

Dean, Lawrence S. Bloomberg Faculty of Nursing

Position Profile (Fall 2023)

The Opportunity

The University of Toronto (U of T) is seeking a leader with vision and experience to become the next Dean of one of the world's leading nursing schools, the Lawrence S. Bloomberg Faculty of Nursing. The new Dean will advance the further growth and evolution of the Faculty as well as steward its exciting collaborations as part of the Toronto Academic Health Science Network (TAHSN).

The University

Established in 1827 by royal charter, U of T is the largest and most prestigious research-intensive university in Canada. The historical strengths that have shaped the University's progress and achievements include excellence across a wide array of disciplines, leadership in professional education, pre-eminence in graduate education, three federated universities, and decentralized management with strong decanal leadership. The quality and range of the University's programs—undergraduate, graduate and professional—attract students from all parts Ontario, Canada, and the world. The University is home to 14 Faculties and the School of Graduate Studies, and its teaching programs are delivered on the historic St. George campus in downtown Toronto, on campuses in Mississauga to the west and Scarborough in the east, and in nine fully affiliated Toronto area teaching hospitals.

The 2022 *Times Higher Education* World University Rankings place the University of Toronto first in Canada, 21st globally and third among North American public universities. U of T is ranked in the top 50 globally in 48 subject categories, more than any other university in the world, according to QS World University Rankings. The same ranking places U of T in the global top 10 in five specific subjects: sports-related subjects (5th), data science (6th), education (7th), nursing (7th) and anatomy and physiology (8th).

The University, with an annual budget of \$3.2 billion, currently has more than 25,000 faculty and staff, including 315 Canada Research Chairs, and some 97,000 students across its three campuses. U of T has been recognized by Forbes as one of Canada's Best Employers 2023 and enjoys one of the most impressive donor bases in Canada.

U of T launched its Boundless Campaign in October of 2012, and a new Canadian philanthropic record was set when more than 104,000 donors from nearly 100 countries came together to give an historic \$2.641 billion to the University. Bloomberg Nursing raised an incredible \$28,061,144 throughout the campaign thanks to nearly 2,000 donors. Donor support helps more students through scholarships, assists in recruiting world-renowned researchers who make an impact on the landscape of healthcare in Canada, and contributes to the retention of outstanding faculty who are dedicated to educating the nurses of tomorrow. The university's new advancement campaign, Defy Gravity, is creating exciting opportunities for Bloomberg Nursing to build on this tremendous momentum.

The Faculty

Bloomberg Nursing is launching a new brand identity centered on the narrative *"This is Nursing in Action,"* which encompasses the many attributes that make Bloomberg Nursing at U of T a leading research and education institution that aims to shift the public perspective of nursing by encouraging a new lens where the role of nursing is amplified in health care education, leadership and research. The Faculty is consistently ranked among the top 10 faculties of nursing in the world and is an integral part of one of North America's largest academic health science complexes, the Toronto Academic Health Sciences Network (TAHSN).

The Faculty has an impressive record of collaboration with more than 300 national and provincial health care agencies, clinical associates, and professional organizations to advance its teaching and research mission. The Faculty is home to more than 400 undergraduate students who care for over 45,000 patients each year. There are more than 300 graduate students and nurse practitioners who care for over 85,000 patients each year. There are over 1000 clinical preceptors in the Faculty's ranks.

The Faculty is committed to the mission of international leadership in nursing research and education. Through the leadership and mentorship of outstanding faculty members, the Faculty's graduates, numbering 11,000, excel in professional practice, lead in nursing research and scholarship, and improve health locally and globally. Faculty members have received 15 national and three international awards and are the proud recipients of more than 120 grants. Faculty, staff, and students are guided by four core values: (1) excellence in scholarship and critical inquiry; (2) innovation and creativity; (3) collaborative work across disciplines; and (4) advocacy for social justice.

The Faculty is research-intensive and renowned internationally for the quality and impact of its research and scholarship. It is number one in Canada for publications and citations, and number five in the world for publications and citations. In 2016, the Faculty was ranked the third best nursing school in the world and is currently ranked 7th in QS top university rankings by subject, up from 10th in 2022. The Faculty's research collaborations extend to 41 countries.

The Faculty of Nursing is served by the Gerstein Science Information Centre, the largest academic health science library in Canada. In addition to its extensive print collection, the library has licensed access to several hundred electronic databases in the health sciences including all major nursing and health science indices. All electronic resources are available to faculty and students both from campus and hospital locations and via remote access.

The Lawrence S. Bloomberg Faculty of Nursing holds nine research chairs, more than any other nursing faculty in Canada. Several of the research chairs held within the Lawrence S. Bloomberg Faculty of Nursing are funded from national, peer-reviewed competitions while others are endowed research chairs in collaboration with affiliated academic health science centres. Nine faculty members are Fellows in the American Academy of Nursing and 11 are fellows in the Canadian Academy of Health Sciences while six are Fellows in the Canadian Academy of Nursing.

Twenty-one tenure-stream faculty members and 12 teaching-stream faculty constitute the core faculty for Bloomberg Nursing. Their capacity is extended by more than 600 adjunct faculty. In addition, 34 staff support the work of the Faculty. During the term of the new Dean, faculty renewal will result in appointments at all academic ranks and in many fields across the Faculty, including global health, neuroscience, chronic disease, cancer care, and primary health care.

The Position

The incoming Dean of the Lawrence S. Bloomberg Faculty of Nursing will have a unique opportunity to grow the ranks of the academic faculty, enhance Faculty programs, and build upon its refreshed identity, *"This is Nursing in Action,"* to reshape the Faculty and grow its stature as one of the best nursing schools in North America and the world. The Dean is the chief academic and budgetary officer of the Faculty, currently heading a leadership team of two Associate Deans and a Chief Administrative Officer. The Dean provides dynamic leadership in the areas of student, faculty and staff matters, academic programs, budgeting, and external relations. The Dean reports to the Vice-President & Provost and works closely with the President, Vice-Presidents, and other senior University officers in setting directions for the Faculty and its health sciences partners, and in supporting the values, vision and mission of the University.

Specifically, the Dean will:

- Lead the further evolution of the faculty based on its 2017-2022 Strategic Academic Plan and new brand identity considering the Faculty's distinctive strengths in research and education; and its unique position to shift the global perspective on the nursing profession;

- Recruit, motivate, and support a top-quality faculty, and foster a climate that stimulates all to achieve the highest standards in research, teaching, clinical practice, and leadership in the profession;
- Recruit the highest-calibre students, continuing to strengthen the student experience with community-building and increased research opportunities for undergraduates;
- Enhance the global reach of the faculty and play a leadership role on behalf of nursing research and education within the University and TAHSN as well as regionally, nationally and internationally;
- Raise funds for the priorities of the Faculty of Nursing, including professorships, student scholarships, and international initiatives;
- Foster the development of partnerships with alumni, health care agencies, and professional organizations;
- Support relationships with the Gerstein Science Information Centre and other libraries in the Health Science Information Consortium of Toronto.

Candidate Qualifications

The Search Committee recognizes that no one individual will possess all of the following qualifications in equal measure; nevertheless, the successful candidate will be expected to:

- Possess a record of excellence in research, scholarship, teaching and administration and a clear understanding of excellence in clinical practice; and demonstrate an understanding of the integral relationship among scholarly activity, teaching, and clinical practice in the health professions;
- Articulate a vision of the nursing profession and understand its evolution; generate consensus around a vision for the Faculty of Nursing as an academic unit and a centre of professional development and leadership;
- Demonstrate a commitment to students and to excellence and innovation in support of interdisciplinary learning and teaching at the levels of undergraduate, graduate and continuing professional education;

- Manifest a facilitative leadership style and the ability to work effectively with faculty, staff, students and administrative colleagues;
- Demonstrate an enthusiasm for inter-sectoral relationship-building within and beyond academia and health sciences organizations, including a strong interest for fundraising and advancement activities;
- Exhibit the interdisciplinary leadership skills required to represent the Faculty effectively – within the University, the profession, and the post-secondary education sector, nationally and internationally.

Background on the Faculty of Nursing

Since its beginning in 1920 as the University’s Public Health Nursing Program, the Lawrence S. Bloomberg Faculty of Nursing has led the way in professional nursing education. Upon its opening as an independent Faculty in 1933, it served as the Rockefeller Foundation’s pre-eminent “lighthouse” school, innovative and internationally influential, training leaders of other schools, and modeling a new kind of nursing education.

The faculty launched the master’s program in 1970; the PhD program in 1993; the ground-breaking two-year, second entry (or accelerated) Bachelor program in 1997; Canada’s first Master of Nursing Acute Care Nurse Practitioner Program in 2000; and Canada’s first NP Anaesthesia Care program in 2010. Over the 1980s and 1990s the Faculty rapidly built its outstanding reputation as a research powerhouse. The Faculty was renamed in honour of Lawrence S. Bloomberg in 2007. In 2021 the Faculty launched the Doctor of Nursing (DN) program, the first of its kind in Canada.

Multidisciplinary collaboration is central to the programs and endeavors of the Faculty of Nursing and represents one of its unique strengths. Nursing is one of seven Faculties at the University of Toronto that form the U of T Council of Health Sciences Deans – others include the Faculty of Medicine, the Leslie Dan Faculty of Pharmacy, and the Dalla Lana School of Public Health.

The Province of Ontario, through its Ministry of Health, supports research and education in nursing. Provincial health care programs and the nursing profession benefit mutually from joint policy planning and development. As Ontario nursing schools expand their provincially funded capacity for training future nurses, the Bloomberg Faculty’s contribution will be primarily at the graduate level.

The doctoral program has developed a strong reputation for training scholars and leaders who go on to win federal postdoctoral fellowships, career scientist awards, and major peer-reviewed research

funding. Two decades ago, the University introduced the first comprehensive funding commitment in a Canadian university for students in its doctoral stream programs and has continued to enrich financial support for graduate students on several fronts.

Graduates of the Master of Nursing (MN) degree program are prepared as acute care nurse practitioners or as advanced practice nurses with specialization in such areas as clinical nursing and health systems leadership and administration. The Faculty's innovative Master's and post-Master's Nurse Practitioner Diploma Programs include on-campus, entirely on-line, and hybrid executive-style delivery modes that combine intensive classroom and on-line learning.

Undergraduate and graduate students in the Faculty of Nursing benefit from faculty support and experiential learning opportunities and placements in clinical practice settings in some of the best health care agencies in Canada. The Centre for Professional Development is the Faculty's hub for advanced professional development, with programs that offer recent graduates and current practitioners' opportunities to adapt to a changing, high pressure health care environment. Nurses who have successfully completed the Faculty's programs practice their profession and provide leadership throughout the health care system in Toronto, across Canada, and around the world.

The Faculty's innovative use of technology includes the development of award-winning software to evaluate clinical placements, and the SIM Lab – the Nursing Simulation Lab – a state-of-the-art teaching facility, designed to provide flexibility in a variety of teaching and learning contexts. Simulation scenarios and curricula involve the participation of undergraduate, graduate and continuing professional education students, researchers and industry professionals.

For more information, please visit the Faculty's web site at: <http://bloomberg.nursing.utoronto.ca/>

The Toronto Academic Health Science Network (TAHSN)

One of the Faculty's strongest assets is its membership in the Toronto Academic Health Science Network (TAHSN). TAHSN connects academic health organizations, providing leading edge research, teaching and clinical care. It is a leader in Canadian health care, and one of the largest, most productive academic health centres in North America as evidenced by its academic standing, research activity, visionary collaboration and contribution to health care innovation.

The Faculty seeks to advance the mission of nursing in hospitals in terms of research, practice development, and the education of undergraduate and graduate students. Membership in TAHSN allows the Faculty to take advantage of the shifting landscape of federal granting agencies and offers opportunities for junior professors to be part of multidisciplinary research teams.

Over the past two decades, the Faculty's relationship with TAHSN has flourished, with excellent integration between the Faculty and teaching hospitals. Students have numerous choices in TAHSN hospitals when it comes to their clinical placements, learning alongside the top health care professionals in the world. The Faculty's Dean works closely with Chief Nursing Executives and executive teams at the TAHSN teaching hospitals.

The Setting

Toronto is one of the world's most dynamic and diverse cities and Canada's number-one tourist destination. The population of the Toronto Region is about 7 million, making it one of the largest metropolitan regions in North America. Approximately 200 languages are spoken in the city, and half of the city's population was born outside Canada. The Toronto Region is served by North America's third largest public transit system, and it has an abundance of parks and green spaces. With a rich and diverse cultural life of music, art and museums, the Toronto Region has more than 130 film festivals. Toronto is home to Canada's largest and most diverse creative cultural economy, with a strong reputation for developing artists who go on to global fame. Sixty-six per cent more artists live in Toronto than in any other Canadian city.

The city is home to a thriving research environment. There are five universities in the Toronto Region, with several more on its periphery. The area boasts the third-largest cluster of medical expertise in North America. The downtown "Discovery District," in which the St. George campus of U of T is situated, contains nine teaching hospitals, numerous scientific research institutes, and MaRS, an innovation centre that brings ideas in science and technology together with business acumen and financing. This intellectual dynamism is evident across all areas of research, education and the arts in the city.

The Recruitment Process

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

Review of candidates will begin in the Fall 2023, and the new Dean is expected to take office July 2024. All inquiries regarding this position will be treated in strict confidence and should be submitted to Amorell Saunders N'Daw at asaundersndaw@kbrs.ca.

Becoming a Candidate

Should you decide to move forward in the recruitment process, it is important that you consider the expectations and potential issues outlined below.

Interview with KBRS

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We arrange to speak with those candidates whose experience and qualifications are closest to the ideal candidate profile.

In your initial interview with KBRS, we will seek to understand more about your background, qualifications, experience, and interest in the position.

As you move forward in the search process, we will ask you to consider the following information that will ultimately be important to your decision.

Terms of an appointment - please consider issues related to compensation and benefits.

Relocation – if a physical move would be required to accept the position, please learn about housing, schools, relocation assistance and other matters of importance to you.

If a physical move will be unacceptable to you, please determine that at this stage.

- Alignment – please consider the alignment of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know. If needed, we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an international candidate or foreign worker, you may want to explore the Government of Canada's website to learn more about Working in Canada at this link.

The goal of considering all this information is to help you make an informed decision as soon as possible whether or not you are seriously interested in this position. In fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

Search Committee Interviews

The Search Committee will consider all candidates and ultimately invite a small group to move forward. Typically, this next step is an interview with the Search Committee, often facilitated by a lead from

KBRS. If there is a desire to move forward with your candidacy after the initial interview, you will be invited for further conversations with the Search Committee.

Shortly after these conversations, if both you and the Search Committee feel there is a high level of alignment of skills and interest and wish to proceed, yourself and the Vice-President & Provost will then work out mutually acceptable terms of employment and reach an agreement, subject to satisfaction with background and reference checks.

Resume Accuracy/Background Checks

If you progress to the interview stage, you will be asked to provide information to allow us to conduct a thorough background check including reference checks and verification of your education, designations, and awards. A social media footprint scan may also be conducted. We will seek your permission to perform these verifications before we proceed. Should you decide not to allow verification of your background, credit or criminal history, our client will be informed, and they will decide how to proceed with your candidacy.

Privacy and Confidentiality

KBRS respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

1. If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not discuss the offer with your present employer.
2. If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared for. **If either of these standards of professionalism are unacceptable, please let us know now, at the beginning.**

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a

commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

This search aligns with the University's commitment to strategically and proactively promote diversity among our community members ([Statement on Equity, Diversity & Excellence](#)). Recognizing that Black, Indigenous, and other Racialized communities have experienced inequities that have developed historically and are ongoing, we strongly welcome and encourage candidates from those communities to apply.

Should you require accommodation to participate fully in the recruitment process, please inform KBRS.



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