

CURRICULUM VITAE – ZAHRA UPAL

EDUCATION

Year	Degree	Institution
2022		
Sep 2025 - 2029	Doctorate in Philosophy (Nursing)	University of Ottawa (Virtual)
2021 - 2024	Master of Nursing (Thesis-Based)	University of Calgary
2012	Bachelor of Science in Nursing	University of Alberta
2009	Bachelor of Arts in Sociology, minor in Anthropology	University of Alberta

EMPLOYMENT HISTORY

NURSING INSTRUCTOR, Faculty of Nursing, University of Calgary.

August 2018 – Present

Providing leadership as an educator facilitating student learning and development.
Coordinating clinical activities with various stakeholders within and outside of the University of Calgary.
Creating various international and global health related nursing placements within the city of Calgary.
Providing student assessment and evaluations on and off campus

COMMUNITY HEALTH NURSE, Postpartum Community Services, Alberta Health Services

August 2014 – November 2020

Providing postpartum nursing care to newborns and new mothers in a community-based setting.
Responsibilities include health assessment and screening; jaundice screening, follow up and/or referral; advocacy, as well as extensive health promotion and teaching appropriate to the family transitioning to parenthood. Experienced in breastfeeding assessments and teaching.

COMMUNITY HEALTH NURSE, Siksika Health Center, Siksika Health Services

November 2013 – June 2014

School Nurse for two elementary schools, Immunization of clients of all ages. Team Lead of the annual Alberta Health Services Breast Cancer Mammogram 'Screen Test'.
Organized two-day information sessions in health center to do health promotion on various types of cancers as well as information on the latest testing methods
to detect cancer. Participant in the CDC program through investigation and management of communicable diseases in the community such as Hepatitis C.

FUNDING

Name of Award	Organization	Amount
Tylenol® Fund to Advance Diversity in Nursing and Health Equity Research Scholarship	Canadian Nurses Foundation	\$10,000
Stipend to match ARNET Academic Scholarship 2022	Faculty of Nursing, University of Calgary	\$1,000
Gayle Hissett Memorial Scholarship 2022	Alberta Registered Nurses Educational Trust (ARNET)	\$3,500
Pardeep Singh Gundara Memorial Scholarship, Alberta Award for Study of Canadian Human Rights & Multiculturalism	Alberta Student Aid, Government of Alberta	\$10,000

PUBLICATIONS

Jackson, J., Ferreira, C., Scott, M., Jaibeeh Barah, E., Upal, Z., Phelps, K., Mei, C., Woo, M., Tung, M., Gadimova, F., Ewanyshyn, A., Perry, S., Ens, Y., Ginn, C. "Just because something works doesn't mean it can't be improved": An ethnographic analysis of the health system in Black Panther's Wakanda. <i>BMJ Global Health</i>. Lee, A., Joaquin, G., Asuni, T., Jaibeeh Barah, E., Letherdale, A., Upal, Z., Huurman, N., Gadimova, F., Muel, E., Perry, S., Grill-Donovan, M., Johnston, D., Ginn, C., Jackson, J., (In Progress). <i>Humanities and Social Sciences Communications</i>. Upal, Z. (2025, February 27). <i>5 tips on supporting Muslim nurses during Ramadan</i>. Canadian Nurse. https://www.canadian-nurse.com/blogs/cn-content/2025/02/27/supporting-muslim-nurses-during-ramadan Upal, Z. (In progress). Islamophobia in Canadian Nursing: An Interpretive Phenomenological Study Looking at The Experiences of Female Muslim Nurses. <i>Canadian Journal of Nursing Research</i>. Wigmore, J., Ahmed, B., Joaquin, G., Jaibeeh Barah, E., Upal, Z., Boring, T., Lee, M., Muel, E., Perry, S., Davidson, S., Ginn, C., End, T., Ferreira, C., & Jackson, J. (accepted). Are adverse childhood experiences scores associated with heroism or villainy? A quantitative observational study of Marvel and DC cinematic universe characters. <i>PLOS One</i>.

TEACHING EXPERIENCE

Year / Course #	Course Title	Role
2024		
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	In this semester I taught two nursing labs during which students learned and practiced community health nursing skills.
2023		
Guest Lecture at the University of Toronto Bloomberg School of Nursing	Islamophobia in Nursing	In this guest lecture I spoke about Islamophobia in Canada's nursing profession and my research as well as my experiences related to this topic.
2022		
Nursing 289 (Fall 2022)	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Set up a new placement at with Sonshine Community Services, a second stage shelter for domestic violence survivors. Guided students in creating a conversational session which offered residents health information in a relaxed environment. Students also presented health promotion materials to the staff. This placement especially focused on learning how to work with immigrant women from various backgrounds who were residing at the center. Set up a new placement at Elbow Valley Elementary School. Guided students in practicing their relational skills through working with students on reading and crafts. Students also presented health presentations on topics such as handwashing and nutrition. Students ended the term by creating lunchtime health clubs where students were offered health information while participating in fun activities such as making crafts.
Nursing 585 (Spring 2022) Guest Speaker	The Discipline and Profession of Nursing V	Guest speaker for the course. I spoke about my journey to becoming an RN and my experiences with Islamophobia as a Muslim nurse in Canada. I also spoke about my research and plans for future work.
Nursing 289 (Winter 2022)	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Set up a new placement at Springbank Community High School by independently contacting the school administration to set up a placement. Worked with school administration throughout the term to offer valuable learning opportunities for my students. Continued partnership with Springbank Middle School. Negotiated with the school principal to allow students to be in-person at the school.
Nursing 288 (January 2022) Guest Lecture	Supporting Health 1	Guest lecturer. Taught about the: Population Health Promotion Model (PHPM), primary health care, upstream/downstream approaches, Levels of prevention and approaches to creating and sustaining health in society.
2021 – Fall Semester		
Nursing 289 (Winter 2022)	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Set up a new placement for Nursing students at Springbank Middle School. Approached the principal and set up a meeting with her and the vice principal of the school to discuss what a placement may look like. Ensured that contract was in place to allow for placement to take place.

		Created a new teaching plan for students to work with this community.
2021- Winter Semester		
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Set up a new virtual placement with Calgary Catholic Immigrant services. A teaching session was developed for students to allow them to begin learning about the nuances of working with refugees and new immigrants. Working effectively with clients from other countries and demonstrating cultural sensitivity was my focus for this placement. I liaised with community partner to have students create covid-19 related teaching materials for new immigrants and refugees.
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Set up a new placement with the University of Calgary faith and spirituality center and the covid-19 advocacy group 19 to zero. Helped students create and promote a university wide survey on vaccine hesitancy. Worked with the medical officer of health for Calgary to put together a webinar for all University of Calgary students on Vaccine hesitancy where I was one of the speakers.
2020 – Fall Semester		
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Created two new placements for the Faculty of Nursing as a part of the International and global health initiative. One with the Bethany Chapel in Calgary to support Yazidi refugees. This placement allowed me to do in-depth teaching with my students on the needs of this highly persecuted community. I had the students attend a two-hour training session which taught them about this community and its needs. Throughout the term I focused on cultural sensitivity and guided the students in working with a highly traumatized population with multi-dimensional health challenges.
Nursing 289 (Winter 2022)	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	The second placement was a virtual partnership with the Baitun Nur Mosque. Coordinated with the administration to create a placement for nursing students. I worked with the University of Calgary Faculty of Nursing's placement coordinator to connect her to representatives at the mosque to negotiate and sign a contract allowing nursing student to work with this community. I also worked with the community to organize a health fair where prominent medical professionals from the community and my nursing students spoke about various health topics I created this placement to allow my students the ability to work with a highly persecuted community with specific cultural practices and traditions.
2020 - Winter Semester		
Nursing 289 (Winter 2022)	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Continued placement at Griffith Woods School. Navigated unanticipated switch to at home clinical learning for students while supporting their mental

		health. Created new virtual assignments and activities for my students to support their learning.
2019 - Fall Semester		
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Continued partnership with Griffith Woods School. This term we helped to create the Wellness Room in the school which would allow the school children to work in a calm and relaxing environment for short periods of time. I guided my student who worked with a group of school children throughout the term to identify the specific requirements of the room and help with its creation from a nursing perspective.
		Worked with the indigenous community at the Stoney Nakoda School. Provided students with an opportunity to engage with the indigenous community, including an elder who spoke to them about her experiences in Canadian residential schools and the lasting impact this has had on her community.
2019 – Winter Semester		
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Continued partnership with Griffith Woods School with students doing health promotion. Organized two tours for students this term, one at the Alex Community Health Center to allow students to understand the work of community nurses working with homeless populations. The second at the Calgary International Airport where students met with a quarantine officer and RN.
2018 Fall Semester		
Nursing 289	Integrating Roles and Practices I: Learning, Praxis, and Scholarship in the Practicum Setting	Set up a new placement at Griffith Woods School where students gained practical experience with health promotion and community involvement. Partnered with school administration and a student to help create first Gay straight alliance at the school. Partnered with the school to have my students present in their health fair event.

UNIVERSITY AND COMMUNITY SERVICE

Faculty of Nursing committees
2033-2023 Faculty Tenure and Promotions Committee 2019 – 2025 International and Global Health, Faculty Learning Committee, Faculty of Nursing, University of Calgary 2018 – Holiday Party Planning Committee, Faculty of Nursing, University of Calgary

Journal Editor Roles

Associate editor: Avicenna Journal of Public Health.

Peer reviewer: Nurse Education in Practice

Community Service

Canadian Nurses Association Anti-Racism Action Council Member 2024 - 2026

This important council works alongside the CEO to provide guidance and recommendations that shape meaningful dialogue and support informed decision-making aimed at identifying and reducing racism within Canada's nursing profession.

Canadian Nursing Foundation Merit Review Panel Member. 2023 - Present

I evaluate and score scholarship applications for the Canadian Nursing Foundation. I also participate in discussion during which recommendations are made on which candidates should receive these awards.

Radiance Family Society Thrive Project Committee Member – Aug 2024 – Present

I work to establish connection between this women's shelter and Calgary's Muslim community to advocate for support for survivors of gender-based violence.