PROPOSAL FOR QNS AWARDS – TERMS OF REFERNCE

INTRODUCTION AND HISTORY

The Queen's National Scholar (QNS) program was first established in 1985, with the objective to "enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines." Since then, over 100 QNS appointments have been made in a wide variety of disciplines, and the appellation of Queen's National Scholar has become synonymous with academic excellence.

The objective of the QNS program will continue to be to attract candidates of the highest quality. The QNS will aim to bolster our impact in the areas of research and scholarship, and will be filled with established Associate Professor or Professor scholars who will provide research leadership. Attracting candidates who would add to the diversity and strength of the institution, develop partnerships within and external to their units, and align with institutional priorities continues to be an intrinsic objective of the QNS selection process. Candidates holding an existing tenured/tenure-track or continuing-adjunct appointment at Queen's will not be considered.

NUMBER AND VALUE OF THE AWARDS: The QNS Program will run on a biennial basis (competitions will be held every other year). Typically, we will have <u>three</u> available Queen's National Scholar positions available in a competition year, with appointments starting July 1. Each QNS will be valued at <u>$200,000 per annum for five years</u>.
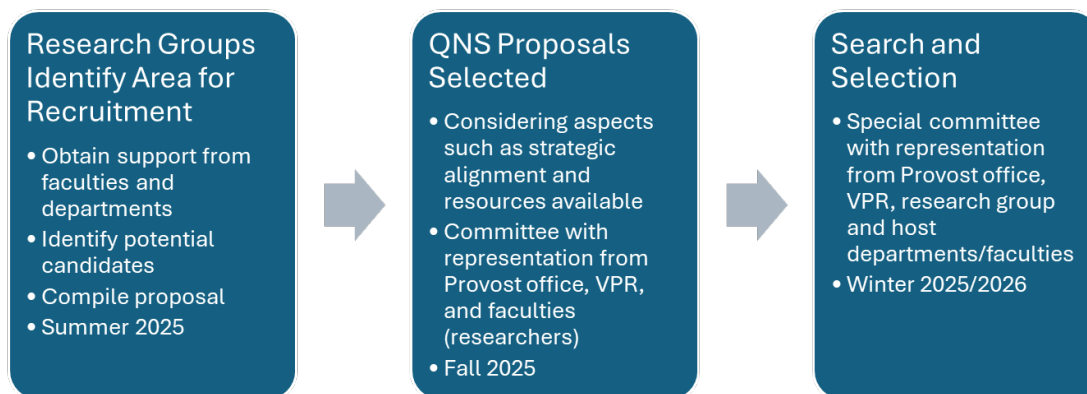
QNS SUBJECT AREAS: The QNS subject areas should clearly align with existing or emerging research strengths at Queen's, ideally championed by a Research Group (cluster of scholars with synergistic interests), Centre or Institute. Interdisciplinary and cross-faculty positions are strongly encouraged. The research area should be open enough to attract a healthy pool of competitive applicants.

PROCESS AND TIMELINES:

1) **Summer 2025**: Research groups will be invited to submit proposals for the QNS awards using criteria outlined below. Groups should gain support from appropriate faculties and academic departments where appropriate. If desired, faculties may employ a vetting process to help streamline applications.
2) **September 2025:** An interdisciplinary panel of research leaders will be assembled to select the three proposals that will move forward. The Vice Provost, Academic Affairs will chair the committee and a representative from the VPR office as well as members nominated by the faculties will be included on the committee.
3) **September 2025-February 2026**: Recruitment and Selection Process. Note that this will be an expedited process with a recruitment committee that represents the nominating

research group as well as members from candidate academic Departments. It will follow the interdisciplinary recruitment process outlined in the collective agreement with QUFA. A short list of applicants will be pre-approved by the QNS Selection Committee chaired by the Vice Provost, Academic Affairs. Recruitment packages will be assembled via a collaboration between the VPR office, the Office of the Provost, the host Departments/Faculties, and the nominating research groups. The process for recruitment (including faculty and provost level pre-approvals, and a robust commitment to employment equity) will occur as normal.

4) **July 2026:** Appointments begin

Research Groups Identify Area for Recruitment	QNS Proposals Selected	Search and Selection
• Obtain support from faculties and departments • Identify potential candidates • Compile proposal • Summer 2025	• Considering aspects such as strategic alignment and resources available • Committee with representation from Provost office, VPR, and faculties (researchers) • Fall 2025	• Special committee with representation from Provost office, VPR, research group and host departments/faculties • Winter 2025/2026

PROCESS FOR SUBMISSON AND SELECTION OF QNS CANDIDATES

WHAT SHOULD BE INCLUDED IN AN PROPOSAL?

People: Who are the other researchers at Queen's who complement the proposed QNS research area? What kind of research profile do these people have? Are they members of one of Queen's Research Centers or Institutes? Are they networked nationally and internationally? What other evidence demonstrates strong research metrics for the research group? Are the training environments of potential collaborators actively providing rich training opportunities?

Partnerships: What kind of partnerships would the proposed QNS bring to Queen's? How would a QNS in the proposed area enhance existing partnerships, strengthening Queen's local, national and global impact (non-profit, business, government, other university)?

Platforms: What kind of research platforms will the proposed QNS require? Do we already have up-to-date facilities and research infrastructure available for them? Have they and/or the research group had past success with CFI grants?

Prizes and Awards: What kind of prizes and awards has Queen's received in this research area (e.g. Royal Society Members, Orders of Ontario, Canada, Tri-Agency Impact Awards, Other relevant subject-field accolades and acknowledgements)?

Alignment with Institutional Priorities: The QNS recruitment area must advance a university-wide research priority and fill a current institutional gap that would allow a research area to progress to the next level. Using this opportunity to meet the interdisciplinary goals of the Strategic Research Plan would be viewed favorably. Faculty level priorities should also be considered.

Resource Considerations: The Institution must demonstrate that it will provide QNSs with the support they need to ensure the success of their work, such as protected time for research (e.g., release from certain teaching or administrative duties), mentoring (if applicable), additional funds, access to CFI JELFs, office space, administrative support, and hiring of other faculty members.

Potential Candidate Pool: Is the research area likely to draw a diverse pool of candidates for recruitment? Are potential candidates identified? The proposed research area should be open enough to draw on a diverse pool of candidates, including candidates from equity-deserving groups. Proposals may also include a recruitment plan that demonstrates a commitment to employment equity.

Alignment with Research Excellence: The research area must have the potential to attract nominees of the highest caliber. They should be rising or established stars with notable international visibility.

FORMAT OF THE APPLICATIONS:

- The proposals should be three pages (maximum); 12 pt Times New Roman, 1inch margins.
- The proposals should be accompanied by a letter of support from the host faculty(s) outlining strategic alignment and available resources (e.g. teaching relief, startup funds, space).
- If potential candidates have been identified, CVs should be appended to the application.

QNS SELECTION COMMITTEE

The Provost Office will assemble the QNS Selection Committee, which will include:
- Vice Provost (Academic Affairs) (ex-officio and Chair)
- Vice-Principal (Research) (ex-officio)

Four selected faculty representatives. Faculty representatives must be tenured, full Professors, with a strong collaborative research program, and will include one member from each of the following areas:
- One STEM
- One social sciences (includes law/business/education)
- One humanities (includes law/business/education)
- One health sciences

Those who are actively engaged in preparing a proposal for submission will not serve on the selection committee.

CRITERIA FOR QNS CANDIDATES:

1) All QNSs should be external recruits.
2) All QNSs will have superior records of attracting and supervising graduate students and postdoctoral fellows (considering different practices in the relevant field or discipline) and will be expected to attract, develop and retain excellent trainees, students and future researchers.
3) All QNS should be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields and have been recognized internationally.
4) All QNSs should be proposing an original, innovative research program of the highest quality, with evidence of collaborative and/or interdisciplinary scholarship.
5) All QNSs should align with institutional and/or faculty priorities and/or existing or emerging areas of strength.
6) All QNSs should demonstrate a commitment to the **principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility,** which should be incorporated into their teaching, supervision, research and scholarship.

If a search is unsuccessful in its first round of recruitment, the Provost may grant permission to readvertise the position in the next academic cycle. Unless there are exceptional circumstances, following a second failed search, the position will be relinquished.