



COMPETITION SON-CLIN-2023 Term Adjuncts without benefits Clinical Instructors

Applications are invited for an anticipatory staffing process for an indeterminate number of clinical instructor positions in the fall term 2023 and winter 2024

Please see the Course Information Table and the Application Procedure section at the end of this posting for:

- **Details on the courses offered and corresponding teaching opportunities**
- **Application requirements and the link to our online application portal**

Roles and Responsibilities of the Clinical Instructor

Term Adjunct without benefits/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 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.

COURSE INFORMATION TABLE

NURS 206 - Nursing Practicum: Care of Chronic and/or Acutely Ill Adults/Elderly Adults I This introductory practice course is about caring for adults with chronic and/or acute health conditions. Students will apply a nursing framework, and evidence-informed knowledge in providing care for these clients. Students will begin to apply assessment, intervention, and organizational skills in laboratory and direct client care in hospital settings.								
Term	Appointment Date	Program/Type/Focus	Position	Commitment - Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2023	Sept 1 – Dec 31, 2023	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 2023	Sept 1 – Dec 31, 2023	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 2024	Jan 1 – April 30, 2024	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 In this practice course, students will advance their learning about how to care for adults with chronic and/or acute health conditions. This course is about enhancing students; critical thinking skills and students will begin to practice independently. Students will continue to apply assessment, intervention, and organizational skills in laboratory and direct client care in hospital settings.								
Term	Appointment Date	Program/Type/Focus	Position	Commitment - Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Winter 2024	Jan 1 – April 30, 2024	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 2024	Jan 1 – April 30, 2024	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

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COURSE INFORMATION TABLE

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

This practice course is about the care of adults with complex health challenges and unpredictable outcomes. Students apply theoretical frameworks, evidence-informed knowledge and skills in providing care of clients with acute physiological problems and/or exacerbations of chronic illnesses and care of clients with acute or long-term mental health problems. The course involves one medical/surgical and one mental health rotation that include laboratory and clinical experiences. This course enhances assessment, intervention, and organizational skills, in laboratory and Clinical Education Centre settings and in direct client care in hospital and community settings.

Term	Appointment Date	Program/Type/Focus	Position	Commitment-Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2023	Sept 1 – Dec 31, 2023	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 2023	Sept 1 – Dec 31, 2023	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 2023	Sept 1 – Dec 31, 2023	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 2024	Jan 1 – April 30, 2024	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 2024	Jan 1 – April 30, 2024	Undergraduate – Clinical (Off Campus) Medical/Surgical or Mental Health	Clinical Instructor	2nd rotation 6 weeks (Feb- Apr)	160	25%	1.5 (.25 FCE)	Bachelor of Nursing Science Registration with College of Nurses of Ontario

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COURSE INFORMATION TABLE

				Sundays, Mondays & Tuesdays 8 or 12 hours Wednesdays 8 hours				
Winter 2024	Jan 1 – April 30, 2024	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

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

This practice course is about maternal, child and family-centred nursing care where students apply theoretical frameworks, and evidence-informed knowledge and skills in providing care during health, acute illness, chronic illness and transitions. The course involves one rotation in maternal/child family health (i.e. pregnancy, labour, pre/postpartum) and a rotation in the care of children and their families from infancy through adolescence. The course enhances assessment, intervention and organizational skills in laboratory and clinical simulation settings and in direct client care in hospital and community settings.

Term	Appointment Date	Program/Type/Focus	Position	Commitment - Variable	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2023	Sept 1 – Dec 31, 2023	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 2023	Sept 1 – Dec 31, 2023	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

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COURSE INFORMATION TABLE

Fall 2023	Sept 1 – Dec 31, 2023	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 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
Winter 2024	Jan 1 – April 30, 2024	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 2024	Jan 1 – April 30, 2024	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 2024	Jan 1 – April 30, 2024	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

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COURSE INFORMATION TABLE

NURS 405 - Practicum in Community Health Promotion

This course is about the practice of health promotion with population groups. Students will learn how to work with a planning model to assess, develop and evaluate health promotion needs and interventions for a target population. Students will work with a community-based agency in an independent team-based learning practicum where they will acquire the knowledge necessary to conduct health promotion projects.

Term	Appointment Date	Program/Type/Focus	Position	Commitment	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Fall 2023	Sept 1 – Dec 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
Winter 2023	June 1 – Aug 31, 2024	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

This preceptored practice course allows students to further their development in critical thinking, the nursing process, workload organization, priority-setting for self and others, and collaboration with the health team, including family and un-regulated health care providers. Emphasis is on advancing professional identity and accountability and strengthening evidence-informed and reflective practice. The practicum includes a leadership/management experience, the form and timing of which is determined by the setting. The practice setting will vary for students and include public health, community agencies and hospital experiences.

Term	Appointment Date	Program/Type/Focus	Position	Commitment	Hours	Responsibility	Course Credit Weight	Minimum Requirement
Winter 2024	Jan 1 – April 30, 2024	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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COURSE INFORMATION TABLE

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.

Applications must be submitted through our online portal

[**CLICK HERE TO APPLY NOW**](#)

The portal will ask you which terms, courses and rotations you would be interested in. It will also allow you to upload the required application documents:

- Cover letter
- Curriculum Vitae
- Contact information for two professional references

Applications for will be reviewed on an ongoing basis beginning the week of April 10 and until all positions are filled.

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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