



**UNIVERSITY OF  
SASKATCHEWAN**

---

College of Nursing

**COLLEGE OF NURSING**

**ASSOCIATE DEAN  
RESEARCH, INNOVATIONS & GLOBAL INITIATIVES**

For more information  
please contact:

Sherry Stuber  
College of Nursing  
University of Saskatchewan  
[sherry.stuber@usask.ca](mailto:sherry.stuber@usask.ca)

January 2009

## TABLE OF CONTENTS

<i>University of Saskatchewan</i>	3
<i>About the College of Nursing</i>	4
<i>Responsibilities of the role</i>	5
<i>Reporting Relationships</i>	7
<i>Candidate Qualifications</i>	8
<i>How to Apply</i>	12

---

---

## ORGANIZATIONAL OVERVIEW

### THE UNIVERSITY OF SASKATCHEWAN

Founded in 1907, the University of Saskatchewan has established an impressive history of academic excellence and is the leading research institution and largest university in the province. The academic community is comprised of more than 15,000 full-time and 4,000 graduate and undergraduate part-time students, 1,000 faculty, and 3,650 full-time staff.

The University of Saskatchewan is one of the leading and most innovative health sciences universities in Canada with six Colleges in the academic health sciences. It offers a wide selection of degrees, diplomas, and certificates in over one hundred areas and disciplines, and the University's 13 Colleges provide an impressive array of discipline-based, inter-disciplinary, and professional programs.

Situated on 755 hectares of land along the South Saskatchewan River, the University of Saskatchewan campus is one of the most beautiful in the country, renowned for its picturesque greystone-clad buildings. The modern design of new facilities complements and blends in with the traditional to create a remarkably coherent and pleasing campus environment. The University is currently building a new Academic Health Sciences building which will maintain this tradition.

The institution is publicly assisted with annual consolidated revenues of \$680 million, including \$294 million operating and \$107 million research. The University of Saskatchewan is home to the Canadian Light Source synchrotron, one of the largest science projects in Canada. Innovation Place, the University's research park adjacent to campus, hosts Environment Canada's National Hydrology Research Institute and 100 companies with over 1,600 employees. Many of these enterprises are "spin-off" companies whose genesis is a result of intellectual activity at the University; several reflect the University's national leadership position in biotechnology. The University of Saskatchewan's Vaccine and Infectious Disease Organization (VIDO) is a world leader in the research and development of vaccine and immunity-enhancing technologies for humans and animals. VIDO is a non-profit organization owned by the University of Saskatchewan and operates with support from the governments of Alberta and Saskatchewan as well as Government of Canada and industry competitive grants. InterVac (International Vaccine Centre) is a \$110 million vaccine research and development centre to be built at the University.

Inter-university league teams at the University of Saskatchewan compete under the name "Huskies". These teams include basketball, cross-country, ice hockey, soccer, track and field, volleyball, and wrestling, as well as football. Recreational facilities on campus include swimming pools, a tennis courts, curling and hockey rinks, four gymnasiums, weight rooms, a fitness testing lab, and 12 sports fields. A new state-of-the-art Physical Activity Complex opened in the fall of 2003. The new building boasts a triple gymnasium with squash and racquetball courts, walking/jogging track, dance studio, climbing wall, and a 14,000-square-foot fitness centre.

The University of Saskatchewan, a vital part of the provincial community, is pledged to be a model of scholarly enquiry, to initiate further inter-disciplinary approaches to issues facing society, to develop collaborative partnerships that extend University programs to the broader community, and to assist society to become more just, more culturally enriched, and more prosperous.

For further information about the University of Saskatchewan, please visit [www.usask.ca](http://www.usask.ca)

---

---

---

---

## **ABOUT THE COLLEGE OF NURSING**

The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for inter-professional research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Prince Albert and Regina in collaboration with the Saskatchewan Institute of Applied Science & Technology (SIAST) and First Nations University of Canada (FNUC); a baccalaureate program for diploma-prepared nurses; a master of nursing program including a nurse practitioner option and a Ph. D. program. The nursing programs are served by a very successful recruitment and retention program for Aboriginal Students. Scholarship in the College is facilitated by links with the Canadian Centre for Health and Safety in Agriculture, the School of Public Health and initiatives and partnership in support of Aboriginal nursing. Areas of research focus include nursing education, inter-professional education, end of life care, rural/remote, Aboriginal, community development and forensic health.

---

---

## **RESPONSIBILITIES**

### **FUNCTION**

Reporting to the Dean, the Associate Dean, Research, Innovations & Global Initiatives will play a key role in the research and scholarly development of faculty throughout the province, and in planning, implementation and evaluation of the College's Integrated Plan for research and scholarship. She/he will provide leadership in creating opportunities for innovative projects that support research related partnerships to advance nursing knowledge. The Associate Dean will align with the university's strategic initiatives for research involving international collaborations. The new Associate Dean will be a member of the College's Executive Team providing academic leadership to the College of Nursing and will be responsible for administrative matters pertaining to the research intensive environment

### **RESEARCH**

- Actively builds research momentum in the areas defined as the College's research foci including forensic nursing, rural and remote nursing, end of life care, Aboriginal nursing, cultural safety and competency and global nursing education
- Provides support and direction for research and scholarly development
- Provides leadership in creating an environment conducive to engaged scholarship
- Fosters opportunities for integrating teaching, learning, research and practice
- Facilitates increased research presence funding in the College
- Fosters continued development of inter-professional, cross-institutional and cross-sectoral research and scholarly initiatives

- Mentors faculty to successfully manage all aspects of research grants and special projects including human resources, team building, finances and sustainability
- Provides expertise on funding sources and grant proposals
- Supports both tri-council and non tri-council initiatives to secure a competitive advantage of faculty
- Participates in assigned student teaching/learning situations to facilitate learning outcomes and critical inquiry
- Represents the research interests of the College internally and externally
- Chairs the College Research Committee and ensures the mandate is met
- Serves as the College representative on the University Associate Deans (Research) Committee
- Liaises with the Office of Research Services, Vice President, Research, the Associate VP, Research (Health) and International Office as appropriate
- Networks with potential research partners including international researchers/research chairs, funding agencies, and private supports
- Develops a communications strategy for research and scholarly initiatives to recognize accomplishments
- Directs and supports faculty in the ethics review processes for research required by the university
- Fosters and encourages research dissemination and knowledge translation opportunities by faculty and students

#### **STRATEGIC PARTNERSHIP DEVELOPMENT & SUSTAINABILITY**

- Actively increases engagement between the College of Nursing and external communities
- Supports continuous development of strategic partnerships at provincial, national and international levels
- Builds on the strengths of existing community based relationships for research, scholarship and artistic work
- Encourages and positions faculty to participate on provincial and national peer-review boards
- Participates in the administration, program development, financial and personnel planning, research-related activities, and other College initiatives
- Positions the College as an innovative community of excellence through research, partnering, presence, and a strengths-based approach

## **ENGAGED SCHOLARSHIP**

- Facilitates approaches to support scholarship of new and junior faculty
- Engages students in the intellectual community across campus and inter-agency
- Enhances opportunities to engage undergraduate students in research
- Assists and encourages scholarly and creative activity and interaction with faculty and supporting bodies and provides College approval in cases where it is required according to established University and College policies
- Maintains his/her own research program
- Provides direction to the College for leadership, infrastructure and HR development to support Aboriginal scholarship

## **ADMINISTRATION**

- Serves on the Dean's Executive Committee
- Serves as the Dean's designate on College committees and extra-college committees as appropriate
- Carries out other responsibilities as assigned by the Dean

---

---

## **REPORTING RELATIONSHIPS**

### **Reports to:**

- The Dean, College of Nursing  
Works under administrative direction. Work is assigned in terms of broad organizational objectives and policies and is subject to periodic review for effectiveness and attainment of objectives.

### **Relates to:**

- Vice-President Research
  - Associate Vice-President Research - Health
  - Other Deans and Associate Deans, Research
  - International Office
  - Staff
  - Faculty
  - Students
  - Provincial, national and international nursing organizations
- 
-

---

---

## CANDIDATE QUALIFICATIONS

### GENERAL

The ideal candidate has held national funding awards and has a solid portfolio of research as a principal investigator.

### SPECIFIC REQUIREMENTS

#### Education

- An earned doctorate in a health-related discipline
- Candidates must be eligible for registration with the Saskatchewan Registered Nurses' Association Or the Registered Psychiatric Nurses' Association of Saskatchewan

#### Leadership Qualities

- Outstanding proactive leadership skills, including a commitment to action and a demonstrated ability to inspire and mobilize others
- Commitment to the well being and academic advancement of students
- Commitment to excellence in nursing research and ability to mentor and encourage faculty in scholarly and professional activity
- Ability to think strategically, and to communicate effectively

#### Experience

- Demonstrated experience in the planning, development and delivery of international initiatives
- Demonstrated record of successful innovation in a changing academic environment
- Demonstrated capacity to progress a defined program of research and scholarly activity
- Successful record as a leader, manager and mentor
- Experience developing productive, collaborative relationships within and outside the university
- A reputation for credibility, integrity, innovation, vision, cooperation, collegiality, and consultation

- Evidence of contributions to the profession through scholarly works, presentations and research

### **Interpersonal Skills**

- Works effectively with others to build a clear sense of direction and to achieve results within realistic time-frames
- Functions well in a fast-paced, dynamic environment
- Demonstrates excellent listening, oral, and written communication skills
- Makes connections among people and ideas, creating a vibrant intellectual environment for students and academic staff
- Values transparency and disclosure, and demonstrates commitment to a collaborative, and collegial management style
- Is willing to learn and to seek advice from others, but with the strength to make the final decision
- Leads and works as part of a team
- Effectively delegates responsibility
- Persuasive in dealing with diverse constituents
- Demonstrates a positive and effective leadership style, including the ability to coach and mentor others
- Resolves conflict through negotiation, mediation, or facilitation
- Assesses situations quickly and makes decisions appropriately
- Encourages the professional development of staff within the College
- Fosters and promotes research, scholarship, creative activities and professional service.

### **Personal Qualities**

- Innovative, intelligent, enthusiastic, energetic, and optimistic but also realistic
  - High standards – ethics, integrity, and honesty
  - Committed to excellence
-

---

## HOW TO APPLY

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.*

*Please forward your CV, a letter of introduction, and the names and addresses of three referees in confidence to:*

*Sherry Stuber  
College of Nursing  
University of Saskatchewan  
107 Wiggins Road  
Saskatoon SK S7N 5E5*

***by February 27, 2009.***

*We will respond to all who apply....promptly!*