



ANNUAL REPORT

2020 – 2021



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



Dr. Netha Dyck

Dean's Message

The College of Nursing team achieved inspiring accomplishments in 2021 amidst the challenges of the COVID-19 pandemic. While most of our programming continued to be delivered remotely during the 2020-21 academic year, our undergraduate students were on-campus to engage in some simulation experiences and complete their skills labs. 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 237 students from our Bachelor of Nursing program and 28 students from our Master's and PhD programs. These graduates are making a significant difference in addressing the growing nursing shortage in the province.

It was with pride that we commemorated noteworthy milestones. We celebrated the achievement of accreditation status of our Bachelor of Nursing program, the College of Nursing educational unit, and the University College of the North educational unit through the Canadian Association of Schools of Nursing (CASN). We also celebrated the achievement of accreditation status of our Nurse Practitioner program through CASN and were among the first in Canada with this distinction. Having completed our preparatory activities, we are looking forward to implementing our new Bachelor of Midwifery program in September 2021. Despite the restrictions in conducting research during the pandemic, our researchers were successful in securing significant research grants and publishing their excellent work. When the planning for the COVID vaccination clinics proceeded, our faculty and students were quick to volunteer and provide exceptional services.

The College of Nursing is committed to creating a culturally welcoming workplace that respects equity, diversity and inclusion. An anti-racism committee was established to collaboratively address issues of racial equity within the College of Nursing. The Rady Faculty of Health Sciences, of which the College of Nursing is a member, introduced a new Disruption of all Forms of Racism policy, a first of its kind across Canada.

Over our 78-year history, the College of Nursing has prepared more than 10,000 nurses and nurse leaders, who have provided leadership and exemplary service here in Manitoba and indeed around the world. It was inspiring to connect with our 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 entitled "Where Are They Now." 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 1,198 students within the College of Nursing’s undergraduate and graduate education programs, including the 124 students enrolled in the collaborative University College of the North (UCN) cohort. The majority or 89% (1,064) of the students are enrolled in the undergraduate programs, while 11% (134) are enrolled in the graduate programs.

Undergraduate Programs

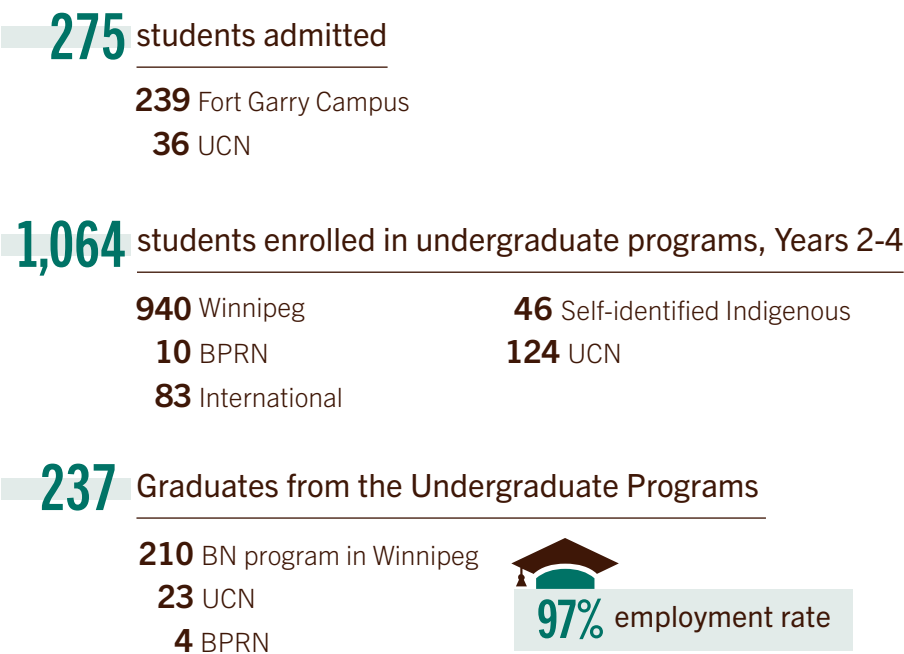
The Bachelor of Nursing (BN) program admits 120 students in Winnipeg in September and again in January each year, for a total of 240 students. Gaining entry into the Bachelor of Nursing program remained very competitive, having received more than two applications per seat. Of the 240 students admitted across the two intakes, 81.5% were female, 16.8% were male and 4% were non-binary.

In addition, 20 students are admitted in The Pas and 20 students in Thompson in September each year with the UCN.

With 1,064 students enrolled in the program across the three sites, the BN program is the largest program within the College of Nursing. There were 940 students enrolled across Years 2 to 4 in Winnipeg, with 46 self-identified Indigenous students and 83 international students; 80% of the students are female and 20% are male. There were 124 students enrolled in the UCN cohort in The Pas and Thompson, with 78% being female and 22% male.

It was with pride that we celebrated the achievement of our 237 graduates from the BN program, including four graduates from the Bachelor Program for Registered Nurses (BPRN) and 23 from the UCN cohort. It is impressive that 97% of graduates were employed at six months post-graduation in Manitoba.

Eighteen new students were admitted into the Mahkwa omushki kiim: Pathway to Indigenous Nursing Education (PINE). Overall, there were 35 students enrolled in the PINE. Four PINE students completed University 1 and were admitted into the BN program.





Kelsey Tonn



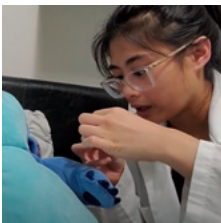
Miranda Stead



Kathryn Heppner



Hannah Payumo



Mikaela Canda



Cassie Palidwor



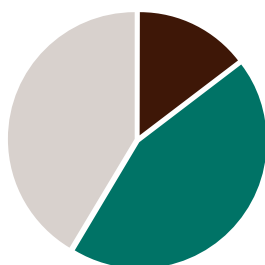
COVID vaccination

Student Achievements: Undergraduate Programs

- Kelsey Tonn was elected as the Senior Stick of the Nursing Students' Association.
- Miranda Stead was elected as the Vice-Stick of the Nursing Students' Association.
- Kimberly Crane and Ese Ekaluo were elected as the valedictorians for the October 2020 Pinning Celebration.
- Kathryn Heppner and Hannah Payumo were elected as the valedictorians for the June 2021 Pinning Celebration.
- Stephan Miller and Mikaela Canda developed a CanU Inspire Video-Guided Workbook for students in Grades 5 and 6 and a CanU Explore Workbook for students in Grades 7-9 as an alternative to the in-person activities during the pandemic to ensure students could continue to participate in this sought after initiative. CanU is a charitable organization that empowers Winnipeg youth from low socio-economic backgrounds to explore various careers and hone their leadership and community service skills.
- Cassie Palidwor, Year 4 student, had the unique opportunity to travel with a public health nurse via helicopter into the remote community of Granville Lake, Man. to assist in COVID-relief efforts.
- Jessica Ritchie and Oluwatosin Daso, Canadian Association of Nursing Students Association (CNSA) official delegate, were among the six students attending the virtual national CNSA conference that was focused on crisis intervention.
- The Nursing Students' Association (NSA) organized its sixth annual Orange Shirt Day event to raise awareness of the significant impact of residential schools on Indigenous children and families.
- Twenty-seven students participated in the Summer Research Internship program and worked with 16 faculty researchers to develop their research skills.
- More than 115 nursing students participated in the COVID vaccination administration program.
- Jessica Ritchie, Year 3, BN student, received the Emerging Leader Award.
- Chelsea Krawchuk convoked from the BN program and received the University Gold Medal. She also received the Association of Regulated Nurses in Manitoba (ARNM) Medal of Excellence (BN program).
- Janet Sawatzky received the Association of Regulated Nurses in Manitoba (ARNM) Medal of Excellence (BPRN program).
- Nineteen students received the Irene E. Nordwich Foundation scholarship, including Emily Carlson, Yawa Ruth Degbo, Deanna Diduch, Alexa Driver, Maya Goldberg, Joaquin Valdez Guzman, Mirabel Iwetan, Amin Khoja, Jiyang Kim, Hildah Lagat, Michaela Lang, Swabrah Nabukenya, Benita Nalumansi, Glory Okafor, Oghogho Okoru, Eseosa Omokara, Navindya Perera, Julianne Reyes and Miranda Stead.

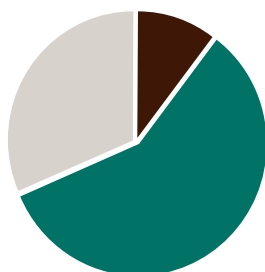
Graduate Programs

The level of interest in our graduate programs remained very high. We received 75 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.



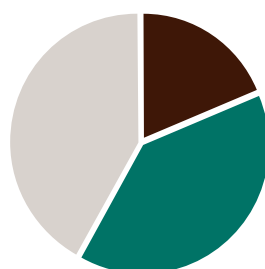
75 Applications in 2020-21

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



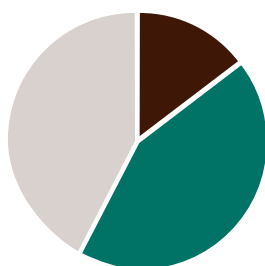
47 Admissions in 2020-21

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



134 Students enrolled in graduate programs across the years in 2020-21

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



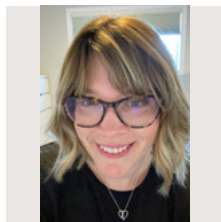
28 Graduates convocated from graduate programs in 2020-21

(includes graduates from October 2020, February 2021 and May 2021)

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



Jocelyn Elias



Jane Kraut



Josie Bolianatz



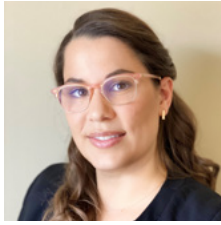
Naomi Armah

Student Achievements: Graduate Programs

- Jocelyn Elias and Jane Kraut, MN students, provided leadership as co-chairs of the Graduate Nursing Students Association (GNSA).
- Graduate students acquired over \$277,000 in scholarships, studentships, fellowships, research awards and stipends in 2020-2021.
- The GNSA organized its 11th annual and first virtual Advanced Practice Nursing educational event entitled, “Advanced Practice Nursing Conference: Preventative Health & Health Promotion.” It was hosted for the first time in collaboration with the Association of Regulated Nurses of Manitoba and graduate students from Brandon University. The keynote speakers, who discussed their roles in preventative health and health promotion, included: Barbara Katt, infection prevention and control manager, congregate care settings for the Scarborough Health Network; John Jackson, psychiatric/mental health nurse and PhD in nursing student; Lea Mutch, clinical nurse specialist; and Rachel Wiebe Skouta, nurse practitioner.
- Naomi Armah, PhD student, and Josie Bolianatz, MN graduate, were selected to represent the College of Nursing in the Rising Star of Research and Scholarship at the 32nd International Sigma Theta Tau Nursing Research Congress in Singapore (virtual conference); and Abeer Alraja, PhD candidate, was selected to represent the College of Nursing in the Rising Star of Research and Scholarship at the 46th Biennial Convention in Indianapolis.
- Nurse Practitioner program graduates achieved an 83% pass rate on the Canadian Nurse Practitioner Exam.
- Jocelyn Elias, MN student, was appointed to the University of Manitoba COVID-19 Steering Committee.
- Tara Horrill, PhD in Nursing student, presented to Research Canada’s Parliamentary Health Research Caucus as part of an online event co-hosted by the Canadian Cancer Society regarding accessibility of cancer care in Canada, particularly for Indigenous people.
- Anisa Isse, recent Master of Nursing graduate, spoke with Prime Minister Justin Trudeau and a group of Muslim members of Parliament about being a nurse working in long-term care during the COVID-19 pandemic.



Elizabeth Agnew



Jocelyn Elias



Tara Horrill



Jacqueline Robert

Student Achievements: Graduate Programs

- Elizabeth Agnew, MN student, was awarded a fellowship in the Manitoba Training Program for Health Services Research starting in Fall 2021.
- Bonn Alvarez, NP student, received the Nurse Practitioner Association of Manitoba Student Award.
- Naomi Armah, PhD student, received the Manitoba Centre for Nursing and Health Research Graduate Student Research Internship Award.
- Jocelyn Elias, MN student, received the Emerging Leaders Award, University of Manitoba.
- Jocelyn Elias, MN student, received the International Student Training and Exchange Program on Care Transitions (iSTEP).
- Jocelyn Elias, MN student, received the Dean's RFHS Graduate Student Achievement Prize.
- Jocelyn Elias, MN student, was the recipient of the Martha Donovan Women's Leadership Development Award.
- Ankit Hindocha, MN NP student, received the International Student Training and Exchange Program on Care Transitions (iSTEP).
- Tara Horrill, PhD student, received the Dean's RFHS Graduate Student Achievement Prize.
- Tara Horrill, PhD graduate, received the inaugural Dr. Shannon Dawn Scott Prize for Excellence in Nursing Research.
- Emily Hyde, MN graduate, received the ARNM Medal of Excellence.
- Bryce Koch, MN NP student, received the Greene Memorial Fellowship.
- Jacqueline Robert, MN NP student, received the Greene Memorial Fellowship.
- Jacqueline Robert, MN NP student, received the Nurse Practitioner Association of Manitoba Student Award.
- Vanessa Van Bower, PhD graduate, received the ARNM Medal of Excellence
- Andrea Toews, MN student, was the recipient of the Martha Donovan Women's Leadership Development Award.
- 16 graduate students received the Irene E. Nordwich Foundation Award, including Naomi Armah, Damilare Dada, Precious Dangwa, Navsharn Dhaliwal, Courteney Fraleigh, Yael Gelfman, Jane Kraut, Jessica Meilleur, Kealy Murray, Jacqueline Robert, Kim Sefton, Nicole Shead, Brittany Silverstein, Andrea Toews and Amie-Rae Zaborniak. Jocelyn Elias received the Irene E. Nordwich Foundation International Year of the Nurse and Midwife Special Award.
- Five students received the Foundation for Registered Nurses of Manitoba graduate award including Bridget DeCosse, Tara Horrill, Emily Hyde, Lisa Mary-Quigley and Amanpreet Saran.



Our Team

FACULTY & STAFF

Our award-winning College of Nursing team is known for its teaching excellence, research productivity 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; 25 support staff

6 Professors	6 Senior Instructors
13 Associate Professors	27 Instructor IIs
10 Assistant Professors	3 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. Marie Edwards, Associate Dean, Undergraduate Programs (July – December); Dr. Kellie Thiessen, interim Associate Dean, Undergraduate Programs (January – June); Dr. Donna Martin, Associate Dean, Graduate Programs; Dr. Susan McClement, Associate Dean, Research; Jennifer Shaw, Senior Financial Officer; Lisa Wong, 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: Cheryl Dika, Director, Curriculum Integrity and Faculty Development; Donaldal Wotton, Director, Clinical Education; Trina Arnold, Director, Undergraduate Programs; Lori Davis, Director, Undergraduate Programs (effective June 1, 2021); Dr. Darlene Pierce, Director, Nurse Practitioner Program; Kim Workum, Director, CCA Centre and Simulation Centre; Barb Goodwin, Director, Skills Centre; and Dr. Kellie Thiessen, Director, Bachelor of Midwifery Program.

New Faculty & Staff & Roles

We welcomed new faculty and staff to our team in 2020-21:

Dr. Emme Pijl, Assistant Professor	Lori Sookram, Instructor II
Dr. Vanessa Van Bower, Assistant Professor	Vanessa Klayh, Nursing Coordinator,
Josie Bolianatz, Instructor II	Skills and Simulation Centre
Barbara Rose-Lovett, Instructor II	Aimee Louis, Student Advisor

Tenure and Promotion

We congratulated Dr. Nicole Harder on being promoted to the rank of Associate Professor.

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 265 years of stellar service.

- 5 years of service – Colleen Bytheway, Danielle Yaffe, Elfrieda Bergen, Joanne Chateau, Linda Swiderski, Nancy Hooton, Noah Gatzke, Pat Pruden, Sheryl Peters, and Suzanne Lennon
- 10 years of service – Christa DeGagne and Wanda Falk
- 15 years of service – Dr. Marie Edwards, Barb Goodwin, Dr. Annette Schultz
- 20 years of service – Dr. Terri Ashcroft, Dr. Tom Hack, Dr. Nicole Harder, and Dr. Roberta Woodgate
- 30 years of service – Audrey Richard
- 40 years of service – Dr. Lynn Scruby

Retirements

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

- Carla Shapiro, Senior Instructor, celebrated a distinguished 45 year career in nursing, and 25 years of teaching excellence within the College of Nursing. She was known for her passion and dedication to nursing and nursing education.
- Christine Scoville, Instructor II, provided invaluable service for eight years in the College of Nursing. She was known for her passion and innovation in teaching and learning.
- Bernadine Wallis, Instructor II, provided 10 years of teaching excellence and dedication to quality education and student success.
- Audrey Richard, student advisor, provided 31 years of exemplary service at the University of Manitoba and five years within the College of Nursing advising and supporting Indigenous nursing students.

Awards

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

- Association of Regulated Nurses of Manitoba (ARNM) Award recipients
 - » Alia Lagace, ARNM Award of Excellence: Education (May 2021)
 - » Danielle Yaffe, ARNM Award of Excellence: Education (December 2020)
 - » Dr. Christina West, ARNM Award of Excellence: Research (May 2021)
 - » Dr. Annette Schultz, ARNM Award of Excellence: Research (December 2020)
 - » Dr. Kellie Thiessen, ARNM Award of Excellence: Research (December 2020)
 - » Dr. Netha Dyck, ARNM Award of Excellence: Administration (December 2020)
 - » Mahkwa omushki kiim: Pathway to Indigenous Nursing Education, Award of Excellence: Outstanding Interprofessional Team (May 2021). Team members include Audrey Richard, Leslie Spillett and Tyla Turman.
 - » Nurse Practitioner Program Team, Award of Excellence: Outstanding Interprofessional Team (May 2021). Team members include Dr. Darlene Pierce, Karla Blackwell, Dr. Elsie Duff, Noah Gatze, Erin Langford, Mike Limerick, Bev Loewen, Kim MacKay, Ashley Markowsky and Angela Thable.
 - » Simulation Team, ARNM Award of Excellence: Outstanding Interprofessional Team, (December 2020). Team members include Kim Workum, Sofia Turner, Dr. Nicole Harder, Danielle Yaffe, Jeanne San Miguel, Vanessa Saulnier (Klayh), Josie Bolianatz, Jennifer Barker, Terra Buisse, Dr. Barbara Tallman, Mark Salamatin, Pat Pruden, Vladan Protrudjer, Dayna Laviolette and Kimberley Mackay.
 - » Manitoba Centre for Nursing and Health Research Team, ARNM Award of Excellence: Outstanding Interprofessional Team, (December 2020). Team members include Dr. Susan McClement, Dr. April Lussier, Dr. Rasheda Rabbani, Diane Cepanec, James Plohman and Alberta Mwangi.
- COVID-19 Clinical Team, comprised of Christa Massey, Teresa James, Britany Macovichuk, Jennifer Marchant and Terri Tauffenbach received the prestigious 2021 President's Award of Excellence.
- Lori Davis, Instructor II, received the Nursing Students' Association Teaching Excellence Award.
- Dr. Susan McClement, Professor and Associate Dean, Research, was commended by the Senior Editor for the exceptionally high quality of her review of a CMAJ article.
- Dr. Judith Scanlan, associate professor, was awarded the Reviewer of the Month for the Nurse Education in Practice Nursing Journal by Elsevier.
- Dr. Lynn Scruby, Assistant Professor, received the Community Engagement Award.



Leslie Spillett, Audrey Richard, Tyla Turman



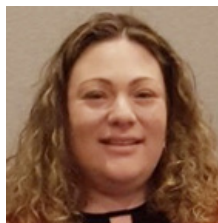
Lori Davis



Sue McClement



Lynn Scruby



Danielle Yaffe

- Dr. Barbara Tallman, Instructor II, received the Manitoba Gerontological Nursing Association Nursing Distinction Award – Research (December 2020).
- Lisa Timmerman, Instructor II, received the UM Students' Teacher Recognition.
- Dr. Kellie Thiessen, Associate Professor and Interim Associate Dean, Undergraduate Programs, received the 2020 UMFA Merit Award for her outstanding research, scholarly work and creative activities.
- Dr. Kellie Thiessen, Associate Professor and Interim Associate Dean, Undergraduate Programs, received the Terry G. Falconer Memorial RH Institute Foundation Emerging Researcher Award.
- Kathleen Threinen, Instructor, UCN, received the Athabasca University Academic Achievement award.
- Dr. Sonia Udod, Assistant Professor, received the Martha Donovan Women's Leadership Development Award.
- Danielle Yaffe, Instructor II, received the Nursing Students' Association Teaching Excellence Award.



Trina Arnold



Lynda Balneaves



Benita Cohen



Marie Edwards

Expert Appointments

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

- Trina Arnold was elected to the Senate Committee on Instruction and Evaluation and to the Senate Committee on Academic Accommodation Appeals. She was also appointed to the Rady Faculty of Health Sciences COVID-19 Working Group.
- Dr. Lynda Balneaves was appointed Adjunct Senior Scientist in the Research Institute in Oncology and Hematology with CancerCare Manitoba.
- Dr. Benita Cohen, Associate Professor, was appointed as chair of the Canadian Public Health Association for a two-year term.
- Lori Davis, Instructor II, was appointed as the Director, Undergraduate Nursing Programs. She was also appointed to the UM COVID-19 Health and Safety Team.
- Cheryl Dika, Director of Curriculum Integrity and Faculty Development, was elected to the UM Senate Executive.
- Dr. Netha Dyck was elected to the Senate Committee on Libraries and to the Senate Committee on Academic Review.
- Dr. Marie Edwards, Associate Dean, Undergraduate Programs, was appointed as the interim Vice-Dean, Education with the Rady Faculty of Health Sciences.
- Dr. Nicole Harder, Associate Professor, was appointed to the UM COVID-19 Academic Team.
- Dr. Kellie Thiessen, Associate Professor and Director, Bachelor of Midwifery Program, was appointed as the Interim Associate Dean, Undergraduate Programs.
- Dr. Sonia Udod, Assistant Professor, was appointed to the board of the Association for Leadership Science in Nursing and is serving as the Board's International Liaison.
- Kim Workum, Senior Instructor, was appointed as the Director, Skills and Simulation Centres, and CCA Centre.
- Dr. Roberta Woodgate, Distinguished Professor, was appointed to the UM Canada Research Chairs EDI Advisory Committee.



Kim Workum

Advanced Education

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

- Five faculty completed certification courses through the Canadian Association of Schools of Nursing in nursing education, curriculum development and design and simulation.
- Twenty-five faculty and staff completed the Indigenous Cultural Safety Training Program offered through the Winnipeg Regional Health Authority and the Rady Faculty of Health Sciences.
- Kim Workum completed the Keystones of Healthcare Simulation Program through Simulation Canada.
- Kim Workum, Director, Skills and Simulation Centres, completed the Academic Health Sciences Leadership Program.
- All faculty and staff completed the requirements related to the *Accessibility for Manitobans Act*.



Cheryl Dika



Nicole Harder

Faculty Development

Faculty development was prioritized and enhanced particularly in relation to online course delivery to meet the requirements associated with the pandemic, as well as to nurturing teaching teams. Cheryl Dika, Director of Curriculum Integrity and Faculty Development, hosted numerous educational sessions and arranged resources to support faculty and staff. Topics for discussion included concept-based curriculum, teaching mentorship, teaching online and creating instructional videos for remote teaching. As well, Dr. Nicole Harder offered a one-week simulation workshop for faculty members from all three campuses involved in simulation learning.

With the leadership of Cheryl Dika, the Teaching Excellence Special Interest Group provided a safe space for faculty to develop through discussion forums, sharing of strategies, tools and resources, and examining evaluative methods, pedagogy and practice.

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, Dr. Kellie Thiessen 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 helped grow collaborative nursing and health research by supporting 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 \$4.77 million, with 43 research grants, 10 of which were tri-agency funded (8 CIHR, 2 SSHRC).

Research Chairs



Roberta Woodgate

Dr. Roberta Woodgate, Distinguished Professor, holds a Tier 1 Canada Research Chair Award in Child and Family Engagement in Health Research and Healthcare. Remarkably, Woodgate received four CIHR grants in 2020-21 amounting to \$2.5 million. She will examine the delivery of mental health services to youth living in Island Lake Anishinew Nations. In another project, Woodgate will work with young immigrants and refugees in co-designing mental health and well-being solutions. In a third CIHR project, Dr. Woodgate will make visible the life stories of families of children who are immunocompromised during COVID-19. Through this work, Woodgate is also developing a Youth Engagement in Research Framework. She also received one SSHRC grant amounting to \$25,000 and ranked #1 in the competition. For this SSHRC project, Woodgate is focused on finding solutions for the challenges faced by young workers in the COVID-19 era.



Kellie Thiessen

Dr. Kellie Thiessen, Associate Professor, is a clinical scientist with the Canadian Child Health Clinician Scientist program. Thiessen was the recipient of the Children's Hospital Foundation of Manitoba Innovators 2020 grant of \$32,950 "Pathways to Care: Partnerships to address gaps in maternity care." The initiative aims to connect a younger generation of donors in the business community to projects in the clinical and research environment.



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, patient satisfaction of oncology patients in the transition from acute care to the community, COVID point of care testing, long-COVID symptom assessment, evaluation of the Manitoba TeleStroke program, patient values and preferences on polypharmacy and deprescribing, neonatal pressure injury risk assessment, graduate nurse staff mentorship and virtual care nursing. While patient data collection was paused due to the pandemic, progress continued on data analysis, manuscript preparation, literature syntheses and grant preparation.



Tom Hack

Research Honours

- Dr. Tom Hack was named a Distinguished Professor by the UM Board of Governors in recognition of his outstanding distinction in research and scholarship and his exemplary innovative teaching record.
- Dr. Tom Hack, in collaboration with Dr. Susan McClement and Dr. Genevieve Thompson, were awarded a CIHR Bridge Grant of \$199,486 to develop and validate a patient-reported measure of compassionate care.



Elsie Duff



Sonia Udod

Notable Research Grants

- Dr. Elsie Duff, Assistant Professor, nurse practitioner and researcher with the Canadian Research Initiative in Substance Misuse prairie node, received the Canadian Institutes of Health Research Canadian Research Initiative in Substance Misuse grant of \$15,000 to explore access to opioid agonist therapy (OAT) by NPs in Alberta, Saskatchewan and Manitoba. The study is the first to examine the environments and OAT practices with which nurse practitioners are fulfilling a vital community need while addressing the gap in OAT research.
- Dr. Duff is also a lead collaborator for the \$400,000 Health Canada and the Public Health Agency of Canada Immunization Partnership Fund grant for the Vaccine Education Program: Building Capacity for Rural and Remote Vaccination and Vaccine Promoters. The partnerships with the Manitoba Professionals Association Coalition (MPAC), SpiritRx and the Community Health Representative Association of Manitoba serve to achieve the ultimate goal of improving vaccination uptake across Manitoba.
- Dr. Sonia Udod, Assistant Professor, is committed to supporting health care leaders critical to the creation of high-quality health care workplaces that lead to improved health services delivery through her LEAD Outcomes Research Program. She is actively engaged with UM's Dr. Gayle Halas and Dr. Lisa Avery in the Manage@Home Research Team focusing on the nurse leader role in formal transitional care services for the cardiac patient. The project is funded with a UM Collaborative Research Program grant of \$24,983.
- Dr. Udod is also the principal investigator on a Research Manitoba grant of \$99,870 to better understand from senior leaders and front-line managers how organizational resilience is activated in the health care setting during the COVID-19 crisis response.
- With a successful Centre for Healthcare Innovation (CHI) PREPPP (Preparing for Research by Engaging Patient and Public Partners) Award of \$4,000, Udod is establishing the Transitional Care project designed to identify gaps, set priorities and implement solutions for individuals experiencing homelessness. Dr. Udod has brought together stakeholders from practice, research and policy interested in building the nurse leader role in formal transitional care services.



Chioma Nwagbo

Student Engagement

The MCNHR offered training, supports and other resources for a record number of 27 students and 16 research mentors. Chioma Nwagbo worked alongside Dr. April Lussier, research development officer, on a project looking into stress and anxiety among newly graduated nurses entering the workplace full time.

Knowledge Translation

Nursing faculty contributed to knowledge translation amidst the pandemic through 65 conference and other presentations, 90 publications and 11 innovative knowledge translation activities. Twenty-four faculty were presented with prestigious awards and distinctions in recognition of their excellence in teaching, research and service.



Cathy Mazak



Christina West

Helen Glass Research Symposium

- Dr. Cathy Mazak offered two virtual, interactive workshops, focused on keeping writing at the forefront of your academic life and balancing the multiple demands of academic life.
- Five recipients of the Helen Glass Research Symposium Graduate Student Poster competition:
 - » Naomi Armah, PhD student, poster and video abstract entitled: *“Partnering to shape empathy-based intercultural communication in undergraduate nursing: An intersectional constructivist grounded theory study.”*
 - » Josie Bolianatz, MN student, poster and video abstract entitled: *“‘Barely keeping my head above water’ How to live as a student nurse: A hermeneutic finding.”*
 - » Vicki Charski, MN student, poster and video abstract entitled: *“Exploring the role of public health nurses in collaboration with early child educators to support children who are experiencing poverty to be ready for school.”*
 - » Lisa Mary-Quigley, PhD student, poster and video abstract entitled *“Exploring the lived experience of Canadian PhD nursing students in a peer cohort.”*
 - » Nicole Shead, MN student, poster and video abstract entitled: *“Surgical outpatient and perioperative team member perceptions on team collaboration.”*

A special thank you to Dr. Christina West, Associate Professor, for her leadership in organizing the annual Helen Glass Research Symposium.

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 are impressive:

In 2020-21:

- 43 grants, 10 of which were tri-agency funded (8 CIHR; 2 SSHRC)
- \$4.77 million in total new research funding
- 90 publications
- 65 presentations
- 11 innovative knowledge translation activities
- 24 faculty awards and distinctions
- 58 student awards and distinctions
- 25 expert appointments

Manitoba Centre for Nursing and Health Research

- 246 members
- 80 research affiliates
- 31 professional affiliates
- 124 graduate student affiliates
- 11 advisory board members
- 2,000+ requests for services and information annually
- \$273,500 in 56 grants awarded to 23 researchers and 33 students in the last five years
- 63 students participated in the summer research internship since 2010
- 30+ research events and educational workshops per year



Pathway to Indigenous Nursing Education (PINE)



Nurse Practitioner Program

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 are excited to begin their midwifery education.

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. In addition, four students completed the Bachelor Program for Registered Nurses this past year.

The College of Nursing has enjoyed a strong 23-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.

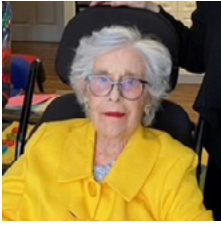
The College of Nursing is actively engaged in interprofessional education and collaborative practice. All nursing students participated in an interprofessional team comprised of students from the other four health care programs within the Rady Faculty of Health Sciences.

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 17 Indigenous students admitted into the BN program, four were from the PINE.

Our graduate programs include a Master of Nursing program with 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 Centre conducts competency assessments of internationally educated nurses and other nurses referred by the College of Registered Nurses of Manitoba.



Joann MacMorran



Helen Glass

Our Family of Alumni

Graduates

Over our 78-year history, the College of Nursing has prepared 10,000 nursing alumni who have provided leadership and exemplary service here in Manitoba and indeed around the world. With 94% awarded an undergraduate degree and 6% awarded a graduate degree, the majority of our alumni are residing in Manitoba, while others are located in each province in Canada and in 17 different countries. We are proud to continue to answer the call and educate the finest future nursing professionals in Canada.

HIGHLIGHTS

Where Are They Now?

In celebration of 2021 National Nursing Week, it was inspiring to connect with our 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 entitled “Where Are They Now.” 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 community.

Nellie McClung Foundation honours UM nursing alumni

The Nellie McClung Foundation honored JoAnn MacMorran and Dr. Helen Glass, two of our esteemed alumni, among Manitoba’s 150 Women Trailblazers.

JoAnn MacMorran, who graduated with a bachelor of nursing from UM in 1965, had an accomplished career of over 30 years dedicated to the control of tuberculosis (TB) in Manitoba and internationally. In 1971, MacMorran became the provincial nurse consultant in tuberculosis and pulmonary disease. Working with Dr. Earl Hershfield, she was instrumental in implementing protocols in the treatment of TB and aggressive contact tracing. Together, they developed the direct observed therapy method for TB treatment, which was adopted internationally.

After retiring from the position in 2002, she was approached by the Canadian International Development Agency to join a project in Guyana to implement the program she helped develop in Manitoba, which included an electronic TB registry.

Dr. Helen Glass, who earned a UM nursing certificate in 1958, was named director of the School of Nursing in 1972, a position she held until 1979. She was instrumental in establishing a graduate program in nursing at UM and also in creating what is now known as the Manitoba Centre for Nursing and Health Research.

Glass later became president of the Canadian Nurses Association and served as the first Vice-President of the International Council of Nurses. As one of the most influential nurses in Canada and beyond, we continue to celebrate her extensive contributions in nursing education, nursing practice and community health, and in making amendments to the Canada Health Act to ensure inclusion of nursing and allied health professionals alongside physicians in the delivery of primary care services.

The College of Nursing’s building at Fort Garry campus is named in her honour. Among her many additional honours, she received the Order of Canada and the Order of Manitoba.



Karen Dunlop

***RadyUM* magazine features nursing alumna Karen Dunlop**

RadyUM magazine featured Karen Dunlop, an alumnus, who completed both her nursing degree and law degree at UM. Wanting to blend her interests in law and nursing, she became registrar of what is now the College of Registered Nurses of Manitoba. Dunlop served as the organization's president from 2004 to 2006. This experience led her to be closely involved in the creation of the Association of Registered Nurses of Manitoba in 2015, and to serve as its first executive director. More recently, she completed a three-year term as chair of the Winnipeg Regional Health Authority board.

As of February 2021, Dunlop is providing leadership as the CEO of Research Manitoba, the provincial agency that co-ordinates the funding of research in the health, natural and social sciences, as well as engineering and the humanities. She plans to establish a new provincial system to expedite the approval process for health research.

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 2020-21, 98 donors contributed \$218,960; 2019-2020, 107 donors contributed \$33,519; in 2018-2019, 136 donors contributed \$44,039.

Endowments provide stable, long-term funding that is vital to the university — now more than ever. These investments enable students to develop the critical skills and experience needed to thrive in the workplace. They also facilitate our researchers to innovate in ways that will sustain our economy and improve wellbeing.



Dr. Marion McKay



Dr. Shannon Scott

Gratitude for the generosity of alumni

With the generosity of our alumni, a new Nursing Education Fund was established through which a \$1,000 stipend is provided to each doctoral student each year.

The Dr. Harvey and Mrs. Irene Bergner Nursing awards support nursing students who are interested in the “care of the older person.” Congratulations to Monisola S. Aladeusi and Christina J. Heide, Bachelor of Nursing students, on being the 2020-21 recipients.

The Mildred I. Lucky Nursing awards were presented to full-time students enrolled in the third year of study in the Bachelor of Nursing program at UM. Congratulations to Trisha R. Banik and Bethany L. Wegner on being the 2020-21 recipients.

The Margaret Elder Hart Graduate Study Award is awarded to a student enrolled in or is a graduate of the nursing program and exhibits behaviours demonstrating scholarship and leadership in both theory and practice. Congratulations to Amie-Rae Zaborniak, PhD in Nursing student, on being the recipient.

The Elizabeth Russell Award is awarded to a student enrolled in the fourth year Bachelor of Nursing program and has achieved high academic standing. Congratulations to Kristen Goodmansson on being the 2020-21 recipient.

The new Dr. Shannon Dawn Scott Prize was established in 2020-21. Congratulations to Tara Horrill, PhD in Nursing graduate, on being the inaugural recipient of this prize.

The new Dr. Marion McKay Award was established in 2020-21, with the first scholarship to be awarded next year.

We also express our immense gratitude to the Irene E. Nordwich Foundation for its tremendous generosity in presenting awards to 35 students this past year for a combined total of \$86,000.



Grand Rapids immunization



Midwifery program

Our Past Year

NEWS & EVENTS

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 has 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. Our clinical team worked tirelessly in making adjustments to ensure clinical placements could continue amidst the challenges associated with the frequent outbreaks taking place during the earlier part of the year. With the innovation of our simulation team, virtual simulation scenarios were developed and used to replace some of the clinical hours missed due to the pandemic. Our team of faculty and staff met on a weekly basis in an effort to address issues in a timely manner and endeavor to provide the support they required. 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.

When the COVID-19 vaccination program was announced, our faculty and students readily responded and participated in vaccination clinics in Winnipeg and in Indigenous communities throughout the province.

Achievement of national accreditation

The College of Nursing was the first in Canada to engage in a virtual accreditation process with the Canadian Association of Schools of Nursing (CASN). The review team, comprised of three experts from across Canada, expressed praise to our team for their excellent teamwork and strong collaboration with partners, as well as for preparing graduates who are 'practice ready.' We received the maximum seven-year accreditation of our educational unit and seven-year accreditation of our education program and the University College of the North (UCN) achieved five-year accreditation of their educational unit. This remarkable achievement is even more significant when considering it was accomplished in the midst of a pandemic.

New Bachelor of Midwifery program

We were elated to finally receive approval to proceed with the implementation of our brand new Bachelor of Midwifery program starting September 2021. It was exciting to experience the high level of interest in the program from prospective students who are thrilled to be able to complete their education program in Manitoba, close to home.

Evaluation model for the College of Nursing programs

The College of Nursing established an evaluation model that will be used by all of its programs to ensure a consistent framework for evaluation. Through consultation with the Centre for the Advancement of Teaching and Learning and the Office of Educational and Faculty Development, the CIPP evaluation model was deemed to be the best model to examine the context, input, process and product. The model addresses all phases of an education program, including planning, implementation and a summative or final retrospective assessment.

In addition, a new system for Student Rating of Instruction (SRI) was implemented to facilitate an improved process for students to provide feedback to instructors related to teaching and teaching priorities.

Provincial nursing shortage

The College of Nursing is committed to collaborate with our partners in education, clinical practice and government to address the growing nursing shortage. At the request of government, the university submitted a provisional program expansion proposal that is being reviewed by government. Our mandate to provide quality nursing education and support student success becomes even more significant as we strive to prepare competent graduates for the health care system especially during this time of a nursing shortage.

Addressing reconciliation and racism in nursing

The College of Nursing was actively engaged in implementing strategies to address the seven health related calls to action made by the Truth and Reconciliation Commission. Several workshops were conducted to identify further specific actions to be undertaken to advance reconciliation and to promote a safe and respectful environment.

A College of Nursing anti-racism committee was established in an effort to address issues relating to racial equity and create a work and learning environment free of racism. The initial focus of the committee is to raise awareness and provide venues to engage in dialogue about the experiences of racism in nursing.

The Rady Faculty of Health Sciences (RFHS) approved a policy on Disruption of all Forms of Racism. This policy, which is the first anti-racism policy in post-secondary institutions in Canada, further demonstrates the commitment of RFHS and the College of Nursing to creating an environment free of racism.

Orange Shirt Day

The Nursing Students' Association (NSA) and College of Nursing faculty, who host an annual Every Child Matters – Orange Shirt Day event, were not going to let a pandemic stop them from honouring those affected by Canada's residential school system in 2020. As an alternative approach, they decided to produce a video to commemorate the event.

In the video, NSA senior student Kelsey Tonn recited the pledge to practice culturally-safe nursing care – an important part of the annual Orange Shirt Day event. Also featured were Margaret Lavalley, Elder-in-Residence with Ongomiizwin, whose family experienced the trauma of the residential school system first-hand, Kristen Pratt, a second-year bachelor of nursing student of Dakota Nation, and Elder Carl Stone who performed an honour song.

Name change to Mahkwa omushki kiim

With the advisement of our Indigenous Nursing Advisory Council and Elder Margaret Lavalley, the Aboriginal Nursing Cohort Initiative's name was changed to Mahkwa omushki kiim, meaning "bear medicine" when translated from Ojibway. The name reflects the healing, strength and courage that are at the core of providing support to Indigenous students interested in nursing. Establishing a new name in an Indigenous language was determined to be important in building a sense of belonging and connection to ancestral ways of knowing and being, as well as strengthening a sense of identity for Indigenous students. The English qualifying name is Pathway to Indigenous Nursing Education (PINE).

MCNHR 35th anniversary celebration

It was a distinct privilege to celebrate the 35th anniversary of the College's Manitoba Centre for Nursing and Health Research (MCNHR). Over the years, the MCNHR team has grown to six staff, along with five research assistants, to provide exceptional research support services for 28 researchers, 247 affiliate members, and numerous students. With the leadership of Dr. Susan McClement, Associate Dean, Research, the MCNHR Team responds to over 2,000 requests for information and services per year. The interprofessional team's excellence was recognized with the presentation of the 2020 Award of Excellence by the Association of Regulated Nurses of Manitoba (ARNM).

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 hope to shift the focus to enhancing the students' educational experience and incorporating in-person programming.

We are also excited to implement our new Bachelor of Midwifery program starting in September 2021. The students have expressed their eagerness to begin the long-awaited program and prepare for a rewarding career in midwifery.

As the nursing shortage becomes more critical, our mandate to provide quality nursing education becomes even more significant. We will continue to work collaboratively with government and our health care partners in addressing the nursing workforce needs in the province.

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.

