



Associate or Full Professor and School Director
School of Nursing, Faculty of Health

The School of Nursing, Faculty of Health at York University invites highly qualified applicants for an Associate or Full Professor position to commence July 1, 2025. The successful candidate will be appointed as Director, School of Nursing with an initial five-year term, with the possibility of renewal. This is a tenure-track appointment to the Professorial stream.

The [School of Nursing](#) at York University is seeking an exceptional nursing leader, mentor, and visionary to become its next Director. This is a unique opportunity to advance an innovative School and accelerate the faculty's knowledge and practice in promoting health, healthy public policy, nursing care, research, and education that has impact at the local, provincial, national, and global level. This dynamic School offers multiple degrees, including three undergraduate BScN programs (4-year direct entry program; 2nd entry; and Post-RN Internationally Educated Nurses), a Master's of Science in Nursing program that includes the field of Primary Health Care Nurse Practitioner, and a PhD in Nursing program. These internationally recognized programs offer innovative curricula founded in nursing science and social justice. The School is situated within the Faculty of Health where there will be opportunities for interprofessional collaboration with the other programs in the faculty (i.e. Global Health, Health Policy and Management, Kinesiology, Psychology, and the incoming medical school).

The Director is expected to foster high-quality education, research, and service in the School through the creation of an inspiring vision, teamwork, excellent management and administrative skills, a safe collegial work environment, and strategic partnerships. The Director will also play an important part in expanding research and graduate education within the School. As a member of the Faculty of Health Leadership team, the Director is expected to maintain positive relationships with the Dean and other leadership teams across the University, and work closely with the Dean to secure key supports and resources within the University for accomplishing the School's mission. The Director represents the School of Nursing with professional bodies external to the University, such as the Canadian Association of Schools of Nursing and the Council of Ontario University Programs in Nursing and is responsible for ensuring that programs meet the standards set by accrediting bodies and the College of Nurses of Ontario.

The ideal candidate has a strong record of academic administrative and governance leadership, and outstanding scholarship, teaching, and mentorship, with broad experience at the undergraduate and graduate levels. The Director requires the knowledge and skills to lead program development in the areas of internationally educated nurses to increase international student enrollment, further expansion of the nurse practitioner program and nurse-led teams, and collaboratively lead primary health care system change in conjunction with the development of proposed programs in bachelors in interprofessional health, a medical school, and other new graduate programs. The candidate should have a vision for establishing the School of Nursing as a premier academic centre that facilitates research to inform practice, policy, and educational initiatives. Candidates should demonstrate alignment with the School

of Nursing's commitment to support multiple perspectives in nursing discourses, knowledge, and research, as well as to social justice and health promotion.

Candidate Qualifications:

- **Degree:** A baccalaureate degree in Nursing and a relevant doctoral degree. PhD in Nursing is preferred. Candidates must be registered in good standing or eligible for registration with the College of Nurses of Ontario.
- **Scholarship:**
 - A record or evident promise of generating innovative, substantive, rigorous, and as appropriate, externally funded research and/or research creation.
 - A record or evident promise of making influential contributions and demonstrating excellence in the field (e.g., scholarship of teaching and learning, clinical research, health services research, applied research).
- **Teaching:**
 - A record or evident promise of excellence in teaching and dedication to students (e.g., pedagogical innovations, experiential education, student and peer evaluations).
 - Suitability for prompt appointment to the Faculty of Graduate Studies, given that the position will involve graduate teaching and supervision.
- **Additional:** Experience working in unionized environments and leadership positions would be valuable assets.

Hiring Policies:

- Salary will be commensurate with qualifications and experience.
- All York University positions are subject to budgetary approval.
- York is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, in its community. Details of the AA Program, which applies to women, members of racialized groups, Indigenous peoples, persons with disabilities and those who identify as 2SLGBTQ+, can be found [here](#) or by contacting Christal Chapman, EDI Program Manager (chapman7@yorku.ca).
- York welcomes and employs scholars from all over the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
- York has a policy on [Accommodation in Employment for Persons with Disabilities](#) and is committed to working towards a barrier-free workplace and expanding the accessibility of the workplace to persons with disabilities. Applicants who require accommodation are invited to contact Dr. Lisa Seto Nielsen, Chair, Hiring Committee, Director Search, at nursch@yorku.ca.

Application Process:

- Due date for completed applications: **November 29, 2024**
- Required materials: 1) cover letter describing how candidates meet the selection criteria, why the appointment is of interest, what they believe they can bring to the role, and provide their College of Nurses of Ontario (or current jurisdictional) registration number; 2) a full CV detailing academic and professional qualifications and relevant achievements; 3) contact information for two referees willing to provide a confidential letter of reference. Reference letters will only be requested for shortlisted candidates. Referees should be

able to provide informed letters of reference and be advised to address the candidate's qualifications and leadership experience in relation to the position.

- Proof of academic credentials and current registration with the College of Nurses of Ontario (or current jurisdiction) are required prior to appointment.
- Incomplete application packages will not be considered.
- Provide required information regarding your Canadian work status and optional self-identification for Affirmative Action purposes at this link: [YUWorkAA](#).
- An executive search exercise is being undertaken by York's search partner Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates. Applications should be submitted to [Perret Laver's Vacancies](#) quoting reference 7614.
- If you would like to discuss this opportunity further or have any questions about the role, please contact Research Associate, Massarah Dawood via Massarah.Dawood@perrettlaver.com.

Learn More About York:

- York University generates and shares knowledge through our research, teaching and engagement with communities around the world. The [2023-2028 Strategic Research Plan](#) showcases the depth, breadth and ambition of research at York.
- The Faculty of Health envisions a healthy and just 21st century world as set out in the [Faculty of Health Strategic Plan 2024-2028: Building a Healthy World for All](#)
- York's commitments to social justice are laid out in our [Decolonizing, Equity, Diversity and Inclusion Strategy](#), the [Framework & Action Plan on Black Inclusion](#) and the [Indigenous Framework for York University](#).
- Follow the activities and accomplishments of York's faculty, students and staff on [YFile](#).

York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.