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Dean, Trent/Fleming School of Nursing, Trent University

Trent University is searching for a new Dean to oversee the Trent/Fleming School of Nursing.

The Organization

Trent University respectfully acknowledges it is located on the treaty and traditional territory of the Mississauga Anishinaabeg. We offer our gratitude to First Peoples for their care for, and teachings about, our earth and our relations. May we honour those teachings.

Consistently recognized as one of Canada's top universities, and the #1 undergraduate university in Ontario for 12 years running, Trent University is known for leadership in teaching, research and student satisfaction. Trent was founded on the ideal of interactive learning that's personal, purposeful and transformative.

Trent University is committed to Equity, Diversity, and Inclusion (EDI). The University welcomes candidates who self-identify as Black, Indigenous or a person of colour with lived experience and expertise in incorporating EDI practices into teaching, research and service. Joining a vibrant community at Trent where we aspire to achieve equity and diversity in all areas, the successful candidate will be expected to show evidence of a commitment to EDI and the promotion of a collegial and supportive working environment.

The Role

Reporting to the Provost and Vice-President, Academic, the Dean of the TFSON is accountable for academic and administrative leadership, the quality of education delivered and the School's fiscal performance and annual budgeting.

The Dean is responsible for providing both strategic and operational leadership, advice, and mentorship to staff, faculty, and students and fostering a positive culture of creativity and innovation. The Dean advises, coaches, supports, and provides clear direction to ensure compliance with the University's policies, procedures, and directives, in addition to ensuring collective agreements are respected. They are responsive to the needs of faculty, staff, and students, and uphold and model the values of Trent University and the Standards of Practice of the College of Nurses of Ontario. The Dean works with staff to ensure positive educational outcomes for students and smooth operation of the TFSON by overseeing curriculum quality, program delivery, stakeholder engagement, and efficient and sustainable finances. They are accountable for workplace and learning environment safety.

The Dean is also accountable for building effective and collegial relationships within the School, with cognate disciplines in the University and with partners in the community. The Dean plays a critical role in building an inclusive and collaborative culture that drives quality education with a student-centred approach. They act as a member of the senior academic leadership team at Trent, partnering with fellow Deans on strategic projects, initiatives, and advising.

Key responsibilities include:

- Academic leadership, setting direction and ensuring quality of the School's learning experiences.
- Relationship building with internal and external colleagues and partners.
- Operational leadership including fiscal accountability.
- Strategic and operational leadership for the broader Trent University.

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- Establishment of productive internal and external relationships and communications.
- Commitment to enhancing nursing scholarship and research.
- Other duties as requested by the Provost and Vice President, Academic.

The Ideal Candidate

The successful candidate will be an experienced health professional in the field of nursing, with a decisive, yet relational management style. They are a compassionate and caring leader with integrity with a track record of improving and innovating in the field of nursing. They are an evidence-informed decision maker that has a record of building strong and effective relationships across faculty, health partners, administration, and students. Expertise in administration, health partnerships, data analysis, managing staff within a complex and unionized environment, and knowledge of nursing practice and research are all required. A depth of understanding of higher education administration is a significant asset.

Qualifications and Experience

- Bachelor of Science in Nursing and a graduate degree in Nursing.
- PhD is required (preferably in Nursing or a related field).
- Registered Nurse in good standing with the College of Nurses of Ontario (or eligible for registration).
- Membership in a professional nursing association (e.g. RNAO, CNA or equivalent).
- Experience as a Registered Nurse in the Canadian health care system is an asset.
- Demonstrated skill in building a collaborative learning and working environment.
- Experience as an educator in a university setting, with academic credentials suitable for a tenured faculty position (i.e., research, publications, grants).
- Extensive leadership experience managing budgets, supervising staff, developing strategic plans, and fostering positive culture.

Attributes

- Creativity, empathy, compassion, and curiosity.
- Commitment to Indigenization and EDI.
- Exceptional communication skills, consensus-building, and advocacy, with the ability to be persuasive while speaking to different audiences.
- The ability to face challenges and to exercise integrity, flexibility, and wisdom.
- The ability to work collegially and effectively within a unionized environment, building trusting relationships both internally and externally.
- Systems thinker capable of optimizing workload while maintaining high-touch relationships.

Deadline for applications is _____.

We will provide support in the recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca

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If you are interested in this opportunity, contact Dr. Jennie Massey at jmassey@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Debra Clinton at dclinton@kbrs.ca or submit your full application package online at: <https://www.kbrs.ca/Career/16629>.