

Director, School of Nursing & Midwifery - (998283)

About MRU

Founded in 1910 and located in Calgary, Alberta, Canada, Mount Royal University grew into a vibrant college in the 1930s and became a mid-sized university in 2009. Today, Mount Royal offers 14 bachelor degrees and 38 majors, along with a wide range of diploma and certificate options. It boasts a diverse community with nearly 16,000 credit students, more than 5,500 non-credit students and about 1,700 employees.

As a student-focused undergraduate university built on teaching excellence, Mount Royal is known for its top-calibre programs, high-quality teaching and learning experience, robust delivery of liberal education, scholarly teaching, experiential learning and undergraduate research. Grounded in community, Mount Royal is a place where faculty, staff and alumni can know each other by name — and where everyone is welcome. Learn more about Mount Royal's strategic academic direction at mru.ca/AcademicPlan.

Mount Royal is located in the traditional territories of the Niitsitapi (Blackfoot) and the people of the Treaty 7 region in Southern Alberta, which includes the Siksika, the Piikani, the Kainai, the Tsuut'ina, and the Îyârhe Nakoda. The City of Calgary is also home to the Métis Nation.

Mount Royal is committed to removing barriers and fostering the inclusion of voices that have been historically underrepresented or discouraged in our society. In support of our belief that diversity in our faculty and staff enriches the work, learning and research experiences for the entire campus community, we strongly encourage members of the designated groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities, and diverse sexual orientation and gender identities) to apply and self-identify.

About the Faculty of Health, Community and Education

The Faculty of Health, Community and Education (HCE) is constantly looking forward to an inspired future where our efforts contribute to healthy communities and ultimately improve the quality of life of those with whom we interact. Our unique collection of programs tailored to health, community and education professions, creates a compelling collective. Our partnerships with the community, and within the post-secondary sector, open up new and exciting avenues that increase access and opportunity, while augmenting the overall student experience. The Faculty of Health, Community and Education is comprised of four departments: School of Nursing and Midwifery (SONM), Health and Physical Education, Child Studies and Social Work, and Education which offer a variety of degree, diploma, and certificate programs.

The Faculty has a strategic plan which guides the work of each unit, the entire faculty, and our people. Ani to pisi 2024 describes the spider web and the interconnectedness of all people and things. Our strategic plan is available online

at: <https://www.mtroyal.ca/ProgramsCourses/FacultiesSchoolsCentres/HealthCommunityEducation/hce-strategic-plan.htm>

For more information on the Faculty of Health, Community and Education please visit our webpage at:

<http://www.mtroyal.ca/ProgramsCourses/FacultiesSchoolsCentres/HealthCommunityEducation/index.htm>

About the School of Nursing and Midwifery

A leader in innovative teaching strategies and outstanding practical instruction, Mount Royal University's School of Nursing and Midwifery prepares students to make a difference in the health and well-being of Canadians.

The School of Nursing and Midwifery offers the following programs: [Bachelor of Nursing](#), [Bachelor of Midwifery](#), the [Bridge to Canadian Nursing](#) and the [Advanced Studies in Critical Care Nursing Certificate](#).

About the Role

The Director, reporting to the Dean, Faculty of Health, Community and Education, leads the School of Nursing and Midwifery. The Director is a university officer providing strategic and operational support to the School of Nursing and Midwifery in matters internal and external to the university. The Director serves on relevant department, university and community committees and as an alternate for the Dean in matters pertaining to health, midwifery and nursing where appropriate. Together with the Dean, Vice Dean and Associate Dean, the Director, School of Nursing and Midwifery provides leadership and direction with partnerships and collaborative initiatives that involve the community, professional associations, agencies, and other post-secondary institutions. The Director is responsible to the Dean for the administration of the School of Nursing and Midwifery in matters related to: program, curriculum and evaluation, human resources, facility resources, budget and financial planning, program approval, review and accreditation, and liaison activities, internal and external to the university, including working with MRU University Advancement.

Responsibilities

- Develops and implements short-term and long-term strategic plans for sustainability of four programs that are consistent with the missions, vision and values of Mount Royal University.
- Exercises leadership in the development and maintenance of new programs, program review and assessment of existing programs, and existing program expansion, contraction, or sunsetting.
- Establishes and maintains an effective organizational structure so as to accomplish the School's objectives; ensures professional development of nursing faculty and staff to ensure strong succession planning and to increase the capacity of the School in teaching, scholarship and service.
- Prepares and submits self-study and other reports and conducts related activities as needed to support the accreditation, licensing and compliance processes and provincial nursing and midwifery requirements.

- Responsible for institution licensing and compliance under the direction of and in coordination with the Dean, HCE, to ensure that compliance and licensing issues pertaining to the programs are addressed appropriately and on a timely basis.
- Assumes responsibility for faculty and staff orientation to accreditation, review and approval processes.
- Provides guidance, advice and coaching for new and existing faculty regarding accreditation, review and approval processes.
- Monitors student success including student persistence, graduation rates, NCLEX-RN pass rates and student satisfaction, and is accountable for the development of action plans to address any areas not meeting Mount Royal's standards.
- Provides sound business, managerial and financial guidance to subordinates in the conduct of their duties as well as facilitating effective communication on a daily basis so as to reinforce teamwork and information sharing.
- Ensures compliance with all regulatory and statutory regulations; amends existing procedures as needed.
- Ensures that both faculty and staff are hired with the appropriate credentials, knowledge, skill, and experience to meet the needs of the programs.
- Ensures quality of instruction through periodic evaluations and audits on how effectively programs are meeting established objectives.
- Ensures the quality of scholarly activities and research through working closely with the Associate Dean - Research, Scholarship and Community Engagement and the annual reporting process.
- Ensures the quality of scholarly teaching and learning through working closely with the Vice Dean - Teaching and Learning and the annual reporting process.

Personnel

- Oversees and works with chair and academic director in the interpretation of collective agreements.
- Interprets and guides the use of policies and procedures, contracts and appeals, in supporting personnel issues.
- Works with Dean in projecting, prioritizing and recommending staff and faculty requirements.
- Develops recruitment, hiring and retention strategies to attract and retain faculty and staff with required education and experience.
- In collaboration with the chair and academic director evaluates performance of staff.
- Recognizes, promotes and supports the personal and professional development of faculty and staff.
- Contributes to and supports the chair and academic director in nurturing, supporting, and when needed mediating interpersonal relationships among members of the SONM.
- In collaboration with the Dean, contributes to faculty annual reports.

Budget Oversight

- Oversees the School's budgets and capital projects in consultation with the Dean.
- Oversees management and advancement of the health simulation learning centre (HSLC).

External Community Liaison

- Represents the School in select government, health region, professional regulatory, professional association committees or bodies, e.g., Alberta Nursing Education Administrators' (ANEA), Canadian Association of Schools of Nursing (CASN), College of Registered Nurses of Alberta (CRNA), Nursing Education Program Approval Body, Health Workforce Strategy, Canadian Association of Midwives (CAM), Canadian Association of Midwifery Education (CAMEd), Alberta Association of Midwives (AAM), College of Midwives of Alberta (CMA) and Alberta Health Services (AHS), etc. as determined by the Dean.
- Where appropriate and in collaboration with the Dean, Vice Dean and Associate Dean develops partnerships with other agencies and organizations.
- Participates in the deliberations of advisory committees for all SONM programs; communicates reports and recommendations to the Dean.
- Collaborates with other midwifery and nursing education programs provincially and nationally to advance midwifery and nursing education at all levels and sectors.
- Be the spokesperson for the School of Nursing and Midwifery with the external community.

Internal Community Liaison

- Establishes clear liaison responsibilities of Director and chair and academic director with appropriate departments across the university.
- Is a member on the Dean's Advisory Group (DAG), and other university committees, as determined by the Dean.
- With the chair, academic director, and faculty, advocates for, and supports students with, their needs and issues. Nurtures student and faculty leadership within and outside the university.

Strategic Planning

- In consultation with the chair, the academic director, faculty and staff, develops and implements business plans following the annual planning cycle.
- Leads the ongoing evaluation of program, outcomes and enrolment management process to enable student and employer success and satisfaction.
- Contributes with other DAG members to the overall business planning process of the Faculty of Health, Community and Education.
- Directs the process of ongoing approval of the BN program.
- Directs the process of College of Midwives of Alberta and the Alberta Health Disciplines Board's ongoing approval of the BMid program.
- Directs the process of ongoing vision and sustainability of the BCN program.
- Directs the process of ongoing vision sustainability of the ACCN program.
- Supports and enables the partnership with CRNA and other jurisdictions in matters related to national registration assessment process and remedial education.

Teaching, Scholarship and Research

- Explores and facilitates opportunities for faculty research and scholarship.

- Facilitates the development of research proposals and projects in collaboration with faculty and the Office of Research, Scholarship and Community Engagement.
- Assists the chair in the determination of, and interpretation and evaluation of, workload responsibilities in relation to teaching, scholarship and service.
- Contributes to the evaluative input regarding pre and post tenure evaluation as Dean's delegate.

School Leadership & Management

- Responsible for the day-to-day operations of the School of Nursing and Midwifery.
- Represents the School, on select government, health region, and professional boards, committees, and teams.

Qualifications

- Must have a Doctorate degree in Nursing or a related field.
- Must be licensed (or eligible for licensure) as a Registered Nurse in Alberta.
- Minimum of five (5) years of experience in the practice of nursing as a registered nurse.
- Experience in the teaching of nursing education as a faculty member.
- Experience in educational administration is preferred.
- Minimum of three (3) years experience in a supervisory or managerial role.
- Excellent interpersonal skills. Evident leadership, management and organizational skills.
- Strong oral and written communication skills.
- Evidence of mentoring or coaching faculty.
- Interpersonal skills, including evidence of strong communication skills, organizational skills (process orientation), and team collaboration.
- A high level of initiative, sound judgement and problem-solving skills.

What We Offer

Talented and committed employees are the driving force behind student success. We strive to be an employer of choice among Canadian post-secondary institutions.

At Mount Royal University, we recognize that people are a combination of many intersecting identities; we work to cultivate an environment that welcomes the whole person, and harnesses the strength that is available in our diversity, creating a rich and inclusive workplace.

Investing in the learning and development of our employees benefits the individual and the University. A variety of services, resources and programs encourage a healthy, productive workplace. Mount Royal University offers a competitive total compensation package including health and dental benefits, pension, health and personal spending accounts, paid vacation, winter holiday closure, personal days and a free membership in our fully equipped recreation centre.

Our campus offers the convenience of a medical clinic, dentist and pharmacy, as well as a variety of wellness services such as physiotherapists and massage therapists. Campus Recreation offers many activities, including personal training, fitness classes, climbing, aquatics, sports and certifications for students, employees and the public.

Apply Here: <https://mtroyalca.hua.hrsmart.com/hr/ats/Posting/view/2524>