware of your own biases, prejudices and assumptions of why you interpret things the way you do. She noted that students in health sciences need to know how to receive feedback in a respectful manner, especially at the bedside, because sometimes it feels like someone is criticizing.

In her final session, Michelle provided an overview of the smartphone app that she has been developing in collaboration with Dr Nicole Harder, associate professor, College of Nursing and Mindermar Professor in Human Simulation, and Dr. Marcia Friesen, dean of the Price Faculty of Engineering. Michelle began testing the app with nursing students last year. Since then, she’s been approached by researchers at other universities across North America and encouraged to complete the development and implementation of the app.

## CREATING CULTURALLY SAFE LEARNING ENVIRONMENTS FOR BIPOC STUDENTS

Shireen Bell, a nursing faculty member at Red Deer College, joined the PhD program at the College of Nursing in 2019. She presented one of the sessions of the speaker series, *Let’s Talk About Racism in Nursing*. Shireen’s PhD research explores expressions of resilience in undergraduate nursing students who identify as BIPOC. Shireen noted that students benefit from culturally safe learning environments and that the experiences of students from different cultures are unique, contextual and complex — it’s not one-recipe-fits-all, which makes it more challenging.

Shireen spoke from her own experience — she was born in India and immigrated to Canada at two-years old. Shireen commended UM Rady Faculty of Health Sciences for being the first university in Canada to have a formal disruption of racism policy, as well as the College of Nursing for developing the antiracism committee that created the monthly speaker series.



# Our Research

## EXPLORATION AND INNOVATION

It is with pride that we share the exciting research of our College of Nursing faculty and the difference they are making in improving the lives of patients and families, optimizing health systems and influencing health policy. We are proud of our exceptional research chairs, Dr. Roberta Woodgate and Dr. Diana McMillan, and their leadership in advancing research.

Our Manitoba Centre for Nursing and Health Research (MCNHR) promoted and supported the conduct, dissemination and uptake of collaborative nursing and health research to benefit the health of Manitobans and beyond. The MCNHR supported its 246 members in pursuing excellence in research and innovative research ideas.

The College of Nursing researchers were awarded new research funding amounting to more than \$2.23 million, with 29 research grants, 8 tri-agency funded.



Dr. Roberta Woodgate

## RESEARCH CHAIRS

**Dr. Roberta Woodgate**, distinguished professor, holds a Tier 1 Canada Research Chair Award in Child and Family Engagement in Health Research and Healthcare. Remarkably, she received three CIHR grants in 2021-22 amounting to \$1.6 million. She will examine the indirect and wider health impacts of COVID-19 on families of children living with disabilities. In another project, Woodgate is developing a community-based mental health and well-being program for youth that involves an enhanced partnerships between schools and youth hubs in Winnipeg. In a third CIHR project, Dr. Woodgate is working with young people living with chronic pain to develop and co-design arts-based knowledge translation products meant to advance patient-centered care in young people living with chronic pain.

Dr. Woodgate also received one New Frontiers in Research Fund (NFRF) grant for the Innovative Approaches to Research in the Pandemic Context competition amounting to \$177,478.00. For this NFRF project, she is working with youth co-researchers in co-designing, implementing, and evaluating a new visual arts-based methods (ABM) approach that promotes best practices to applying visual ABM in an online environment for use in youth mental health research.

**Woodgate, R. L. (PI)**, Moola, F., Kirk, S., Martin, D., Bennett, M. Wittmeier, K., & Wilson, M. Addressing the indirect and wider health impacts of COVID-19 on families of children living with disabilities. Canadian Institutes of Health Research (CIHR) Operating Grant: Addressing the Wider Health Impacts of COVID-19, Total Funding: \$425,954.00, 2022-2024 or average annual amount: \$212,977 for two years.

**Woodgate, R. L. (PI)**, Anang, P., Archibald, M., Birnie, K., Kirk, S., McPherson, M., Tennent, P., Warren, M., & Wittmeier, K. Advancing patient-centered care in young people living with chronic pain. Canadian Institutes of Health Research (CIHR) 2021 Fall Project Grant, Total Funding: \$600,524.00, 2022-2026.

**Woodgate, R. L. (PI)**, Bennett, M., Hatala, A., Heinrichs, N., Horodecki, L., Lemaire, J., MacEachern, S., Mani, P. Martin, D., Monk, K., Tennent, P., & Warren, M. Mobilizing communities: Enhancing partnerships between schools and youth hubs for mental health and well-being. Canadian Institutes of Health Research (CIHR) 2021 Fall Project Grant, Total Funding: \$546,976.00, 2022-2025.





Dr. Diana McMillan

**Dr. Diana McMillan**, associate professor and Health Sciences Centre clinical chair, is connecting academics, researchers and nurses in clinical practice to promote clinical practice excellence and scholarship across both organizations. McMillan is working collaboratively with multiple multidisciplinary teams on projects related to patient mobility, virtual patient education, patient satisfaction of oncology patients in the transition from acute care to the community, COVID point-of-care testing, long-COVID symptom management care models, evaluation of the Manitoba TeleStroke program, patient values and preferences on polypharmacy and deprescribing, graduate nurse staff mentorship and virtual care nursing. Patient data collection was paused for an extended period in the reporting year due to the pandemic. However, progress continued on data analysis, manuscript preparation, literature syntheses and grant preparation, with a CIHR Operating grant submission (2021-10), and Heart and Stroke Foundation Operating grant submitted (2022-06; funding of \$190,000 secured), and two conference abstracts submitted and accepted for presentation at the international nursing education (NETNEP) conference in Spain in October, 2022.

## NOTABLE RESEARCH GRANTS



Dr. Tom Hack

### **Dr. Tom Hack**, distinguished professor

**Hack, T. F. (PA)**, Sinclair, S. (PA), Roze des Ordons, A. (PA), Ellaway, R., Harris, D., Kassam, A., McClement, S., Pesut, B., Raffin Bouchal, S., West, C., Berg, B., Buhler, H., Chapman Heinemeyer, A., Chen, C., Ewa, V., Grace, P., Klaasen, K., Lafond, M., Miles, C., Niebrugge, R., Ollenberger, J., Schmitz Forsyth, T., & Stoop, K. (2021-2025). The development and evaluation of an evidence-informed, competency-based, accredited compassion training program for healthcare providers caring for older adults — The EnACT Study. Canadian Institutes for Health Research Project Scheme Grant. Total award: \$745,875.



Dr. Donna Martin

### **Dr. Donna Martin**, professor and associate dean, graduate programs

Ballard, M., **Martin, D.**, & Thompson, S. (2020). Ki thagi daba wanawug unji uduki wangk: Implementing an Elder-Youth Mentorship Model program to promote health and well-being in Lake St. Martin First Nation. Canadian Institutes of Health Research (CIHR) 2021 Fall Project Grant. Total award: \$2,067,415.



Dr. Elsie Duff

### **Dr. Elsie Duff**, assistant professor

Fehr, C., **Duff, E.**, Harder, N., Cusack, C., Nickerson, N., Risbey, D., & Hart, A. (2021-2023). Vaccine education program: Building capacity for rural and remote vaccination and vaccine promoters. Health Canada & the Public Health Agency of Canada Immunization Partnership Fund. Total: \$400,000.

Pavloff, M., **Duff, E.**, Beck, C., Pavloff, G., Lustig, J., Disiewich, K., Wasko, K., Heuchert, B., McDonald, S., Labrecque, M., Szafron, M., Cooley, M., Farthing, P., Laventure, S., Schmalenberg, T., & Todd, V. (2022). Saskatchewan Farmer and Rancher Mental Health (FARMh) Initiative: Evaluating the Effectiveness, Appropriateness, and Equitable Access to Virtual Care for the Delivery of Mental Health and Addictions Services in Rural and Remote Saskatchewan. Saskatchewan Health Research Foundation (SHRF). Total award: \$119,507.



Dr. Mandy Archibald

**Dr. Mandy Archibald, assistant professor**

**Archibald, M.** (2021). A living lab for pediatric development and rehabilitation research: Innovating on integrated knowledge translation for family-centered care. Research Manitoba - New Investigator Grant. Total award: \$ 130,000.

**Archibald, M.**, McGavock, J., Woodgate, R., Wicklow, B., Dart, A., Sellers, E., Roos, L., Diffey, L. A Living Lab for Mental Health in Youth Onset Type 2 Diabetes. CIHR/ Sick Kids New Investigator Research Grant 2021-2024. Total award: \$287,276.

McGavock, J. (PI), Morrison, K (CoPI), **Archibald, M.**, Roos, L., Dart, L., Wicklow, B., Diffey, L., Katz, T. (2022). Addressing emotional dysregulation to enhance behavioural lifestyle change in adolescents living with obesity. Diabetes Canada. End Diabetes Insulin 100 competition. 12/2021- 11-2024 Total award: \$100,000.

Samuel, S. (Nominated Principal Applicant) **Archibald, M.**, Andrade, B. Benchimol, E., Birken, C., Chafe, R. Chaillet, N., Jans, J., Keijzer, R., King, A., King, M., Mandhane, P., Poonai, N., Regnault, T., Salami, S., Stinson, J., Tersigni, C., **Thiessen, K.**, Thomson, R., Walsh, C., Wiart Prichard, L., & Zwicker, J. (Co-Principal Applicants) Empowering Next-generation Researchers in perinatal and Child Health (ENRICH). Canadian Institutes of Health Research (CIHR) Training Grant- Health Research Training Platform (H RTP) Pilot. (1 Jan 2022- 31 Dec 2027.) Total award: \$2.4 million (\$400K/year x 6 years)



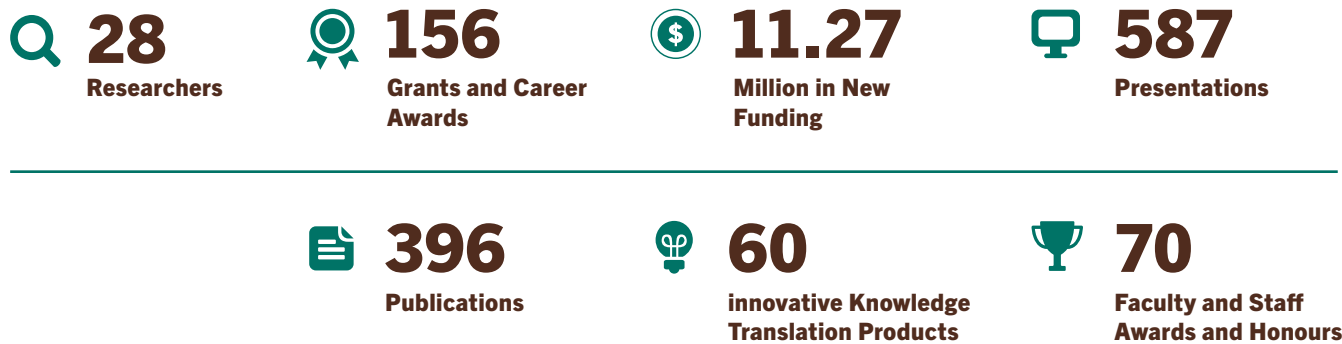
Dr. Lynda Balneaves

**Dr. Lynda Balneaves, associate professor**

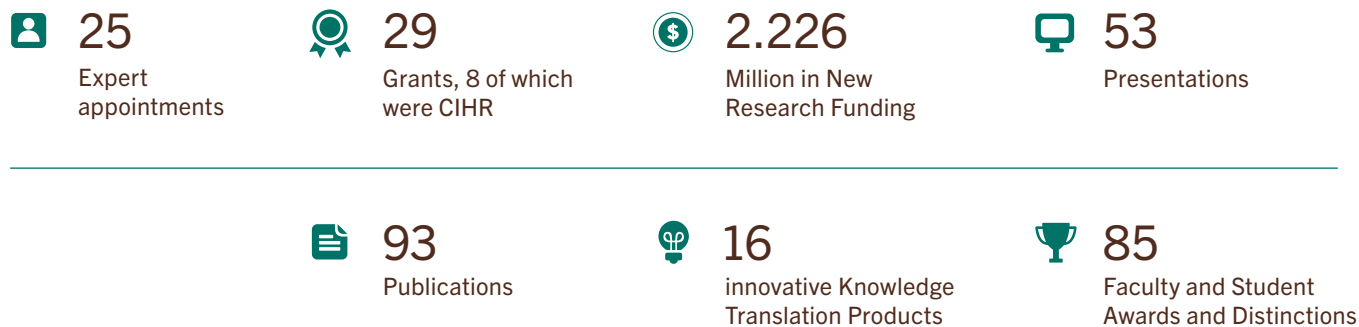
Carlson, L.E. (PI), **Balneaves, L.G.**, Baydoun, M., Dennis, K.M., Farb, N., Loiselle, C., McDonald, M., McKenzie, M., Richardson, H., Tang, P., & Tu, W. The SEAMLESS Study: A pragmatic multi-site randomized waitlist-controlled trial of a Smartphone App-based MindfulnEss intervention for cancer SurvivorS. Canadian Institutes of Health Research (CIHR) Project Grant – PA: Equity in Cancer Prevention and Control and Project Grant and PA: Patient-Oriented Research/Subvention Project. Total award: \$200,000.

**BY THE NUMBERS**

The exceptional achievements of our College of Nursing faculty have been sustained over time. Their achievements ‘By the Numbers’ within the last five years (2017-2021) are impressive.




BY THE NUMBERS IN 2021-22



MANITOBA CENTRE FOR NURSING AND HEALTH RESEARCH



- |  |   |  |
|--|---|--|
| <br>91 Research Affiliates          |  <b>2,000+ requests for information and assistance</b> annually                |  <b>\$283,000 in 56 grants awarded</b> to 22 researchers and 34 students in the last five years |
| <br>45 Professional Affiliates      |  <b>231 service requests</b> completed totaling 3,210 hours                    |  <b>30+ research events and educational workshops</b> per year                                  |
| <br>10 Advisory Board Members       |  <b>141 students participated in the summer research internship</b> since 2010 |  |
| <br>133 Graduate Student Affiliates |   |  |





# Our Programs and Services



The College of Nursing launched its new Bachelor of Midwifery program in September 2021. Six students were admitted into Year 2 of the program, who were excited to begin their midwifery education close to home.

The College of Nursing is the only institution in Manitoba to offer a full range of undergraduate and graduate nursing education programming. Our Bachelor of Nursing program is delivered at Fort Garry Campus in Winnipeg with an intake of 240 students, and an intake of 40 students in the Collaborative University College of the North (UCN) Cohort. Admissions to the Bachelor Program for Registered Nurses have been suspended due to low enrolment.

The College of Nursing has enjoyed a strong 24-year partnership with UCN for the delivery of the Bachelor of Nursing program in The Pas and Thompson. The senate-approved enhancements to the partnership were implemented this past year.

Our Skills and Simulation Centres provided a real-life environment for students to practice and develop their critical thinking and clinical skills in a safe environment where patients will not be harmed.

The College of Nursing is actively engaged in interprofessional education and collaborative practice. All nursing students participated in an interprofessional team comprised of students from nine health care programs within the Rady Faculty of Health Sciences.

Our Mahkwa omushki kiim: Pathway to Indigenous Nursing Education (PINE) is designed to prepare Indigenous students for entry into the BN program and support them throughout the program. Of the 24 Indigenous students admitted into the BN program, 12 were from the PINE.



At the request of the Authorized Prescriber Steering Committee and with funding from Manitoba Government, the CCA Centre developed the clinical competency assessment for the Authorized Prescriber for Diabetes Health and for Reproductive Health, Sexually Transmitted Infections and Blood-Borne Pathogens.

Our graduate programs include a Master of Nursing program with 45 seats across the four streams of administration, education, clinical nurse specialist and nurse practitioner, as well as a PhD in Nursing program.

The Manitoba Centre for Nursing and Health Research (MCNHR) supports the 28 active researchers in the college, along with faculty, staff and students in the engagement in research and scholarship. The MCNHR provides a range of supports and services to advance research capacity and success.

The Clinical Competence Assessment (CCA) Centre conducts competency assessments of internationally educated nurses and other nurses referred by the College of Registered Nurses of Manitoba.





# Our Family of Alumni

## GRADUATES

Over our 79-year history, the College of Nursing has prepared 10,243 nursing alumni who have provided leadership and exemplary service here in Manitoba and indeed around the world. With 94 per cent awarded an undergraduate degree and six per cent awarded a graduate degree,

the majority of our alumni are residing in Manitoba, while others are located in each province in Canada and in 18 different countries. We are proud to continue to answer the call and educate the finest future nursing professionals in Canada.



Dr. Jan Currie

### HONORARY DEGREE DOCTOR OF LAWS – JAN CURRIE

We were delighted to celebrate with Jan Currie, esteemed alumna, as she received the Honorary Degree Doctor of Laws from the University of Manitoba at the June 2022 Convocation.

Jan has been a dedicated leader in the Manitoba health care system for nearly four decades. In her senior executive roles as Associate Vice President Nursing of the Winnipeg Regional Health Authority (WRHA) from 1997-1999, and Vice President & Chief Nursing Officer from 2000-2009, Jan had accountability for more than 7,000 nurses, while also spearheading complex initiatives within multiple programs across the wider healthcare system.

Jan has demonstrated versatility as a resourceful senior nurse leader and administrator, with a proven track record of streamlining processes and transforming complex structures to deliver improved patient outcomes.

Jan was instrumental in building effective coalitions and partnerships with a variety of nursing and healthcare organizations and academic institutes in Manitoba to advance nursing practice, resolve operational challenges, and develop long term strategies for nursing and healthcare.

Jan's vision enhanced the scope of clinical practice and health-care system operations, and the development of cross-sectorial program and patient care initiatives for the benefit of all Manitobans.

### CELEBRATING INDIGENOUS NURSING ALUMNI

In celebration of 2022 National Nursing Week and Indigenous Nurses Day, it was inspiring to connect with our Indigenous alumni and hear their compelling stories about their unique contribution in providing quality health care and advancing the profession of nursing. Their unique stories were featured in a captivating video. One of the heart-warming stories involves a mother and her two daughters who are nurses and are answering the call by providing nursing service in their rural Indigenous community.





# Our Donors

## THANK YOU

We extend a very special thank you to all of our donors who have given generously to the College of Nursing. With their support, nursing students were provided opportunities to enroll in and succeed in their education, engage in leading edge research that is contributing to the quality of life in Manitoba and around the world, and present their research at provincial, national and international conferences. We are very fortunate to have such dedicated and generous alumni, who are investing in our students and in the College of Nursing.

We are grateful for all of our donors who contribute to the College of Nursing each year. In 2021-22, we received gifts from 90 donors who contributed \$220,146 to the College of Nursing. This represents a substantial increase from the prior year in which 80 donors contributed \$50,011.

	2020/2021	2021/2022
<b>Nursing</b>	<b>\$50,011</b>	<b>\$220,146</b>
<b>(Unknown Campaign)</b>	<b>\$518</b>	
<b>Annual</b>	<b>\$24,142</b>	<b>\$117,063</b>
Annual Awards	\$7,150	\$12,650
Annual Giving	\$9,642	\$10,087
Faculty Staff Retiree	\$2,200	\$2,000
Leadership Giving		\$10,015
Student Referenda	\$5,150	\$82,310
<b>Colleges/Tribute</b>	<b>\$4,950</b>	<b>\$28,370</b>
Miscellaneous	\$4,750	\$27,570
Tributes	\$200	\$800
<b>Principal/Major</b>	<b>\$20,401</b>	<b>\$74,713</b>
Major Giving	\$20,401	\$74,713



Dr. Marion McKay

College of Nursing alumni, organizations, and friends are interested in transforming the student experience by providing much needed funds to students with financial need and those who are excelling in their studies. We are grateful for the following bursaries and scholarships:

- Iwasiw Family Bursary (for undergraduate nursing students with demonstrated financial need) from Dr. Carroll Iwasiw in honour of her 50 year graduation anniversary
- Increased funding from \$8,000 to \$22,000 each year for the Child Health Graduate Studentship Nursing from Children's Hospital Foundation

- Increased funding for the Betty Stoddart Memorial Bursary in Nursing
- College of Nursing Undergraduate Student Bursary, established by Dr. Marion McKay. All alumni and organizations can make gifts to the fund to increase support for students
- Maggie Katzeley Scholarship for Mature Nursing Students

We also express our immense gratitude to the Irene E. Nordwich Foundation for its tremendous generosity in supporting our undergraduate and graduate nursing students.



# News & Events 2021-22



## RESPONSE TO COVID-19 PANDEMIC

The College of Nursing experienced an unprecedented year as our entire team of leaders, faculty and staff joined efforts in addressing the challenges related to the sustained impacts of the COVID-19 pandemic. Their exceptional work resulted in inspiring accomplishments. Our faculty continued to offer the theory courses through remote delivery, while working from home.

With the implementation of rigorous personal protective equipment and cleaning protocols by our skills team, our skills courses were offered in-person successfully. A combination of virtual, synchronous and asynchronous simulation activities were used.

Our clinical team worked tirelessly in making adjustments to ensure clinical placements could continue. However, the impact of the Fall 2021 labour disruption combined with COVID-19 resulted in the deferral of the completion of some of the clinical courses in May/June 2022 session.

The outcome of this unparalleled contribution of this stellar team is that students were able to continue their studies, complete their program and convocate on schedule. These graduates are making a significant difference in addressing the growing nursing shortage in the province.

### IMPLEMENTATION OF OUR NEW BACHELOR OF MIDWIFERY PROGRAM

We were delighted to launch our new Bachelor of Midwifery program and welcome our six stellar students to the program. Students are now able to stay in Manitoba and close to home to complete their midwifery education. The midwifery program integrates knowledge of traditional Indigenous midwifery practices and prepares graduates to support midwifery services in rural and northern communities. Given the need for Indigenous midwives in northern Manitoba, half of the seats are designated for Indigenous students. Being able to prepare graduates to support families in childbearing points to a promising new era for midwifery services for Manitobans.

### EXPANSION OF OUR BACHELOR OF NURSING PROGRAM

The College of Nursing is providing leadership in assisting to address the critical nursing shortage by expanding our Bachelor of Nursing program by fifty percent. The expansion is being accomplished by adding a third intake of 120 students in Winnipeg each year starting in May 2023. In addition, by offering the program year-round, or across three terms per year, the time to completion of the existing program will be 28 months versus the current 36 to 40 months. As such, students will be available to enter the nursing workforce one year ahead of the regular schedule. This initiative results in the expansion from 280 seats to 400 seats in the BN program.



### VIRTUAL SIMULATION AND VIRTUAL REALITY

To address the challenges of offering in-person simulation during the pandemic, our expert simulation team incorporated virtual simulations in the delivery of our clinical courses. Using both purchased and in-house simulations developed by our team, students developed their knowledge and competencies using virtual learning strategies. In addition, our simulation team developed immersive virtual reality for integration into clinical courses that will be implemented in Fall 2022.

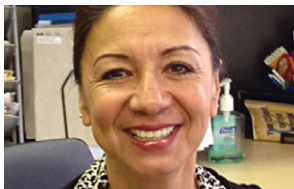
### INCREASE IN RURAL AND NORTHERN CLINICAL PLACEMENTS

To facilitate student engagement in rural and northern clinical placements, the Rady Faculty of Health Sciences established a fund to support travel and accommodation costs of students. During the Fall Term, students in the Bachelor of Nursing program engaged in rural and northern clinical placements in Churchill, Swan River, Dauphin, Boundary Trails, Steinbach, Selkirk, Beausejour, Gimli, Lake Manitoba First Nations, and Pinaymootang First Nations.

A student in the Nurse Practitioner program completed a rural clinical placement at Percy Moore Hospital in Hodgson, Man., serving Peguis, Fisher River and Kinonjeoshtegon (Jackhead) First Nations, as well as the communities of Fisher Branch and Hodgson.

With the reinstatement of the Northern Senior Practicum Opportunity, funded by Manitoba Health, two Winnipeg-based students completed their Senior Practicum in The Pas.





Dr. Wanda Phillips Beck



Rhonda Campbell



Marla Robson



Dr. Angela Cooper Braithwaite,  
co-chair, Registered Nurses  
Association of Ontario Black Nurses  
Task Force, keynote speaker

## ADVANCEMENT OF THE TRUTH AND RECONCILIATION CALLS TO ACTION

The College of Nursing was actively engaged in implementing strategies to address the health related calls to action made by the Truth and Reconciliation Commission. The College of Nursing was successful in recruiting seven Indigenous faculty and staff including two Knowledge Keepers, a Director of Mahkwa omushki kiim and Indigenous Engagement, an assistant professor, an instructor, a student advisor and a program assistant. As well, a Nil Appointment was established to facilitate collaboration with Dr. Wanda Phillips Beck, Indigenous Research Chair in Nursing.

With the hiring of two Indigenous Knowledge Keepers to support both students and faculty, their services will be increased from two to four days per week. The study space for Indigenous students is being renovated to support collaboration with Indigenous colleagues and accommodate Indigenous ceremonies.

With support from RFHS, the College of Nursing continued to offer the Manitoba Indigenous Cultural Safety Training (MICST) program to our faculty and staff. The available seats were readily filled with faculty and staff eager to learn more about cultural safety.

The College of Nursing implemented the *Prevention of Learner Mistreatment Guidelines* and the related online Speak Up Button in an effort to promote a respectful and supportive teaching and learning environment, where learners feel safe to report incidents of mistreatment. With the online reporting system, individuals can choose to report anonymously and the reports remain confidential.

The College of Nursing Anti-Racism Committee achieved its goal to raise awareness and provide venues to engage in dialogue about the experiences of racism in nursing. The Anti-Racism Committee established the Speaker Series, “Let’s Talk About Racism in Nursing”, and hosted a monthly interactive session presented by local and national dynamic scholars. The sessions were very well received.

The Bachelor of Midwifery program students are joining the Bachelor of Nursing program students in taking the required course on Human Diversity, a course that addresses cultural safety, Truth and Reconciliation, and racism, and is taught by Indigenous instructors. The blanket exercise and Indigenous ways of teaching and learning, including an immunization simulation using First Nations actors, have been integrated into both curricula. In addition, the students in the Bachelor of Midwifery program take a required course on Indigenous Peoples of Canada as an admission requirement.

To facilitate enrolment of Indigenous students, the Canadian Indigenous Category was increased from 20 to 30 in the Bachelor of Nursing program. In the nurse practitioner program, 20 per cent of program seats were designated to students with Indigenous ancestry.

The Indigenous Nursing Advisory Council continued to provide advice and guidance to the College of Nursing related to the currency, relevance and quality of its support services for Indigenous students in the Mahkwa omushki kiim and Bachelor of Nursing program.

The Nursing Students’ Association hosted its seventh annual Orange Shirt Day event virtually featuring guest speakers, singers and dancers. A unique addition to the event was the viewing of a video produced for the event, featuring Indigenous artwork and children from Pinaymootang School, Oak Bluff Community School and Duke of Marlborough School discussing what Orange Shirt Day means to them. The students renewed their pledge to provide culturally safe nursing care.

## SUPPORTING MENTAL HEALTH AND WELL-BEING



An innovative team of faculty and staff developed the “Connecting One Conversation at a Time” initiative that resulted in the installation of three benches on the Fort Garry campus to offer a comfortable place to speak to a friend or colleague, to meet new people, or to look up information about mental health and wellness through the strategically placed QR code on the benches and website links. The QR code connects students with a range of mental health resources related to suicide prevention and other important mental health issues. As such, this initiative helps foster a healthy and caring community and creates an environment that builds awareness of mental health. A special thanks to our faculty Dr. Elaine Mordoch, Shelley Marchinko, and Pat Pruden, and students Zoie Hetletvedt, Gillian Laninga and Winter Traverse.

## MCNHR PROGRAM REVIEW

The Manitoba Centre for Nursing and Health Research (MCNHR) achieved a five-year renewal from UM as part of its ongoing program review process. The MCNHR has provided the key infrastructure and leadership for nursing research within the College of Nursing for 37 years.

The reviewers acknowledged MCNHR’s commitment to, and support for, graduate student training.

They also recognized the “incredible value” of its professional development programs that have contributed to shaping the careers of graduate students. As well, the reviewers noted that the MCNHR serves as an essential and highly valuable resource for faculty, students and others.



# Our Future Direction

## LOOKING FORWARD

We look forward with anticipation to returning to on-campus delivery of our programming and connecting with our students, faculty, staff and partners in-person. While this past year has, by necessity, been focused on ensuring everyone's safety during the pandemic, we welcome the opportunity to enhance the students' educational experience by incorporating in-person programming.



We are also excited to implement Year 3 of our new Bachelor of Midwifery program and increase our seats in the program from six to eight.

We will continue our preparation for the implementation of a third intake of 120 students in our Bachelor of Nursing program in Winnipeg in May 2023. We will offer a Summer Term for our fourth year nursing students in May 2023, which will result in their completion of the program four months ahead of the regular schedule and their earlier entry into the nursing workforce.

We will continue to advance our work in incorporating Indigenous knowledge, ways of knowing and pedagogies into our curricula, offering cultural safety education for our faculty, staff and students, and recruiting Indigenous faculty, staff and students. We will also continue our efforts in raising awareness and addressing issues relating to racial equity and ensuring a safe work and learning environment in collaboration with our anti-racism committee.

As we continue to educate nurses and midwives for the future, our inspiring team of leaders, educators, researchers and support staff will continue to provide quality education, implement innovative teaching and learning strategies and conduct timely research.





**College of Nursing | Rady Faculty of Health Sciences**

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