

Management of Canada Research Chair Allocations at York University

Allocation of Canada Research Chairs

Canada Research Chairs (CRCs) are allocated to institutions based on their share of Tri-Council research revenues according to a formula that adjusts for the relative costs of research in the areas covered by the Councils, in order to promote an equitable distribution of Chairs.

York commits to investing Chairs in areas of strategic research opportunity, while recognizing that these investments should largely align with areas where the research productivity that underlies its Chair allocations originates. Thus, over time approximately 80% of the allocation of CRCs is expected to track the receipt of Tri-Council funding by the University, while providing flexibility for investment of 20% of the Chairs.

Generally, Faculty allocation of CRCs is based upon a calculation that assesses Tri-Council funding by Faculty over a trailing three-year period, providing targets for the allocation of Chairs proportionately to each Faculty's funding share over the period.

CRC recruitments must be fully integrated into the complement plans of the Faculties to ensure that sufficient resources are in place to properly support these appointments.

Guided by the Institutional Strategic Research Plan and by the number of CRCs available on an annual basis, the Provost and Vice-President Research & Innovation (VPRI) consult with the Deans about the potential focus areas that would most benefit from the infusion of CRCs.

The Deans submit an application to the Provost through the normal authorization process for tenure stream appointments tied to a CRC. It is possible, and even expected, that multiple recruitments may be authorized within and between Faculties to proceed with an ad that includes the "possibility of a Canada Research Chair".

For Tier 2 Canada Research Chairs

- The Provost and VPRI will invite Faculties, after consultation with constituent units, to integrate CRC searches in selected focus areas (as identified in consultation with the VPRI and Deans) into their faculty recruitment plans in accordance with all of the University's procedures and practices for the hiring of faculty members. In their recruitment, Faculties that are approved to proceed will advertise the possibility of a Chair and may nominate their top candidates in the agreed-upon areas for a Chair. Deans need to consult the VPRI and Provost in developing the search criteria for the Chairs and in approval of the short list.
- In instances where a single nominee is identified for a CRC, upon the recommendation of the Dean, the file for the potential candidate shall be transmitted to the President for consideration via the Provost.

- In instances where searches yielding multiple proposals for a single CRC occur, recommendations for the nominee to the President shall be made through the CRC Advisory Committee via the Provost.
- Failure of a CRC nomination or subsequent application to the CRC Secretariat will not necessarily impact on the availability of the underlying Faculty position which is awarded through normal University procedures and practices for the hiring of Faculty members on the recommendation of the Provost to the President. This determination will depend on the ability of the Faculty to afford the position without CRC funds. Two faculties may also submit a request for a joint appointment.

For Tier 1 Canada Research Chairs

- As recruitment of Tier 1 CRCs normally occurs at the rank of Professor, recruitment will normally be dependent on the approval of the Chair nomination. Thus the selected areas of focus for Tier 1 CRCs may be expected to be more narrowly defined than for Tier 2's and recruitment approvals will similarly be more restricted than from Tier 2's.
- The Provost will invite Faculties, after consultation with constituent units, to integrate proposals for Tier 1 CRCs into their complement requests in the agreed-upon areas for a Chair. Upon approval of positions by the Provost, the Faculties will advertise the availability of a Chair and may conduct the recruitment of potential candidates in accordance with all of the University's procedures and practices for the hiring of faculty members. Deans need to consult the VPRI and Provost in developing the search criteria for the Chairs and in approval of the short list.
- In instances where a single nominee is identified for a CRC, upon the recommendation of the Dean, the file for the potential candidate shall be transmitted to the President for consideration via the Provost.
- In instances where searches yielding multiple proposals for a single CRC occur, recommendations for the nominee to the President shall be made through the CRC Advisory Committee via the Provost.
- Unsuccessful CRC candidates may still be recruited by the nominating Faculty, dependent on the availability of funding and the prior approval by the Provost; otherwise a failed search will be declared.

Level of Support for CRCs

Institution-wide guidelines for CRC supports (including additional research funds and teaching release) are issued by the Office of the Vice-President Research & Innovation. Faculties may provide additional startup funds and supports as required to ensure the appropriate establishment and maintenance of their Chairs' research activities, with approval by the Dean. Office space is mandated in the York Faculty Association collective agreement.

Renewal of CRCs

Approximately 18 months prior to the end of a chairholder's current term, an internal renewal process is undertaken to assess the strategic interest and viability of pursuing a renewal nomination. The first stage of the process involves a review of the nominee's file by the Strategic Priorities and Opportunities Review Team (SPORT), a multi-disciplinary committee comprised of faculty members from each of York's Faculties. Based on its review, the SPORT then provides advice to the Vice-President Research & Innovation and the Provost, who in turn make a recommendation to the President. A favourable outcome at that stage results in the submission of a full renewal nomination to the CRC Secretariat. Note that in respect of renewals, Tier 1 CRCs would normally be expected to serve up to two terms only.

The internal file reviewed by SPORT includes:

1. A Performance Report describing accomplishments to date related to the CRC, including sections on:
 - Quality of the Chair
 - Research Program
 - Engagement with Research Users and Communication of Results
 - Description of Training Strategies
 - Integration with the Institution's Strategic Research Plan
2. A description of the projected accomplishments related to the CRC for the remainder of the term.
3. A summary of leadership activities within York speaking to the activities noted above.
4. An up-to-date CRC-style CV and CV Attachment with achievements in the Chair highlighted.

There is an expectation on the part of the University that CRCs will exhibit leadership – beyond their personal research programs – in promoting the overall development of scholarship, research and creative activities (SRCA) at York. Meeting these expectations will be a key internal consideration when considering renewal.

- Tier 1 Chairs are expected to be active SCRA mentors within their units and disciplines, and to provide leadership in the development of large-scale strategic projects and/or other programs appropriate to their discipline.
- Tier 2 Chairs are expected to contribute and participate in similar activities in a manner that builds and develops their SCRA leadership skills over the period of their chair.

All CRCs are expected to be highly active in the training of graduate and postdoctoral trainees, and to provide leadership in the development of graduate and postdoctoral training programs within their disciplines.

Chairs are expected, as appropriate, to be sensitive to the importance of translating their scholarship, research findings and/or creative activities into tangible benefits to society through the translation and mobilization of the knowledge developed through their scholarship, research and creative programs.

Recognizing that York's CRC allocation derives from its share of Tri-Council funding, there is an explicit expectation that the research programs of CRCs benefit from Tri-Council funding.

Corridor of Flexibility

The use of the corridor of flexibility is driven by the strategic commitments of the university, as well as the alignment of disciplines of recruits with the councils of existing Chairs. The corridor provides a degree of flexibility during recruitment in a particular area, in order to accommodate the broad base of expertise for any Chair. To utilize a move, the Vice-President Research & Innovation, upon consultation with the Provost, makes a recommendation to the President for approval.

Phasing-out of CRCs

Should the need arise to phase-out CRCs, the following process and criteria is applied:

The Vice-President Research & Innovation, in consultation with the Provost, will undertake an examination of:

- All Chairs in a particular council
- The relative allocation of Chairs by council across Faculties

The VPRI and Provost will then consult with relevant Deans to identify the most appropriate candidate to vacate a Chair. Considerations in this regard include seniority, time spent in Chair, progress in the Chair, and impact on equity targets. A recommendation from the VPRI and Provost will then be made to the President for approval.

Advancement from Tier 2 to Tier 1

Since only external candidates will normally be considered for Canada Research Chairs, Tier 2 CRCs who would otherwise seek advancement to Tier 1 are instead encouraged to pursue nomination as a York Research Chair.