

## Tenure-Track Assistant Professor Position

Position # 002635TT-2025-NUR

The University of Windsor's Faculty of Nursing seeks applications for a Tenure-track position at the rank of Assistant Professor, commencing as early as January 1, 2026. Rank and salary will be commensurate with experience.

This hire aligns with the bold imperatives of the University of Windsor strategic plan, [Aspire: Together for Tomorrow](#), ratified Spring 2023. The University embraces a people-first philosophy grounded in a culture of academic excellence and deep belonging. Among key strategic priorities are advancing the journey towards truth and reconciliation; building a [just, equitable, diverse, and inclusive university](#); ensuring a high-quality teaching, learning, and student experience; engaging in impactful research, scholarship, and creative activity; fostering a safe, welcoming, and sustainable campus; and engaging in local and global partnerships. The University has already made significant strides on many of these key files, and we are seeking applicants interested in working alongside us to advance them even further. Driven by the University's commitment to anti-racism, the [Black Scholars Institute](#) was established in 2023 supported by a historic [cohort hiring initiative](#) that has brought thirteen Black scholars to UWindsor across several of our faculties. The recent cohort of new faculty joining the University (over 50) is among the most diverse in our history.

In pursuit of the University's commitment to employment equity, members from the designated groups (women, Indigenous/Aboriginal (First Nations, Métis, Inuit) persons, racialized persons/visible minorities, persons with disabilities, and persons of a minority sexual orientation and/or gender identity) **are encouraged to apply and to self-identify**.

For an accommodation for any part of the application and hiring process, please notify the **Faculty Recruitment Coordinator** ([recruit@uwindsor.ca](mailto:recruit@uwindsor.ca)). Should you require further information on accommodation, please visit the website of the Office of Human Rights, Conflict Resolution and Mediation (<http://www.uwindsor.ca/ohrcrm>).

Our campus is situated on the traditional territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi. We are making steady progress on the [Indigenization](#) of academic programming, an Indigenous Strategic plan, and a cohort hire of Indigenous faculty in 2018-19 followed by additional hiring. Our students mirror the extraordinary cultural richness of our region, one of the most diverse in all of Canada. And we have strong global partnerships and commitments, which are reflected in the increasing number of graduate and undergraduate students we attract from across the world. The University is a signatory to the Scarborough Charter and participates in the Federal 50/30 Challenge.

The University of Windsor is a Canadian public, comprehensive research university enrolling 15,676 students, including 4,709 graduate students. It offers more than 280 academic programs and certificates, including 70 master's and doctoral degrees across its nine faculties: Arts, Humanities, and Social Sciences; Business; Education; Engineering; Graduate Studies; Human Kinetics; Law; Nursing; and Science. It also houses a medical program through the Schulich School of Medicine and Dentistry at Western University. Tenured and tenure-track faculty number about 600.

Graduates from the Faculty of Nursing at the University of Windsor are highly respected professionals, both locally and globally. We continually strive to build on our strengths to create and maintain teaching excellence within a research-intensive environment. In 2001, the Faculty of Nursing partnered with the College of Applied Arts and Technology in Windsor, Chatham (St. Clair College) and Sarnia (Lambton College) to deliver a collaborative nursing program (BScN). We also offer a stand-alone BScN program at the University of Windsor. The Ontario Internationally Educated Nurses competency-bridging program of study is offered as part of a provincial consortium.

Our MScN graduate programs offer course-based and thesis-based streams, as well as a Primary Health Care Nurse Practitioner Program stream. Our PhD in Nursing has shown considerable growth, with average completion rates within the 12-semester program timeline. Consideration of potential new programs, such as a compressed or accelerated BScN, are underway. For further details about the Faculty of Nursing, visit our website at <http://www.uwindsor.ca/nursing>.

The successful candidate must have a BScN degree and have current registration with the College of Nurses of Ontario (CNO); in good standing with no practice restrictions. Applicants must hold a PhD. At least one graduate degree held must be in Nursing. Applicants from any specialization areas are welcome to apply; however, applicants with demonstrated nursing practice, research, and/or teaching expertise in the fields of nursing practice, research, simulation, medical-surgical, maternal newborn health, mental health and/or palliative care nursing are preferred.

Applicants will demonstrate both disciplinary grasp and interdisciplinary reach, providing extraordinary leadership in research, teaching, and learning for a new generation. The successful applicant will be expected to support the teaching needs in both the undergraduate and graduate programs offered in the Faculty and will demonstrate a solid record of research activity and the ability to develop an externally funded research program. In addition, the successful applicant will fulfill responsibilities of service to the Faculty of Nursing and the university community. The successful applicant will also be expected to obtain and maintain graduate faculty status through publications, teaching, and the supervision of graduate students.

### The successful candidate must have:

- PhD in Nursing or relevant field;
- At least one Graduate Degree must be in Nursing;
- Current registration with the College of Nurses (CNO), in good standing with no practice restrictions;
- Demonstrated experience in teaching;
- Evidence of an established or evolving program of research; and
- Demonstrated service contributions to the nursing profession, nursing education, and/or the community-at-large.

**Responsibilities:**

Responsibilities include but are not limited to:

**Teaching (40%)** - The faculty member will engage in teaching, which may include credit and non-credit courses, workshops, seminars and mini-courses. Teaching may be at the undergraduate and graduate levels. Activities undertaken in fulfillment of the faculty member's teaching responsibilities may include: course organization and promotion, developing learning outcomes, identifying and creating teaching and learning resources, determining delivery methods and teaching strategies, developing learning materials, writing syllabi, assessing and evaluation student achievement, collecting and employing student/participant feedback for course improvement and assessing program/course impact.

**Research (40%)** – The faculty member will maintain an active program of research that generates high-quality, independent and original contributions that have an impact on the discipline, as well as the academic and broader national and/or international communities. The incumbent will demonstrate capacity building through funding and collaboration, as well as by attracting, mentoring, and training research personnel.

**Service (20%)** - The faculty member will make important contributions to the programs, Faculty, and institutional level. The incumbent will participate on internal and external committees. They will attend and participate in Faculty Council meetings, and contribute to the needs of the Faculty, including but not limited to relevant committee work (curriculum, research and scholarship, awards, appeals, etc.), as well as to the broader academic and non-academic communities.

**Compensation:**

The salary range for the rank is outlined in Article A Table A.1 of the current [Collective Agreement](#) with the Windsor University Faculty Association. The compensation offered to the successful candidate will take into consideration the existing salary structure. A full range of [benefits](#) including a pension plan and medical benefits are available to the successful candidate.

**Application Requirements**

- a letter of application, including a statement confirming eligibility to work in Canada;
- a curriculum vitae;
- a statement of commitment to Equity, Diversity, Inclusion, and Decolonization (up to 1 page);
- a Certificate of Registration with the College of Nurses of Ontario or other Canadian jurisdiction (or evidence of the status of application for registration with the College of Nurses of Ontario);
- a teaching dossier or portfolio demonstrating potential for or evidence of teaching effectiveness and excellence that will include sample course syllabi/outlines, teaching evaluations, and a statement of teaching philosophy and interests (resources and templates for completing a teaching dossier can be found at <https://www.uwindsor.ca/ctl/502/teaching-dossiers>);
- a statement of research interests;
- documentation of graduate degree; and
- three (3) contacts for references. These referees will be contacted only for shortlisted candidates.

The short-listed candidates may be invited to provide further information in support of their applications. To ensure full consideration, complete an **online application** (<http://www.uwindsor.ca/facultypositions>) found on the job advertisement by **September 9, 2025**. Applications may be considered after the deadline date; however, acceptance of late submissions is at the discretion of the appointments committee.

All qualified candidates **are encouraged to apply**. Canadians and permanent residents will be given priority. This position is subject to final budgetary approval.

**Any questions may be sent to:**  
**Dr. Debbie Sheppard-LeMoine, Dean, Faculty of Nursing**  
**519-253-3000, ext. 2259, Email: [joyl@uwindsor.ca](mailto:joyl@uwindsor.ca)**