

## SPECIAL CALL – Posted March 29 2023

### Tier 1 and Tier 2 Canada Research Chairs – Open Competition

#### Position Description

Queen's University invites applications for multiple Tier 1 and Tier 2 Canada Research Chairs (CRCs). The CRC Program recognizes emerging and outstanding global research leaders, that will further the [Queen's Strategic Research Plan](#).

This special call may be used to fill the following current and potential CRC vacancies:

Agency	Tier 1	Tier 2	Total
CIHR	2	1	3
NSERC	2	4	6
SSHRC	1	1	2
<b>Total</b>	5	6	11

The results of this recruitment process may be used to fill additional CRCs should positions become available within the next two years. All individuals interested in a CRC who meet the requirements as outlined in this Open Competition are encouraged to apply.

All related competition resources (templates, FAQ, etc.) will be available on the [Queen's VPR CRC Open Competition web page](#).

#### Eligibility

***This special call is open only to individuals who self-identify as members of one or more of the following federally designated groups<sup>(1)</sup>: women and gender minorities, Indigenous Peoples, persons with disabilities, and racialized minorities.***

This special call is open to current Queen's University tenured or tenure-track faculty members and candidates under consideration for Queen's faculty positions who meet the CRC Program Criteria outlined below. Tier 1 candidates must be a full professor or associate professor with the expectation of promotion to the full professor level within one to two years of the nomination. Tier 2 candidates must, at a minimum, be an assistant or associate professor.

#### CRC Program Criteria

Canada Research Chairs are established as part of a national strategy to foster research excellence. Please consult the [Canada Research Chairs website](#) for full program information, including details on general

<sup>1</sup> The CRC Program currently employs the categories of the four federally designated groups (FDG) – women and gender minorities, Indigenous Peoples, persons with disabilities, and racialized minorities – to monitor progress towards meeting equity goals. Queen's has an under-representation across the FDG's among Canada Research Chairholders. The Tri-agency Institutional Programs Secretariat (TIPS) has established targets for CRC representation, with staggered deadlines for meeting targets between the period of 2020 to 2029. Failing to meet these targets will result in limitations to the institution's ability to submit CRC nominations. Please see [Queen's University's current chair utilization and CRC equity targets for the 2022-2029 period](#) for more information.

eligibility criteria.

To meet the criteria of the program, candidates must:

### **Tier 1**

- be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields.
- be recognized internationally as leaders in their fields.
- have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) and, as chairholders, be expected to attract, develop and retain excellent trainees, students and future researchers.
- be proposing an original, innovative research program of the highest quality.

### **Tier 2**

- be excellent emerging world-class researchers who have demonstrated particular research creativity.
- have demonstrated the potential to achieve international recognition in their fields in the next five to ten years.
- as chairholders, have the potential to attract, develop and retain excellent trainees, students and future researchers.
- be proposing an original, innovative research program of high quality.

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. Questions about Tier 2 CRC eligibility may be directed to [canada.research.chairs@queensu.ca](mailto:canada.research.chairs@queensu.ca). Decisions about CRC Tier 2 eligibility will be made in accordance with the CRC's [Tier 2 justification process](#).

## **Application Process**

### **Step 1: Individual Nomination**

Applicants interested in a CRC position should contact their departments and/or the office of the Associate Dean of Research (see contact information below) for details on the Faculty application process, deadlines, letters of support and the opportunities for institutional commitments (financial, teaching relief, etc.).

- **Faculty of Arts and Science:** [artsci.vonhlatky@queensu.ca](mailto:artsci.vonhlatky@queensu.ca)
- **Faculty of Education:** [amanda.cooper@queensu.ca](mailto:amanda.cooper@queensu.ca)
- **Faculty of Engineering and Applied Science:** [FEAS.ResearchAdmin@queensu.ca](mailto:FEAS.ResearchAdmin@queensu.ca)
- **Faculty of Law:** [darryl.robinson@queensu.ca](mailto:darryl.robinson@queensu.ca)
- **Queen's Health Sciences:** [qhs\\_research@queensu.ca](mailto:qhs_research@queensu.ca)
- **Smith School of Business:** [smith.research@queensu.ca](mailto:smith.research@queensu.ca)

Only applicants selected through their Faculty process and forwarded by the Faculty will be included in the Open CRC Competition. As such, it is essential for all applicants to adhere to the Faculty CRC application process. Faculties will select applicants and research areas which meet the level of excellence

required to be awarded a CRC and align with research strategies. As this is a targeted call, applicants are required to complete a [self-identification survey](#) that will inform the allocation of CRCs among individuals who identify with one or more of the four federally-designated groups. Self-identification data are treated in the strictest confidence and exclusively used for the purposes of applying [Queen's CRC EDI Action Plan](#). Any applicants who do not fill out the self-identification survey or do not identify with one or more of the four federally-designated groups will be removed from the open competition.

## **Step 2: Faculty-Level**

Faculties will assemble a committee and identify excellent applicants through a review process based on the [requirements of openness, transparency and accountability](#) as mandated by the Tri-agency Institutional Programs Secretariat (TIPS). Faculties must follow steps that align with the program's requirements and best practices. Faculties are urged to adopt proactive measures to identify a diverse pool of excellent applicants in support of equity considerations, notably by soliciting applications from potential applicants who are members of the four designated groups, including women and gender minorities, Indigenous Peoples, racialized minorities, and persons with disabilities. EDII training resources and minimum process requirements for CRC recruitment will be available to support faculties. A best practices guide for recruitment, hiring and retention is also available on the [CRC Program web page](#).

- 1) Faculty decisions in regard to applicant selection must be:
  - a) based on the applicant's record of scholarly achievement.
  - b) made pursuant to a review by a Faculty-level committee composed of at least three members including an EDII officer/champion, and at least one member at the Faculty Dean or Associate Dean Research level. The committee must include membership of at least one individual from the federally-designated groups. Committee members should have received equity training as outlined on the [Queen's VPR CRC Open Competition web page](#).
  - c) documented to demonstrate compliance with the TIPS requirements for an open and transparent nomination and recruitment process (report template provided to Faculties).

*Note: Faculties will not have access to self-identification data nor will they be asked to assess applicants against the Queen's CRC equity targets. CRC equity targets are mandated at the institutional level, and applications will only be assessed collectively across the whole institution by a central committee.*

## **Step 3: Nominee Selection**

All application packages put forward by a Faculty will be assessed by the central Standing Research and Review Committee (SRRC) with expertise in the applicant's discipline (i.e., Health, Natural Sciences and Engineering, or Social Sciences and Humanities).

Application Packages will include:

1. an [Open Competition Cover Page](#)
2. a **joint recommendation** (one letter, 2 pages max) from the Dean and, if relevant, the Department Head, which describes:
  - a) the quality of the existing or planned institutional environment for the proposed chair, along with the non-financial support to be provided to the chairholder to ensure their success (including a minimum 25% teaching release);
  - b) the details of faculty and department financial commitments, including a minimum annual stipend of \$20k for Tier 2 CRCs and \$30k for Tier 1 CRCs; and
  - c) the fit and importance of the proposed chair to Queen's [strategic research plan](#).

This letter must also include a table that follows the following format, adding rows as needed:

Contribution	Department	Faculty	Total
e.g., Research stipend	\$X annually for 5 years		
e.g., Master's students	\$X annually for 5 years (T2)		
Total			

3. a **full, updated CV in any format accepted by the Granting Agencies.**
4. a **[shortened version of the CRC supporting documents for nominations](#)**, (3 pages max) using the provided template and including:
  - a) an **executive/lay summary** (100 words)
  - b) a **description of the proposed research program.**

The SRRC shall assess equitably where applicants have had leaves causing career interruptions, accounting for the applicant's career stage and remembering that each file is assessed on its own terms, and that applicants with different levels of seniority are not compared with one another. Safeguards will be in place to ensure this information is treated fairly and confidentially.

The SRRC will select those applicants to be put forward by Queen's as CRC nominees.

### **Important dates:**

- **May 25, 2023:** All Faculty applicant packages to be submitted to [canada.research.chairs@queensu.ca](mailto:canada.research.chairs@queensu.ca)
- **May 29-June 7, 2023:** Review of applicant packages by the SRRC
- **June 9, 2023:** Decisions, comments, and recommendations from the SRRC will be communicated to Faculties. A Nomination Acceptance letter (outlining next steps and timeline) will be provided to successful applicants.
- **June 16, 2023:** Signed nomination acceptance letter and finalized faculty funding charts (detailed institutional supports and use of chair funds) submitted to [canada.research.chairs@queensu.ca](mailto:canada.research.chairs@queensu.ca) (note financial commitments cannot be reduced from step 3 institutional application stage above)
- **August 31, 2023:** Selected nominees' deadline for uploading the FINAL nomination package with all the comments and recommendations addressed.

Please consult the [Queen's VPR CRC Open Competition web page](#) for competition documents and [FAQs](#). Further questions can be directed to [canada.research.chairs@queensu.ca](mailto:canada.research.chairs@queensu.ca).

**Accommodation Procedure:** The University provides support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. Applicants requiring accommodation during the recruitment process are asked to contact their respective faculty office. All general inquiries can be sent to [canada.research.chairs@queensu.ca](mailto:canada.research.chairs@queensu.ca).

### **Queen's Commitment to Equity, Diversity, Inclusion and Indigeneity**

Queen's is committed to excellence in research and research training for the benefit of Canadians and to achieving a more equitable, diverse and inclusive Canadian research enterprise. Queen's University has many institutional supports in place for these values and regularly monitors and reports on its progress in achieving inclusive goals. Queen's University demonstrates its commitment to advancing diversity and inclusion by ongoing self-study and by implementing best practices on an ongoing basis. The [research](#)

[community](#) at Queen's is committed to and recognizes that building a culture of diversity is a socially responsible approach that actively removes discrimination and barriers to inclusion to provide benefits that reach beyond Queen's University. At Queen's, we recognize that diversity advances research for the greater good by valuing alternate perspectives, thereby unlocking creative potential and stimulating novel collaborations. To that end, Queen's values its responsibility to promote equity in the employment of women, racialized/visible minorities, Indigenous Peoples, and persons with disabilities; Queen's is an advocate for equity within the Canada Research Chairs Program. Queen's commits to evaluating representation of the four Designated Groups listed above within its Canada Research Chair Program and commits further to striving proactively to meet and to maintain its equity targets among the exceptional researchers recruited to this program.