



**UNIVERSITY
OF ALBERTA**

History of Internationalization at the Faculty of Nursing

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Thank you to Judy Mill, Lynn Skillen, Linda Ogilvie, and Solina Richter for sharing their experiences as leaders in the INO/GNO and for supporting the review of this work.

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Contents

Introduction 3

Internationalization and Early Pioneers 5

Establishment of the International Nursing Office 8

The Evolution to a Global Nursing Office..... 12

Key INO/GNO Achievements to Advance Nursing and Global Health 14

International Academic Visitors to the FoN..... 16

The University of Ghana and University of Alberta Partnership 19

Pan American Health Organization / World Health Organization
Collaborating Center..... 21

International Clinical Placements and Global Health Education 24

Appendix A: Report Methods 27

Appendix B: International Agreements 29

Appendix C: Cited Sources 33

Introduction

The development of modern nursing laid the foundation for its global expansion as a profession. Early reforms in healthcare and nursing education emphasized rigorous training, compassionate care, and evidence-based practice-principles that inspired the creation of nursing schools around the world and shaped a global approach to health care.

Internationalization in nursing education involves integrating global perspectives into teaching, research and service. Canadian universities have played a longstanding and influential role in international nursing development and global health. Through partnerships with global institutions, Canadian universities have shaped education policies, strengthened workforce capacity, and promoted knowledge exchange, contributing to disaster response, global nursing workforce development, and international policy dialogue. Among the academic nursing leaders in Canada at the forefront of these efforts, the Faculty of Nursing (FoN) at the University of Alberta (UoA) stands out. Through its International Nursing Office (INO) which later became the Global Nursing Office (GNO), the FoN has championed initiatives that strengthen nursing education, promote international research collaboration, and contributed to health policy development.

International Office and Global Office Nursing Leaders

LEADERS	POSITIONS	TENURE
Karen Mills	International Nursing Consultant, later promoted to Director	1995-2010
Linda Ogilvie	Director	1998-2001
Julie Gilbert	International Coordinator	2005-2007
Patricia Valentine	Director	2001-2005
Lynn Skillen	Director	2005-2008
Judy Mill	Associate Dean	2008 -2012
Sylvia Barton	Associate Dean	2012-2016
Leanne Johnson	Director	2009-2015
Dayna Kliachik	Interim Director	2011-2012
Ginger Sullivan	Interim Director	2014-2015
Ginger Sullivan	Director	2015-2019
Solina Richter	Academic Director	2016-2017
Solina Richter	Associate Dean	2018-2021
Isabelle Kelly	Interim Director	2018-2019
Isabelle Kelly	Director	2019-2021

Internationalization and Early Pioneers

The FoN at the U of A has played a key role in advancing the internationalization of nursing education, research and practice. Long before these efforts were formally institutionalized, U of A faculty members were engaged in international nursing initiatives as early as the 1970s.

Early pioneers applied core nursing principles to new global contexts, contributing their expertise across Asia, Africa, and Latin America, including in Bangladesh, Brazil, China, Ghana, India, Iran, Japan, Mexico, Nepal and Pakistan.¹ Their work spanned curriculum development, program evaluation, leadership training, and the promotion of nursing education, reflecting a shared vision of a globally connected nursing profession.² A number of tenure-track faculty members brought strong international experience from their work as Canadian University Service Overseas (CUSO) volunteers which enhanced the FoN's capacity to engage in international initiatives: Joyce Relyea, Lynn Skillen, Tamara Zujewskyj, Lillian Douglas, Judy Mill and Linda Ogilvie.³ Dr. Jan Morse was another faculty member with impact on early internationalization as she was the first doctoral graduate in transcultural nursing and completed her field work in Fiji.¹

Kay Dier joined the FoN's as a Professor bringing extensive international experience that shaped the faculty's early global work.¹ During her tenure from 1973 to 1988, she served as a consultant on numerous international initiatives. In Iran, she advised on nursing curriculum development at the Higher Institute of Nursing through the World Health Organization (WHO). In Thailand, she evaluated a public health nurse practitioner program and supported the creation of a master's program in public health at Mahidol University. She also advised the Chief Nursing Officer in Malawi's Ministry of Health, served on an ethics review committee for a project in Brazil, and was engaged by the Canadian International Development Agency (CIDA) to support women in development initiatives in Pakistan.

The FoN also built early international partnerships, particularly in the United Kingdom and the United States, that focused on advancing innovation in nursing research, teaching and practice. Some of these collaborations involved consultations with nursing counterparts in the United States, who attended the UoA as visiting professors, to advance the UoA nursing curriculum and provide professional development opportunities for UoA nursing faculty.⁴ By the mid-1980s, FoN began formally incorporating internationalization at the faculty level.

- In 1981, faculty members presented their research at international conferences, including the first International Nursing Research Conference at the University of Edinburgh, Scotland, and another in Victoria, Canada.²

- In 1986, the FoN hosted the 2nd International Nursing Research Conference, attracting 800 nurses from 38 countries. Fundraising enabled 13 nurses from low- and middle-income countries to attend the event.¹
- In 1986-1987 the UoA offered the first international course, INTD370 - Survey on International Health. The FoN supported the delivery of the course and began offering international clinical placements in countries like Guatemala and Hawaii, expanding students' global competencies.
- In 1993, the 1st International Conference on Community Health Nursing Research was held in Edmonton and co-chaired by Dr. Shirley Stinson and Karen Mills.⁵
- The Institute for Philosophical Nursing Research was founded in 1989 by Dr. June Kikuchi and Dr. Helen Simmons and helped expand the FoN's international activities related to nursing philosophy.

Dr. Shirley Stinson led national and international nursing initiatives of historical significance for creating international opportunities in the FoN. She was the President of the Canadian Nurses Association when she became Canada's representative on the Council of Nurse Representatives of the International Council of Nurses (ICN). She was the first member of the UoA-FoN to present a research paper to an ICN Congress. She was also the co-editor with Dr. Janet Ross Kerr of *International Issues in Nursing Research*, the first book focused on this subject.



Establishment of the International Nursing Office

In 1995, UoA President Rod Fraser made internationalization a strategic priority. That year, Karen Mills was appointed International Consultant (later Director) to lead global initiatives.⁶

Karen Mills, a long-standing faculty member in the FoN, was appointed four times to the Canadian Delegation of the World Health Assembly-WHO in Geneva.

A 1996 discussion paper led by Dr. Linda Ogilvie and titled: *"The Internationalization of the Faculty of Nursing"* helped shape FoN's international strategy.⁷ The international strategy centered on three main goals:

1. Become a leading center for knowledge development and mutual capacity building in international and multicultural nursing, in partnership with global collaborators.
2. Build strong research partnerships with nursing faculties at research-intensive universities worldwide to drive innovation and global impact.
3. Ensure students gain international and multicultural skills through clinical placements, global health courses, and diverse learning opportunities-preparing them to meet global healthcare challenges.

In 1998, the establishment of the International Nursing Office (INO) with leadership support from Dean Marilyn J. Wood marked a major milestone in the FoN internationalization efforts.⁶ The centre promoted partnerships with 14 countries to foster exchange and collaboration in nursing education and research and these partnerships continued to expand over the years.¹⁰

Dean Marilynn Jean Wood (Marnie) significantly advanced nursing research and education by recruiting expert faculty and enhancing the international reputation of the FoN in Alberta. Under her leadership, impactful initiatives with international reach were launched, including the first Canadian PhD program in nursing, a long-standing educational partnership with Ghana, the International Institute for Qualitative Methodology (IIQM), the Mu Sigma, a chapter of the Sigma Theta Tau International Honor Society of Nursing, and the Centre for Philosophical Inquiry in Nursing.

With the support from the INO, the FoN adopted a comprehensive approach to internationalization.¹ It focused on building the capacity of students and faculty to address global health challenges by:

- Integrating international scenarios into context-based learning,
- Developing innovative global health courses,
- Creating an Office of Public Relations and Development,
- Supporting language training for students and faculty,
- Establishing partnerships with universities in eight countries,
- Offering scholarships and redirecting visiting scholar fees to international initiatives.

The International Institute for Qualitative Methodology (IIQM) and IIQM leadership in the International Qualitative Research Conferences were drivers of international collaboration and cross-cultural academic relationships.^{8,9}

The IIQM was established in 1998 by Dr. Janice M. Morse and was integrated with the FoN at the University of Alberta. The IIQM is an interdisciplinary research institute dedicated to promoting qualitative inquiry through leadership, collaboration, and research excellence. Dr. Janice M. Morse and Dr. Karin Olson served as the institute's first scientific directors.

During its time at the FoN, the IIQM maintained seven international sites at institutions in Australia, Brazil, Korea, Israel, Mexico, and the Netherlands, and had 72 collaborating partner universities worldwide. It hosted international doctoral students, postdoctoral fellows and visiting scholars. Between May 1996 and June 2005, the IIQM signed 16 Memorandums of Understanding with 15 universities. The INO supported collaborations with these sites and with IIQM's Scholars in Residence.

Mu Sigma Chapter, Sigma Theta Tau International (STTI)

The Mu Sigma chapter, affiliated with the UoA, became a member of the STTI in 1992. Its first president was Dr. Janet Ross Kerr. Mu Sigma was the third Canadian chapter formed and is the first Canadian chapter to receive a Chapter Key Award in recognition of chapter excellence. Mu Sigma's mandate is to promote excellence in clinical practice, scholarship and leadership. The Mu Sigma chapter co-sponsored the Margaret Scott Wright Research Day and International Week with the FoN. Dr. Joanne Kaye Olson was involved with Sigma Theta Tau International (STTI) and was recognized by the organization with induction into its International Nurse Researcher Hall of Fame.¹¹

The First International Day in the FoN was held in 1994 and was conceived by Dr. Pamela Brink with the intention of increasing awareness of global issues and opportunities in nursing.⁹

International mobility was supported via the Canadian International Development Agency, the Program for North American Mobility in Higher Education, and the Wild Rose Foundation amongst others. Faculty members participated in exchange teaching activities, research collaborations, and student supervision for clinical placements in Brazil, Ghana, Japan, Mexico, Peru, and Thailand. Faculty members also worked on initiatives related to health disparities among Indigenous populations. In 2010, three faculty members traveled to Guatemala to explore partnerships aimed at improving maternal and infant health care for Indigenous communities through culturally responsive approaches to healthcare.

The FoN's designation as a Pan American Health Organization/ World Health Organization (PAHO/WHO) Collaborating Centre for Nursing and Mental Health from 2002 to 2014 further cemented its reputation for nursing leadership in global health.⁵



The Evolution to a Global Nursing Office

In 2010, the INO was renamed the Global Nursing Office (GNO) to better reflect its expanding role in both international and local activities.⁵

Dr. Judy Mill described initial resistance to the office's international scope, noting, *"When I took over that position there was some pushback. Why are we focusing on international? We have issues here in Edmonton."* In response, she renamed the centre as the Global Nursing Office, underscoring a broader mission, *"Global means whatever you are able to do for those... outside your immediate sphere of influence."* This rebranding allowed for a more inclusive approach that addressed both local and global health priorities.

GNO continued to embody the principles of global engagement, providing a robust infrastructure that supports student and faculty development. The FoN's 2018–2023 Strategic Plan¹² included commitments to address complex global health issues by partnering with global health agencies, academic institutions, professional associations and alumni. Key priorities included:

- Aligning global activities with the United Nations Sustainable Development Goals
- Enhancing global health education, research, and service
- Showcasing the impact of innovative nurse practitioner-led health services
- Engaging strategic partners and community leaders for guidance
- Expanding and developing clinical placements to meet the evolving needs of graduate and undergraduate students

"Whether you choose to work in downtown Edmonton or India or Brazil, I think it's a social responsibility to be involved in a global initiative."

Dr. Judy Mill
Associate Dean GNO
2008-2012

The journey from pioneering individual efforts to the establishment of the GNO represents a continuous evolution of the FoN's role in addressing global health challenges. The GNO remains committed to preparing nursing students and faculty to tackle the social determinants of health in a global context, to inspire and facilitate future initiatives in nursing research, education and practice.



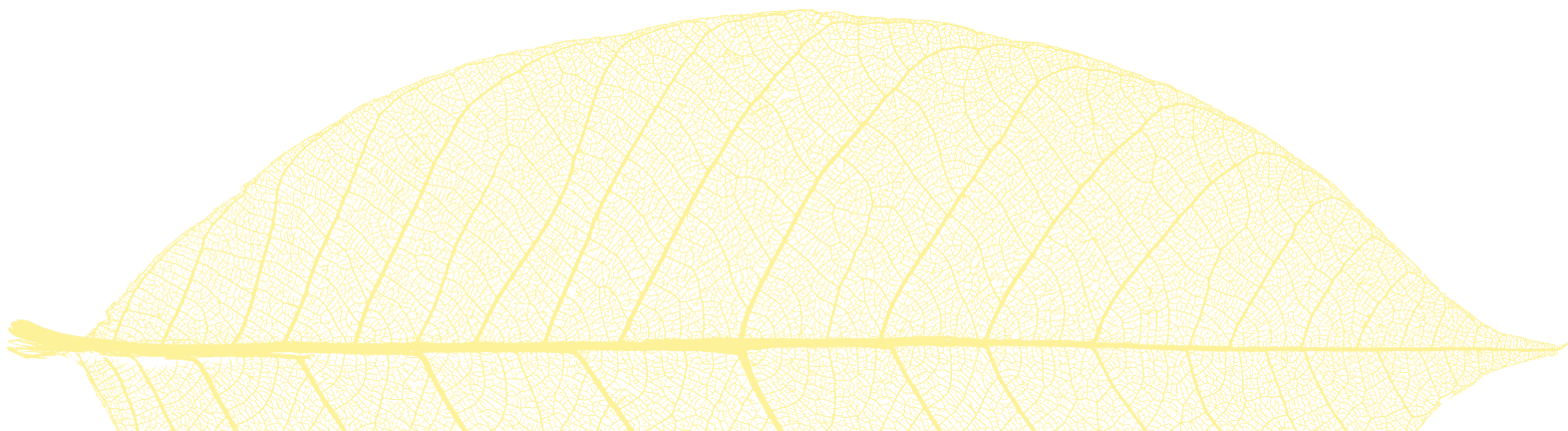
Key INO/GNO Achievements to Advance Nursing and Global Health

Institutional collaborations were formalized through Memoranda of Understanding (MOUs) and other types of agreements with universities and organizations across a wide range of countries.

Some of these were university-wide agreements that supported FoN level partnerships and activities. Some examples of partner institutions include:

- **Brazil:** Universidade Federal de Minas Gerais, Universidade Federal de Santa Catarina, Universidade Federal do Rio Grande do Sul, and Universidade de São Paulo (USP)
- **Jamaica:** University of the West Indies at Kingston
- **China:** Chinese University of Hong Kong (CUHK), Fudan University, and Wenzhou Medical University
- **Columbia:** Pontificia Universidad Javeriana
- **Perú:** Universidad Peruana Cayetano Heredia (UPCH)
- **Ghana:** University of Ghana
- **Pakistan:** Aga Khan University
- **Hong Kong:** Chinese University of Hong Kong
- **Thailand:** Mahidol University, Chulalongkorn University, and Chiang Mai University
- **United Kingdom:** University of Manchester, King's College London
- **Japan:** Sapporo Medical University, Health Sciences University of Hokkaido
- **Mexico:** Universidad Nacional Autónoma de México (UNAM)
- **Nigeria:** University of Ibadan
- **Korea:** Yonsei University
- **Iran:** University of Tehran
- **Australia:** University of Adelaide
- **Caribbean:** University of the West Indies, with campuses in Barbados, Jamaica, and Trinidad and Tobago
- **United States:** Organization of American States (OAS)
- **Germany:** Charité – Universitätsmedizin Berlin
- **Nepal:** Primary Health Care Center
- **Italy:** Università Cattolica del Sacro Cuore
- **Philippines:** University of the Philippines

The FoN collaborated with Aga Khan University (AKU) in East Africa to support the development of a new undergraduate Bachelor of Nursing curriculum. This partnership emphasized faculty exchanges and research collaboration, with workshops held to guide curriculum development.



International Academic Visitors to the FoN

The FoN has welcomed over 430 international academic visitors from 32 countries, representing 77 global institutions. These visitors include 23 leadership figures, 110 faculty and delegation members, and 254 student and research fellows, with an additional 43 participants whose specific category was not identified. While Brazil and Ghana stand out as the most represented with 135 (31%) and 130 (30%) visitors respectively, other countries such as Thailand, China, Germany, Japan, Pakistan, the United Kingdom, Kenya, Chile, Italy, Turkey, Hong Kong, Spain, Guyana, Jamaica, Australia, Denmark, Israel, the United States, Ireland, Mexico, the Netherlands, South Africa, Sweden, Tanzania, Uganda, Colombia, Haiti, Iran, New Zealand, and Portugal were also sources of visitors.

430

International
Academic
Visitors

32

Countries

77

Global
Institutions

23

Leadership
Figures

110

Faculty &
Delegation
Members

254

Student &
Research
Fellows

43

Participants

31%

Visitors from
Brazil

30%

Visitors from
Ghana

"We had an amazing group of visitors from around the globe, and their insights were invaluable. Their different approaches to nursing education prompted us to rethink our curriculum."

Dr. Linda Ogilvie
Director INO
1998-2001

Graduate students from Ghana completed a six-week research training program involving coursework and research methods training. From 2001 onward, 97 M.Phil. nursing students from the UoG visited the FoN.

The Faculty also maintained strong ties with Brazil, regularly hosting undergraduate and graduate students from institutions like the University of São Paulo for research internships. Since 2009, 92 Brazilian students have attended FoN programs at various levels, supported by visits from 26 faculty members involved in seminars and research activities.

Beyond Brazil and Ghana, 149 participants from 30 other countries also visited the FoN, with over 10 visitors each from China, Japan, Germany, Pakistan, and Thailand.

The Inter-American Drug Control Commission (CICAD) Nursing Pilot Project for Latin America (PAHO/OAS) 2003-2004: The FoN joined universities of Michigan and Maryland and several universities in Latin America to work on capacity building in research methods for a drug demand reduction program. In 2003, 11 faculty members from nine universities in seven Latin American countries were Scholars in residence at the FoN. Faculty members Catherine Caulfield, Joanne Olson, Patricia Valentine, and Bev O'Brien were involved in this initiative.

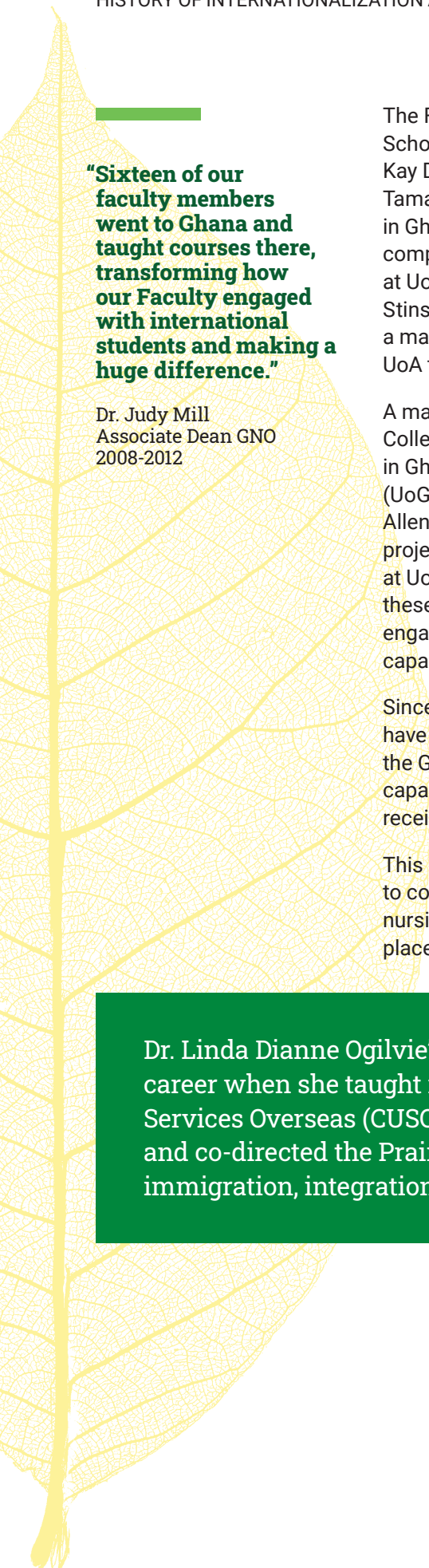
First visit to the Faculty by a Ukrainian nurse and the VP of the Ukrainian Nursing Association, Ms Maria Bovtac, occurred in 1997. The FON collaborated with Grant MacEwan Community College to support professional and educational development of nursing in the Ukraine over a number of subsequent visits.¹⁰

Between 2011 and 2020, the FoN partnered with the University of Adelaide, Yasuda Women's University, Yonsei University, and the University of Manchester to deliver short-term programs focused on global health and community nursing. These one to two-week programs aimed to deepen visiting nursing students' understanding of Canadian nursing and healthcare systems.

A total of 173 students participated: 77 from Yonsei University, 76 from Yasuda Women's University, 18 from the University of Adelaide, and 2 from the University of Manchester. Participants engaged in campus tours, orientations, and visits to healthcare settings such as hospitals, simulation labs, and community health centers. Cultural and educational excursions included Fort Edmonton Park, West Edmonton Mall, the Royal Alberta Museum, and the Alexander First Nations Health Facility. Academic sessions covered topics such as the Canadian healthcare system, global and Indigenous health, mental health nursing, older adult care, community nursing, healthcare ethics and nursing education.

The FoN also hosted students through exchange programs with Fudan University and the Schwarzman Scholars program at Tsinghua University with support from the China Scholarship Council.

The University of Ghana and University of Alberta Partnership



"Sixteen of our faculty members went to Ghana and taught courses there, transforming how our Faculty engaged with international students and making a huge difference."

Dr. Judy Mill
Associate Dean GNO
2008-2012

The FoN has enjoyed a long-standing and impactful 20-year partnership with the School of Nursing at the UoG.¹³ One of the early pioneers of this collaboration was Kay Dier, who served as a nursing curriculum consultant in Ghana from 1968 to 1971. Tamara Zujewskyj, another faculty member and early influencer, had worked with CUSO in Ghana from 1974 to 1976 where she met Mary Opare, who subsequently came to complete her masters in nursing at the FoN from 1994 to 1997 and joined the faculty at UoG. In 1987, the Director of Nursing Program, Ayodele Akiwumi, approached Dr. Stinson and Dr. PeggyAnne Field, regarding bilateral collaboration to help UoG establish a masters in nursing program. In 1991, correspondence was initiated between UoG and UoA to establish a formal linkage.

A major milestone in the partnership was the Tier 2 Association of Universities and Colleges of Canada (AUCC)/Canadian International Development Agency (CIDA) Project in Ghana (1999–2005), led by Linda Ogilvie (FoN) and Senior Lecturer Joanna Laryea (UoG), with key contributions from Mary Opare (UoG) and UoA's project team-Marion Allen, Dean Phyllis Giovannetti, and Karen Mills. Funded by a \$750,000 CIDA grant, the project aimed to establish a Master of Philosophy in Nursing MPhil (Nursing) Program at UoG. In the early phases, UoA faculty members co-taught courses, supervised theses, and helped develop academic infrastructure at UoG. Significant faculty member engagement supported this project with over 25 faculty members participating in some capacity between 1999 and 2005.¹⁴

Since the project's conclusion in 2005, 97 first-year MPhil nursing students from UoG have participated in a six-week research training program at UoA, funded by UoG and the Ghana Ministry of Health. This initiative has significantly strengthened research capacity at UoG. Many of these early masters nursing students from the UoG later received their PhDs in nursing and paved the way for nursing leadership in Ghana.¹

This partnership also provided opportunities for UoA fourth-year nursing students to complete ten-week practicums at UoG that allowed them to learn about the way nursing and healthcare was delivered in Ghana. Undergraduate nursing student clinical placements continued until the onset of the pandemic in 2020.¹

Dr. Linda Dianne Ogilvie's commitment to international health began early in her career when she taught in Papua New Guinea through the Canadian University Services Overseas (CUSO). During her tenure in the FoN she led the Ghana Partnership and co-directed the Prairie Metropolis Centre, a center of excellence for research on immigration, integration, and diversity.

Pan American Health Organization / World Health Organization Collaborating Center

"We certainly learned that health is dealt with differently in different countries... You have your eyes opened."

Dr. Lynn Skillen
Director INO
2005-2008

The FoN at the UoA began pursuing designation as a PAHO/WHO Collaborating Centre (CC) in Nursing and Mental Health in 1995, under the leadership of faculty member Dr. Wendy Austin.¹ By early 1996, FON met the criteria and the team moved forward with institutional support to a draft a successful application. The official designation was granted in July 2002, with subsequent re-designations in 2006, 2010, and 2014. At the time of establishment, this was one of only two PAHO/WHO collaborating centres in nursing at a Canadian University.¹⁵

The FoN has undertaken several international projects to enhance nursing education and training across different regions. In 2002, a study examined the roles and functions of mental health personnel in Barbados, Trinidad, and Tobago, identifying regional educational needs and training issues. In 2010, the Barbados Community College requested an evaluation of its Community Health Nursing Programme and Community Mental Health Specialty through PAHO, leading to a collaboration with Dr. Wendy Austin at the FoN.

Dr. Lynn Skillen worked over three decades with health organizations in Bolivia and Colombia. She served as a Canadian Nurses Association consultant on leadership initiatives and healthcare reform projects.¹

During 2010-2014, the Center focused on strengthening health human resources in nursing and mental health through education and research. Faculty members, including Judy Mill and Leanne Johnson, participated in international meetings in Brazil, while Dr. Wendy Austin contributed to PAHO events in Panama City and Toronto, supporting mental health collaboration across countries such as Ghana, Brazil, Pakistan and Thailand. Dr. Judy Mill also chaired the Network of Nursing and Midwifery WHO Collaborating Centers within the PAHO region from 2007-2010.¹⁹

For 2014-2018, the Centre's goals included improving health sector responses through education, building research capacity, and addressing information gaps. Key activities included strengthening nursing capacity in Belize and Jamaica, supporting mental health initiatives in Brazil and Latin America, and expanding research training.¹⁹



Through the North American Mobility Project (NAMP), which ran from 1997 to 2001, third- and fourth-year undergraduate nursing students had the opportunity to participate in international exchanges and cross-cultural learning experiences such as participation in an electronic cross-cultural colloquium, which connected six university sites and allowed students to discuss health systems and professional nursing issues online. A total of 46 students took part: 7 from México, 16 from Canada, and 23 from the USA. The partner institutions were: University of Alberta (lead Canadian institution), University of New Brunswick, Oregon Health Sciences University, West Virginia University, Universidad Autonoma de Queretaro, Universidad de Guanajuato, México. The project was funded by the Human Resources Development Canada and co-directors were faculty members D. Lynn Skillen and Wendy Neander.¹



International Clinical Placements and Global Health Education

Nursing students play a vital role in advancing the goals of internationalization. FoN focused on encouraging international students to join the UoA nursing program and on creating global health learning opportunities for UoA nursing students.

In the late 1980s and early 1990s, the first international graduate students were admitted to FON from Chile, Philippines, Ghana, Australia, Pakistan and Iran.

“When the students came back (from international clinical experiences in Ghana) they were highly employable. The exposure to a multicultural environment, and also the cultural humility that they would learn when they work in a different country, where they are the minority. In the context of Canada, we work with many immigrant populations. The second highest immigration group is from Africa. I think it really helped students to understand the context from which some of our immigrant populations originate.”

Dr. Solina Richter
Associate Dean GNO
2016-2021

A key long-term objective of the International Nursing Committee (INC) from its early days was to ensure that every undergraduate nursing student participated in at least one international or multicultural experience during their studies at the UoA. These experiences could include clinical placements with culturally diverse populations in Canada, attending international or multicultural conferences, engaging with organizations such as the Student International Health Association (SIHA), attending global health courses or completing their fourth-year senior practicum abroad.

The FoN’s involvement in international practicum experiences began in the 1980s, with the first group of fourth-year students traveling to Hawaii from 1984-1994, where they were supervised by faculty from the University of Hawaii. From 1994-1999, student groups also completed practicums in Guatemala, supervised by University of Alberta faculty. International nursing students also participated in University of Alberta exchange programs, where they attended nursing courses, which strengthened the global reach of the Faculty.¹

Between 2000 and 2020, nursing students participated in a variety of international placements through senior practica and exchange initiatives such as the Canadian Europe Mobility Project and the North American Mobility Project (NAM).¹⁶ Undergraduate students gained clinical experience in various countries including Australia, Ghana, Greece, Mexico, Guatemala, Jamaica, Hawaii, Uganda, the United Kingdom, and the United States.^{17,18}

Global health courses that aimed to enhance nurses’ global citizenship and cultural competence were taught in the FoN and included International Senior Nurse Practicum opportunities (NURS 492, 495) and courses such as NURS 498-Perspectives on Global Citizenship in Nursing, NURS 592-International and Intercultural Perspectives in Health and Nursing, and Nursing 660-Migration and Health in the Canadian Context.



“The Global Nursing Office has a long history with the University of Ghana. They’ve supported efforts such as the development of their master’s program and have hosted Ghanaian students annually for a summer research institute. During my time there, we established the Queen Elizabeth Scholarship, which benefits both Canadian and international students-including PhD candidates, early-career professionals, and postdoctoral researchers.”

Dr. Solina Richter
Associate Dean GNO
2016-2021

Canada Europe Mobility Project (1997-2001): The purpose was you establish a cross-Atlantic cooperation project focused on education exchange and staff development, involving the UoA, Dalhousie University, and six members of the Consortium of Institutes of Higher Education in Health and Rehabilitation in Europe (Athens, Greece; Helsinki, Finland; Uppsala, Sweden; Birmingham, England; Nijmegen, Netherlands; Gent, Belgium.). The FoN received 18 exchange students and four UoA nursing students completed exchange programs abroad.¹

The Canadian Queen Elizabeth II Diamond Jubilee Scholarships: Queen Elizabeth Scholarship – Advanced Scholars (QES-AS)

In 2017, the FoN received a Canadian Queen Elizabeth II Diamond Jubilee Scholarship from Universities Canada (\$498,900 CAD), supplemented with in-kind contributions from the UoA and the UoG. The program aimed to advance research, strengthen nursing capacity and foster knowledge development on maternal and child health via scholar exchanges at the undergraduate, graduate, post-doctoral and early-career levels. From 2018 to 2021, a total of 24 scholars participated in the program through collaborative research initiatives across these institutions.²⁰



APPENDIX A

Report Methods

**Evenda voluptat molo blam voluptatur ressin
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magnihi catur ovidite nimet, coristere numquo
maiorep ercieni hillabo et adis et entio endistis
predem facea ritius sitat haritiorepe volor.**

To compile this report, over 15,000 written sources were reviewed spanning from 1970s to 2020s, including internal administrative documents, policy guidelines, meeting minutes, council reports, and official communications drawn from both digital and hardcopy archives relevant to the project. The information presented herein is based on these materials, which were carefully analyzed to ensure accuracy, relevance, and alignment with the objectives of this review. Interviews with four previous INO/GNO leaders were conducted to triangulate the information compiled from the archival and non-archival document analysis. All information compiled in this report has been corroborated by at least two written sources or one written and one verbal source (via interviews). Ethical approval was obtained from Ethics Board, University of Alberta, prior to data collection (Pro00139597). As a result of this project, some non-archived sources cited in this report will be added to the nursing archives.

Total Files Reviewed

ACADEMIC LINKAGES	
Academic Visitors	2,653
Local Partnership	255
International Partnerships	242
Short Term Programs	600
Total	3,750
QES-AS	1,105
Governance	421
Academics	1,944
HR	57
Facility Inventory	2
Others	146
Financials	975
Total	3,545
IT Drive	4,626
Grand Total	13,026

APPENDIX B

International Agreements

COUNTRY	EXTERNAL INSTITUTION(S)	LEVEL OF AGREEMENT	TYPE OF AGREEMENT	START DATE	END DATE
Korea	Yonsei University	University Wide	MOU	1993	2024
Korea	Yonsei University	University Wide	SMA	1993	2024
Ghana	University of Ghana	University Wide	MOU	1993	2021
Japan	Hokkaido- School of Nursing and Social Services	FON	MOU	1995	2000
Wales	School of Nursing Studies, University of Wales	FON	MOU	1994	1999
Netherlands	Hogeschool Nijmegen	FON	SMA	1995	2000
Thailand	Mahidol University	FON	MOU	1996	2022
China	Chinese University of Hong Kong (CUHK)	University Wide	MOU	1996	2020
Barbados, Jamaica, Trinidad and Tobago	University of the West Indies at Cave Hill (UWI), University of the West Indies at Kingston (UWI), University of the West Indies at St. Augustine (UWI)	University Wide	MOU	1997	2025
Iran	University of Tehran	FON	MOU	1998	2003
Mexico	Universidad Nacional Autonoma de Mexico, Escuela Nacional de Enfermeria y Obstetricia	University Wide	MOU	1998	2003
Japan	Sapporo Medical University	University Wide	MOU	1999	2024
United Kingdom	Division of Nursing & Midwifery, King's College London	FON	MOU	1999	2004
Peru	Faculty of Nursing, Universidad Peruana Cayetano Heredia	FON	MOU	2000	2006
Australia	University of Melbourne	FON	MOU	2001	2005
Chile	School of Nursing, Pontificia Universidad Católica de Chile	FON	MOU	2002	2007
Hong Kong	School of Nursing, Hong Kong Polytechnic University	FON	MOU	2002	2007
United States	Organization of American States (OAS)	FON	MOU	2003	-
Chile	Faculty of Medicine, Universidad de Concepción	FON	MOU	2003	2008
Thailand	Chiang Mai University	FON	MOU	2003	2022

COUNTRY	EXTERNAL INSTITUTION(S)	LEVEL OF AGREEMENT	TYPE OF AGREEMENT	START DATE	END DATE
Brazil	Universidade Federal de Santa Catarina	FOMD and FON	MOU	2004	2023
Ghana	University of Ghana	FON	SMA	2005	2021
China	Chinese University of Hong Kong (CUHK)	University Wide	SMA	2005	2020
Thailand	Chulalongkorn University	FON	MOU	2005	2022
Pakistan	Aga Khan University	FON	MOU	2006	2011
Barbados, Jamaica, Trinidad and Tobago	University of the West Indies at Cave Hill (UWI), University of the West Indies at Kingston (UWI), University of the West Indies at St. Augustine (UWI)	University Wide	SMA	2006	2011
China	School of Nursing, Fudan University	FON	MOU	2007	2012
Italy	Universita Cattolica del Sacro Cuore	FON	MOU	2008	2013
Ghana	University of Ghana	University Wide	SMA	2009	2021
Brazil	Universidade Federal do Rio Grande do Sul (UFRGS)	FON	MOU	2010	2021
Brazil	Universidade de São Paulo (USP)	University Wide	MOU	2011	2022
Brazil	Universidade Federal de Minas Gerais	University Wide	MOU	2012	2017
Brazil	Universidade Federal de Minas Gerais	University Wide	MOU	2012	2017
Korea	Yonsei University	FON	Short-term Program Agreement	2012	2023
China	School of Nursing, Fudan University	University Wide	MOU	2013	2023
Australia	University of Adelaide (UAdelaide)	University Wide	MOU	2013	2025
Brazil	Universidade de São Paulo (USP)	University Wide	SMA	2014	2024
Australia	University of Adelaide (UAdelaide)	University Wide	SMA	2014	2025
Brazil	Universidade Federal de Minas Gerais	University Wide	SMA	2014	2019
Brazil	Universidade Federal de Minas Gerais	University Wide	SMA	2014	2019

COUNTRY	EXTERNAL INSTITUTION(S)	LEVEL OF AGREEMENT	TYPE OF AGREEMENT	START DATE	END DATE
Jamaica	University of the West Indies at Kingston	FON	SMA	2014	2019
Hong Kong	Chinese University of Hong Kong	FON	MOU	2015	2020
Ghana	University of Ghana	FON	Collaboration Agreement	2017	2020
United Kingdom	University of Manchester	FON	MOU	2017	2022
United Kingdom	University of Manchester	FON	Clinical Placement Exchange Agreement	2017	2022
China	Wenzhou Medical University	FON	MOU	2018	2023
Sweden	Karolinska Institutet (KI)	FON	Student and faculty mobility agreement	2018	2023
Germany	Multiple Universities	University Wide	SMA	2018	2023
Germany	Multiple Universities	University Wide	MOU	2018	2023
Nigeria	University of Ibadan (UI)	University Wide	MOU	2019	2024
Australia	University of Adelaide (UAdelaide)	FON	Short-Term Program Agreement	2019	224
China	Chinese University of Hong Kong (CUHK)	FON	SMA		
Germany	Charite Hospital	FON	SMA		
Nepal	Primary Health Care Center	FON	SMA		
Philippines	University of the Philippines	FON	MOU		
Sweden	Red Cross University			90s	

MOU: Memorandum of Understanding

SMA: Student Mobility Agreement

FON: Faculty of Nursing

Note: University wide agreements are listed if they involved FoN activities. Where there were both University-level and Faculty-level agreements in place within the same time period, only Faculty-level agreements are listed. MOUs are renewed every 5 years so that where the end dates of an MOU extend beyond five years, there were multiple consecutive renewals.

APPENDIX C

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