



COMPETITION #SON-CLIN-2022 Clinical Instructor Positions – Anticipatory Pool 2022-2023

Applications are invited for an anticipatory staffing process for an indeterminate number of clinical instructor positions in the fall term 2022, winter and spring/summer term 2023.

Please see the Course Information Table and the Application Procedure section at the end of this posting for application requirements and submission methods

Roles and Responsibilities of the Clinical Instructor

Clinical Instructors (CI) are hired for a 12-week period or less contract. CIs are those who are assigned a group of 7-9 students in Nursing 206, 207, 345, 371. CIs may be asked to teach an additional day to learners who miss a clinical day due to illness or extenuating circumstances. Number of hours varies per course as they are weighted differently. Some of the roles and responsibilities of the CI include (but are not limited to) the following:

1. CIs must be registered with the College of Nurses of Ontario and have a minimum of an undergraduate degree in nursing.
2. CIs are hired as Term Adjuncts and must adhere to the Collective Agreement (CA) requirements to produce an annual report and have a meeting with the Director as determined by the CA.
3. There are mandatory requirements of the institutions that must be adhered to including criminal records checks and immunization. CIs are to abide by these regulations and ensure proof is held in the School of Nursing. Mask fit testing must be current (within two years) and CPR certification must be current (within one year).
4. CIs are required to have an orientation to the unit if they have not worked or taught there. This will be compensated and arranged through the Course Coordinator (CC) and the Clinical Placement Coordinator. One to five days is required as needed. In addition, all new CIs are required to attend one clinical day with the CC or an experienced CI before the start of term for orientation to teaching students.
5. CIs will attend an orientation at the beginning of the Fall Term and before the Winter term begins. New CIs will also participate in a separate half day orientation for new teachers.
6. CIs must ensure they are aware of all policies and procedures of the SON. These are located on each course onQ site. Learners may appeal a final grade in the course. The CC

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- will guide and assist the CI related to any appeals.
7. CIs are responsible for the appropriate supervision of students when in practice. The meaning of appropriate can vary depending on the level of the student. (Please see our Preceptor handbook and Guidelines for practice for year 2 and 3 students).
 8. CIs must have contact information (cell phone numbers and email addresses) for all students in their clinical group. Please only text with students in cases of emergency. CI's must stay in contact by phone and email with the CC throughout the rotation.
 9. CIs must ensure they are aware of the learning outcomes associated with the course they are teaching. Learners must consistently demonstrate all competencies before they are given a pass mark for a course, because in the next clinical course there is an expectation that learners will be caring for more complex cases and need to rely on previous experience.
 10. When a learner is failing to meet objectives, CIs shall inform the CC immediately, inform the learner, and develop strategies for success with the learner and in collaboration with the CC. The Undergraduate Curriculum Committee has approved the expectation for the course. If questions regarding the expectation arise, please speak to the CC.
 11. CIs are accountable for fair and precise ongoing learner evaluation.
 12. It is the CI's responsibility to identify when students are not performing in a safe manner. They should discuss this with the CC to determine further action (e.g. removal from the setting or develop guidelines to maintain patient safety).
 13. CIs are expected to treat all learners with respect, and maintain a professional relationship with all colleagues and learners.
 14. CIs are required to attend all team meetings. Dates for regular meetings will be made at the beginning of the term but there is also an expectation that CIs attend additional meetings if required.

April 2022, School of Nursing, Faculty of Health Sciences

NURS 206 - Nursing Practicum: Care of Chronic and/or Acutely Ill Adults/Elderly Adults I

Term	Appointment Date	Program/Type/Focus	Position	Commitment - Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus)	Clinical Instructor	1 group 12 weeks Tuesday or Wednesday	160	30%	.9 (.15 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus)	Clinical Instructor	2 groups 12 weeks Tuesday & Wednesday	304	60%	1.8(.3 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus)	Clinical Instructor	1 group 12 weeks Mondays	160	30%	.9 (.15 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

NURS 207 - Nursing Practicum: Care of Chronic and/or Acutely Ill Adults/Elderly Adults II

Term	Appointment Date	Program/Type/Focus	Position	Commitment - Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus)	Clinical Instructor	1 group 12 weeks Sunday, Monday, Tuesday or Wednesday	184	30%	.9 (.15 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus)	Clinical Instructor	2 groups 12 weeks Sunday and/or Mondays and/or Tuesdays and/or Wednesday	352	60%	1.8(.3 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Spring 2023	May 1 – May 31, 2023	Undergraduate – Clinical (Off Campus)	Clinical Instructor	TBD	184	30%	.9 (.15 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

Remuneration is in compliance with the agreement between the University and the Queen's University Faculty Association. Additional consideration may be given to RN experience, education and previous Queen's teaching experience.

NURS 345 - Nursing Practicum: Medical-Surgical and Psychiatric Mental Health Nursing

Term	Appointment Date	Program/Type/Focus	Position	Commitment-Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	1st rotation 6 weeks (Sept – Oct) 2days/week Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours	160	25%	1.5 (.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	2nd rotation (Oct-Dec) 6 weeks Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours	304	25%	1.5 (.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	1st and 2nd rotation 12 weeks (Sept – Dec) Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours	304	50%	3 (.5 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	1st rotation 6 weeks (Jan – Feb) Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours	160	25%	1.5 (.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	2nd rotation 6 weeks (Feb- Apr) Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours	160	25%	1.5 (.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

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Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	1st and 2nd rotation 12 weeks (Jan – Apr) Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours	304	50%	3 (.5 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Spring 2023	May 1 – June 30, 2023	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	TBD 1st and/or 2nd rotation	160 or 304	25% Or 50%	1.5 (.25 FCE) or 3 (.5 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

NURS 371 - Nursing Practicum: Maternal and Child, Family-Centred Nursing Care

Term	Appointment Date	Program/Type/Focus	Position	Commitment - Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	1st rotation 6 weeks (Sept – Oct) May be: 12- 16h per week Sunday, Monday, Tuesday & Wednesday rotating 8 & 12h days/evenings Wednesdays 8 hours days only	160	25%	1.5(.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	2nd rotation 6 weeks (Oct-Dec) May be: 12- 16h per week Sunday, Monday, Tuesday & Wednesday rotating 8 & 12h days/evenings Wednesdays 8 hours days only	160	25%	1.5(.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	1st and 2 nd rotation 12 weeks (Sept – Dec) May be: 12- 16h per week	304	50%	3 (.5 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

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				Sunday, Monday, Tuesday & Wednesday rotating 8 & 12h days/evenings Wednesdays 8 hours days only				
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	1st rotation 6 weeks (Jan - Feb) May be: 12- 16h per week Sunday, Monday, Tuesday & Wednesday rotating 8 & 12h days/evenings Wednesdays 8 hours days only	160	25%	1.5(.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	2nd rotation 6 weeks (Feb- Apr)) May be: 12- 16h per week Sunday, Monday, Tuesday & Wednesday rotating 8 & 12h days/evenings Wednesdays 8 hours days only	160	25%	1.5(.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2023	Jan 1 – April 30, 2023	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	1st and 2 nd rotation 12 weeks (Jan – Apr) May be: 12- 16h per week Sunday, Monday, Tuesday & Wednesday rotating 8 & 12h days/evenings Wednesdays 8 hours days only	304	50%	3 (.5 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Spring 2023	May 1 – June 30, 2023	Undergraduate – Clinical (Off Campus) Children’s Health or Maternity	Clinical Instructor	TBD 1st and/or 2nd rotation	160 or 304	25% Or 50%	1.5(.25 FCE) Or 3 (.5 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

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NURS 405 - Practicum in Community Health Promotion								
Term	Appointment Date	Program/Type/Focus	Position	Commitment	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2022	Sept 1 – Dec 31, 2022	Undergraduate - Clinical (Off Campus)	Clinical Instructor	Tuesdays & Wednesday 1 group 12 weeks (16 students)	160	15%	.45 (.15 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Winter 2022	June 1 – Aug 31, 2023	Undergraduate - Clinical (Off Campus)	Clinical Instructor	Tuesdays & Wednesday 1 group 12 weeks (16 students)	160	15%	.45 (.15 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

NURS 492 – Integrated Practicum								
Term	Appointment Date	Program/Type/Focus	Position	Commitment	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Winter 2023	Jan 1 – April 30, 2023	Undergraduate - Clinical (Off Campus) Online	Clinical Instructor	1 group 12 weeks (16 students)	96	10%	.9 (.10 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario
Spring 2023	Jun 1 – August 31, 2023	Undergraduate - Clinical (Off Campus) Online	Clinical Instructor	1 group 12 weeks (16 students))	96	10%	.9 (.10 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

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Application Procedure

Please read carefully and follow the instructions below regarding the application process. Failure to follow the application process may affect your eligibility for the positions listed above.

In your cover letter, please clearly indicate which opportunities are of interest by quoting:

1. Competition# SON-CLIN-2022
2. Course Number(s) (i.e. NURS 345)
3. Focus (where applicable) : ie Medical/Surgical vs Mental Health, Maternity vs Children's Health

Applications are to include:

- A complete and current curriculum vitae
- A statement of teaching experience (example, teaching dossier)
- The names and contact details of two professional referees
- Any relevant other materials the candidate wishes to submit for consideration.

Applications must be submitted by one of the following methods:

By Email: NURS.APPLY.JOBS@queensu.ca

By Fax: (613) 533 –6770
Attn: Cindy Palmer, Human Resources Coordinator

Applications for Fall Term due May 31, 2022

Applications for Winter/Spring will be reviewed on an ongoing basis after May 31

The Queen's School of Nursing thanks all applicants, however, only those candidates to be interviewed will be contacted.

Note:

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.

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>

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