



Canada Research Chair Fall 2022 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 at McGill University. This call is launched to fill McGill University's current and upcoming CRC vacancies:

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

The CRC Program sets ambitious targets for EDI representation among all CRC-holding institutions, including McGill, which must be met over the period 2021-2029. The methodology that the Program uses to establish targets for universities can be found [here](#).

In the current round, in order to meet McGill's targets set for 2022, we must nominate:

- One Tier 1 CRC who is an Indigenous person*
- One Tier 1 CRC who is a person with a disability/ies**
- Two Tier 2 CRCs who are people with a disability/ies

Failing to meet our 2022 targets will result in McGill's **inability to submit any CRC nomination unless and until these targets are met.**

Accordingly, for the coming round, McGill will prioritize candidacies submitted by nominees who fall within the groups identified above. All nominees are assured that any information they may declare related to membership in one or more EDI-designated groups is treated as **strictly confidential**. This information cannot be disclosed outside of the nomination process for a CRC and may be used only for ameliorative purposes, to advance the University's commitment to EDI, in this case, in the context of the CRC Programs.

*** Indigenous person is defined as follows:**

First Nations (status or non-status), Inuit and Métis people, as well as Native Americans and Alaskan Natives from the USA.

**** Persons with disability is defined as follows:**

This group refers to people who have a long-term, persistent or recurring physical, mental, sensory, psychiatric, or learning impairment and who either consider themselves to be disadvantaged in employment because of that impairment and the functional limitations it causes, or who believe that an employer might consider them to be disadvantaged.

This group includes peoples who have been accommodated in their current job because of their functional limitations (e.g., by means of technical aids, changes to equipment or other working arrangements).

*This group does **not** include those who have relatively minor conditions that are experienced by larger segments of the population – for example, wearing glasses or contact lenses. The determining factor is the severity of the condition and the impact on one's ability to perform their employment responsibilities.*

Note that, since there are seven open chairs, four will be reserved for these EDI candidacies. The balance may be filled by nominees who may or may not be a member of an EDI-designated group (i.e., women, Indigenous persons, racialized persons, persons with disabilities).

McGill is committed to inclusive excellence. As such, while we are committed to meeting the targets set for us by the CRC Program, as always, only nominations of the highest academic calibre are selected for consideration for a CRC.

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 and are intended to provide them with support that will allow them to realize the exceptional promise that they already demonstrate. Tier 2 Chairs are not intended as a “pipeline” for Tier 1 Chairs.

Eligible Tier 2 Chair candidates will normally have received their highest degree within the last 10 years. 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 medical leave, clinical training, or family care responsibilities. Please direct questions about Tier 2 CRC eligibility to crc.provost@mcgill.ca. Decisions about CRC Tier 2 eligibility will align 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 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 excellent candidates in support of equity considerations, notably by soliciting applications from talented scholars who are members of under-represented equity-seeking groups, including women, Indigenous peoples, racialized persons, and persons with disabilities. Members of these designated groups also are encouraged to put their names forward to their Faculty or Department for consideration. Candidates should be informed that the equity survey they complete is treated in the strictest confidence and is used only for the purposes of applying [McGill’s CRC EDI Action Plan](#). In this vein, it is critical to be aware of the [equity targets](#) that the Tri-agency Institutional Programs Secretariat has set for McGill.

Faculty decisions in regard to nominations should be:

- a. based on the candidate’s record of scholarly 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)**, a Word template is provided to the Faculties.
 - b. **Attachment**, follow the instructions found [here](#).
2. A shortened version of the [CRC nomination attachment](#)
 - a. An **executive/lay summary** (100 words) (Section 2a of the instructions)
 - b. A **description of the research program** (3 pages max. following the instructions of Section 2b-e)
 - 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 3a-c).
3. A **joint recommendation** (one letter only) from the Dean and Chair/Director.

Important dates for 2022 (to be communicated with the applicants):

- **15 August:** all Faculty nomination packages to be submitted to crc.provost@mcgill.ca.
- **16 August – 6 September:** Review of nomination packages by the SIRC.
- **6-7 September:** SIRC meetings for SSHRC, NSERC, CHIR subcommittees.
- **9 – 12 September:** Decisions, comments, and recommendations from the SIRC will be communicated to Faculties.
- **26 September:** Selected nominees' deadline for uploading the FINAL applications with all the comments and recommendations addressed, for administrative review.
- **12 – 13 October:** Faculties to send their institutional commitment and budget confirmation memos.
- **13 October:** Deadline for selected nominees to submit any minor modifications to the 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 Funding, Dissemination, and Impact**

The candidate must have demonstrated research success via, for example, peer-reviewed granting success, 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.;
 - diverse forms of research – such as land-, field- or community-based research or interdisciplinary or partnered research – knowledge translation/dissemination may take longer than usual and 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 and assessing each file on its own terms. Candidates with different levels of seniority are not compared with one another. Safeguards are in place to ensure such 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, 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 October 2022 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, or that 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 who anticipate requiring accommodations during any part of this process may contact, in confidence, accessibilityrequest.hr@mcgill.ca.

31 May 2022 [original posting date]