



Canada Research Chair Open Call

The Canada Research Chairs (CRC) Program provides an opportunity to nominate a diverse cadre of outstanding researchers for professorships in areas that align with [McGill's Strategic Research Plan](#). Chairholders are nationally recognized as exceptional researchers and innovators in their discipline.

This call is open to new recruits and internal candidates from the Faculties of Agriculture and Environmental Sciences, Arts, Engineering, Medicine, Music, and Science. Contact your Associate Dean (Research) to confirm your eligibility by Council. This call is launched to fill McGill University's current CRC vacancies:

| Tier | CIHR | NSERC | SSHRC |
|-------------|-------------|--------------|--------------|
| 1 | 2 | 2 | 1 |
| 2 | 1 | - | 1 |

Tier 1 CRCs are reserved for established scholars who have demonstrated their recognition as an outstanding and original researcher of world-class calibre and as a leader in their field.

Tier 2 CRCs are reserved for emerging researchers, that is, individuals who are no more than 10 years from having earned their highest degree. Nevertheless, a researcher who is more than 10 years post-highest degree may be considered for a Tier 2 CRC where they have experienced career interruptions due, for example, to maternity or parental leave, extended disability leave, clinical training, or family care responsibilities. Questions about Tier 2 CRC eligibility may be directed to crc.provost@mcgill.ca. Decisions about CRC Tier 2 eligibility will be made in accordance with the CRC's [Tier 2 justification process](#).

The results of this recruitment process may be used to nominate additional Canada Research Chairs should additional chair positions become available within the next twelve months. All individuals who may be interested in a Canada Research Chair position who meet the requirements as outlined in this *Open Call* are encouraged to apply.

Nomination Process

Step 1: Faculty-Level

Deans, Associate Deans (Research), Chairs, and Directors should identify and nominate excellent researchers in their Faculties and Departments through a recruitment and nomination process based on the [requirements of openness, transparency and accountability](#) as mandated by the Tri-agency Institutional Programs Secretariat (TIPS). Faculties are urged to adopt proactive measures to identify a diverse pool of candidates in support of equity considerations by soliciting applications from individuals in under-represented groups, including women, Indigenous peoples, visible minorities and persons with disabilities. Members of these designated groups are encouraged to put their names forward to their Faculty or Department for consideration. Potential candidates should be informed that equity survey data is kept confidential. To this end, it is critical to be aware of the [equity targets](#) that the Tri-agency Institutional Programs Secretariat has set for McGill.

Faculty decisions about nominations should be:

- a. based on the candidate's record of achievement; and

- b. made pursuant to a review by a Faculty-level committee composed of at least three members including the Faculty's Dean (or delegate) and Associate Dean (Research). This committee should exhibit diversity, including gender diversity, and its members should have received equity training (contact us to set up such training if necessary); and
- c. documented to demonstrate compliance with the TIPS requirements for an open and transparent nomination and recruitment process (template provided to Faculties).

Step 2: Institutional level

Nominations are assessed by the [Standing Internal Review Committee](#) (SIRC) with expertise in the nominee's field (i.e., CIHR, NSERC, and SSHRC).

The nomination package will include:

1. The [full CRC CV](#),
 - a. **Form (academic background, experience, and research support)** (pages 1-3), a Word template is provided to the Faculties.
 - b. **Attachment**, follow the instructions found on (p 4-8), do not provide page 9.
2. A shortened version of the [CRC nomination attachment](#) (p. 11-13)
 - a. An **executive/lay summary** (100 words) (Section 2a p.11 of the instructions)
 - b. A **description of the research program** (3 pages max. following the instructions of Section 2. b-e, p.11-12)
 - c. A **description of the quality of the institutional environment, institutional commitment and fit with the [McGill Strategic Research Plan](#)** (2 pages max. following the instructions of Section 3. a-c, pages 12-13).
3. A **joint recommendation** (one letter only) from the Dean and Chair/Director.

Important dates for 2020 (to be communicated with the applicants):

- **29 January:** all Faculty nomination packages to be submitted to crc.provost@mcgill.ca.
- **Week of 24 February:** Review of nomination packages by the SIRC.
- **28 February:** Decisions, comments, and recommendations from the SIRC will be communicated to Faculties.
- **20 March:** Selected nominees' deadline for uploading the FINAL applications with all the comments and recommendations addressed, for administrative review.
- **3 April:** Deadline for the Faculties to send their institutional commitment and budget confirmation memos.
- **13 April:** Deadline for selected nominees to submit their signed CRC application online.

Selection Criteria

Candidates will be assessed based on demonstrated evidence of potential to develop into an outstanding and original researcher of world-class calibre poised to become a leader in their field. The following criteria will be used as benchmarks for assessment:

- **Record of Research Dissemination and Impact**

The candidate must have demonstrated research success via, for example, peer-reviewed publications (journals, monographs, books), refereed conferences, keynote or invited presentations, patents, copyrights, products, services, technology transfer, published or shared data sets of high impact to the research or policy communities, policy and governance reports, or knowledge mobilization within public, private or non-governmental sectors. The application must further provide evidence of the nature and scope of the candidate's research impact. The following points shall be recognized in assessing research excellence:

- High impact venues for research results can vary between disciplines. It is up to the candidate to explain their choice of venues for the dissemination of research results.; and
 - diverse forms of research – such as land-, field- or community-based research or interdisciplinary or partnered research – may take longer to reach the point of knowledge translation/dissemination and its impact may be measured through non-traditional metrics, which would include, for example, work within communities or Indigenous governance structures.
- **HQP Training Record**
The candidate will be evaluated on the means they have used, and that they will use going forward, to create an environment that attracts, develops, trains, and retains outstanding and diverse researchers in areas and technologies critical to Canada's: cultural, social and economic growth, vital public policy issues, and quality of life. The application must provide evidence of training effectiveness, for example, by speaking to outcomes for the trainees under the candidate's supervision/training. This should include, especially for early Tier 2 researchers, information about potential to recruit and effectively train emerging researchers.
 - **Program of Research**
The proposed program of research must be original, innovative, and of high-quality. It should be clearly anchored to the research successes of the candidate to-date and to McGill's [Strategic Research Plan](#) (see bullet point immediately below). Further, the research program should demonstrate potential to improve Canada's ability to lead in research of high social, cultural, scientific, or technological impact.
 - **Integration with the University's Strategic Research Plan**
The candidate's research program must demonstrate alignment with and capacity to advance McGill's [Strategic Research Plan](#) in connection with both institutional core commitments and Research Excellence Themes.

The review committee shall assess applications where candidates have had leaves causing career interruptions equitably, accounting for the candidate's career stage. Safeguards will be in place to ensure this information is treated fairly and confidentially.

COMMITMENT TO EQUITY AND DIVERSITY

McGill University, is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities. For the purpose of a nomination for a Canada Research Chair in the April 2020 round, preference will be given to qualified applicants who self-identify as a person with a disability or as an Indigenous person.

At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity, may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.

McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through [accommodation policies and procedures](#). Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, Professor Angela Campbell, Associate Provost (Equity and Academic Policies) by [email](#) or phone at 514-398-1660.

08 November 2019 [Posting date]