



Sally Smith Chair in Nursing

The School of Nursing, Faculty of Health Sciences at Queen's University invites applications for the Sally Smith Chair in Nursing. This position was established to support high-quality research and provide intellectual leadership. The holder of the Chair will normally be tenured and at the rank of Professor, with a preferred starting date of July 1, 2022. They will be a registered nurse with a doctorate in nursing or a related discipline and may be cross-appointed to other Schools/Departments at Queen's University. It is anticipated that the Chair holder will dedicate 70% of their time to research and scholarship, 20% to service and 10% to teaching. The individual holding the Sally Smith Chair in Nursing will hold the award for five years, renewable for five years and in very exceptional circumstances will hold the Chair for a further five years.

Prospective candidates should be aware that the [Queen's University Policy Regarding Mandatory Vaccination Requirements for In-person University Activities](#) requires **ALL** Community Members, including those holding faculty appointments, be Fully Vaccinated against COVID-19 prior to participating in any In-person University Activities. This is a condition of employment for all employees who are required to attend University Property to perform their employment responsibilities. Individuals who cannot be vaccinated due to **substantiated grounds** (medical and other protected grounds under the Ontario Human Rights Code) **may ask the University to validate the exemption** and request an accommodation in these rare circumstances. If approved, they will be subject to additional health and safety measures.

The successful candidate will demonstrate an ability to work in an interdisciplinary, collaborative environment. The main criteria for selection are academic experience in research, teaching excellence, and mentoring experience.

The successful candidate will teach in the undergraduate and/or graduate program in the School of Nursing. They will provide evidence of teaching excellence at both levels, with a person-centered approach, and an ongoing commitment to academic and pedagogical excellence. They must have a superior record of attracting and supervising graduate students. They will mentor graduate students in the art and science of nursing education.

The successful candidate will provide intellectual leadership internationally and nationally and conduct research in nursing supported by internal and external research funding, in alignment with the [School of Nursing Strategic Plan](#). They will promote interdisciplinary scholarship and increase knowledge mobilization within and outside of the School of Nursing, by developing new and innovative connections that will enhance the research program of the incumbent and other members of the School of Nursing. Mentoring and enabling faculty to engage in research and scholarship is a key responsibility of the position. They will act as an advocate for the School of



Nursing, nursing in general and for research, as well as represent the School on research committees. The successful candidate will make substantive contributions through service to the School of Nursing, the Faculty, the University, and/or the broader community.

Skills and background required:

- Evidence of outstanding and innovative scholarly output that demonstrates independent research, leading to peer-assessed publications is required. Ability to work collaboratively in an interdisciplinary and person-centred environment. Previous success in mentoring, leading, fostering collegiality, and catalyzing strategic vision.

Salary will be commensurate with qualifications and experience.

Failure to secure external funding within three years of the initial appointment may lead to termination of the appointment to the Chair position. At the end of the fourth year of the initial term an external review of the research program will be conducted and recommendations from the review team will be considered prior to reappointment to the Chair position.

People from across Canada and around the world come to learn, teach and conduct research at Queen's University. Faculty and their dependents are eligible for an extensive benefits package including prescription drug coverage, vision care, dental care, long term disability insurance, life insurance and access to the Employee and Family Assistance Program.

You will also participate in a pension plan. Tuition assistance is available for qualifying employees, their spouses and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#).

Additional information about Queen's University can be found on the [Faculty Recruitment and Support](#) website. The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural, recreational, and creative opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous/Aboriginal people, women, persons with disabilities, and 2SLGBTQ+ persons. All qualified candidates are encouraged to apply; however,



in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

To comply with federal laws, the University is obliged to gather statistical information as to how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete.

In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

A complete application consists of:

- a cover letter (including one of the two statements regarding Canadian citizenship / permanent resident status specified in the previous paragraph);
- a current Curriculum Vitae (including a list of publications);
- a statement of research interests;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available); and,
- Three letters of reference to be sent directly to Dr. Erna Snelgrove-Clarke, Vice-Dean (Health Sciences) & Director, School of Nursing.

The deadline for applications is **31 March 2022**. Applications will be reviewed on an ongoing basis until the position is filled. Applicants are encouraged to send all documents in their application package electronically as PDFs to Dr. Erna Snelgrove-Clarke at NURS.APPLY.JOBS@queensu.ca, although hard copy applications may be submitted to:

Dr. Erna Snelgrove-Clarke
Vice-Dean (Health Sciences) & Director, School of Nursing
92 Barrie Street
Queen's University
Kingston, Ontario
CANADA K7L 3N6

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require



accommodation during the interview process, please contact Cindy Palmer in the School of Nursing, at Queen's University, 92 Barrie St., Kingston, ON K7L 3N6, cindy.palmer@queensu.ca.

Academic staff at Queen's University are governed by a [Collective Agreement](#) between the University and the [Queen's University Faculty Association \(QUFA\)](#), which is posted at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.