



Contract Instructor Positions

To meet the dynamic and exciting growth in our nursing programs, the College of Nursing is looking for contract instructors.

NATURE OF WORK

Contract instructors provide knowledge, feedback, and evaluation in the clinical or lab setting for University of Saskatchewan (USask) nursing students in order for them to meet the intents of the course. This position may be based at any of our campuses or distributed sites across the province. Contract instructors report to the manager of clinical placement coordination. Contract teaching positions are offered on an academic term-to-term basis as needs arise.

JOB PROFILE AND GENERAL RESPONSIBILITIES

- Attend the College of Nursing orientation session for new instructors.
- Attend student course orientations and instructor course meetings at the beginning of the term and throughout as necessary.
- Promote student learning in the psychomotor, cognitive, and attitudinal domains.
- Demonstrate culturally safe and competent practices in the educational setting.
- Consult with the course coordinator to ensure a safe, meaningful, and effective learning experience for students.
- Assess student progress and performance in relation to the course objectives, literal descriptors, and professional standards verbally and in writing throughout the clinical rotation. The instructor will use both formative (ongoing) and summative evaluations, taking into consideration input from agency staff and students where applicable.
- Consult with the course coordinator in a timely fashion when issues arise regarding student performance.
- Submit written mid-term and final evaluation to the student and course coordinator.
- Maintain accurate documentation of student progress.
- Evaluate/mark assignments related to the course.
- Participate in the course and instructor evaluation process.
- Take part in the College of Nursing annual professional development day.

CLINICAL/LAB RESPONSIBILITIES (WHERE APPLICABLE TO INDIVIDUAL CONTRACT WORKLOAD)

- Provide students with an orientation to the clinical area/lab/preceptorship.
- Demonstrate clinical skills as necessary.
- Work with students as they provide nursing care, supervising as necessary, ensuring client and student safety.
- Assist with clinical laboratory simulation and clinical examinations where applicable.
- Select suitable clinical learning experiences for students, considering the course objectives, learning needs, and skill levels of the students.
- Follow policies of the clinical agency (where applicable) and policies of the College of Nursing.
- Maintain a positive relationship with the clinical agency and staff.

QUALIFICATIONS

- Registered nurse with a Bachelor of Science degree in Nursing or nursing equivalent. Master's degree preferred.
- At least two years of directly related clinical or teaching experience.
- Must be registered and in good standing with the CRNs.
- Demonstrate a keen interest in nursing, education, and student mentorship. Well-developed coaching skills are an asset.
- References must include direct report/supervisor that can comment on clinical competence.





TO APPLY OR LEARN MORE ABOUT THESE POSITIONS:

Please email nursing.clinicalcoordinator@usask.ca. In the subject line of your email, please include the College of Nursing site for which you would like to be considered: Île-à-la-Crosse, La Ronge, Lloydminster, Muenster, North Battleford, Prince Albert, Regina, Saskatoon, Swift Current, Weyburn, or Yorkton.

NURSING CONTRACT INSTRUCTOR BENEFITS

USask provides competitive compensation and benefits for employees across a number of in-scope and non-union categories, including contract nursing instructors.

Vacation pay: All contract nursing instructors will receive vacation pay on each pay cheque equivalent to 3/52 (5.77%) of gross earnings.

Health, dental, life, and travel benefits: Contract nursing instructors follow the part-time out of scope benefits package if they meet the eligibility and maintenance criteria below.

Employer paid benefits: <https://wellness.usask.ca/benefits/plan/part-time-benefit-plan.php>

Qualification for benefits: the qualification period is 26 consecutive weeks of employment with a minimum of 390 hours (~\$19K gross pay or greater). Breaks are allowed between term contracts as long as the total for the year meets the minimum threshold to continue benefits the following year.

Maintenance of benefits: Once qualified, maintaining benefits requires 760 hours of paid work in a 12-month calendar year (~\$36K gross pay or greater). Breaks are allowed between term contracts as long as the total for the year meets the minimum threshold to continue benefits into the following year.

Continuing part time instructors: Nursing instructors with contracts greater than 6 months in duration will be eligible for enhanced benefits, including extended health and family dental.

<https://wellness.usask.ca/benefits/plan/research-admin-supp-tech-health-plan.php>

<https://wellness.usask.ca/benefits/plan/research-admin-supp-tech-dental-plan.php>

<https://wellness.usask.ca/benefits/plan/life-insurance.php>

Pension benefits: Contract nursing instructors will be eligible for a 7% matching pension contribution if they meet both eligibility criteria.

- Criteria 1: Employed by the university for 24 continuous months (short breaks between contracts is allowed) and,
- Criteria 2: Have earned at least 35% of the Year's Maximum Pensionable Earnings (YMPE) in each of the two previous calendar years (~\$23K per year).
- Employees meeting the eligibility criteria receive an offer letter about the pension plan to inform their decision to enroll or opt out. A re-offer letter is sent the year after if they continue to qualify.
- Instructors can elect to enroll at any time as long as they have met eligibility, and their earnings are about the 35% YMPE amount.
- Once enrolled in PT benefits, employees cannot withdraw from pension contributions unless they leave the university.

