Canada Research Chairs at York University

Canada Research Chairs (CRCs) allow Canadian Universities to recruit and retain outstanding researchers by providing recognition and supports that advantage chair holders in the development of their research programs and pursuit of their research aspirations.

CRCs are allocated to institutions on the basis of 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.

The CRC Secretariat provides overall guidelines for the program and peer review for Chair applications, but otherwise provides institutions with latitude in the utilization of Chairs in pursuit of their aspirations.

There are two categories of CRC chair. Tier II Chairs, which have 5 year terms and can be renewed once, are aimed at emerging research leaders within 10 years of completion of their training. Tier I Chairs have 7 year terms, are renewable and aimed at established senior research leaders. Renewal of both types of Chair is at the discretion of the institution and dependent upon successful peer review by the secretariat.

York views the strategic utilization of CRCs as an essential component of its coordinated effort to promote the strategic intensification of research. CRCs are expected to be complemented in their deployment by endowed research chairs, research professorships, and an internal York Research Chair program.

As an outward-looking institution seeking to grow its international reputation for research, York is committed to utilizing its CRCs to build research capacity through the recruitment of outstanding new researchers to the University.

Investment and Distribution of CRCs

CRCs at York are employed as explicit time-limited strategic investments in building research aligned with the normal recruitment of Faculty complement. 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 our Chair allocations originates. Thus, over time approximately 80% of the allocation of CRCs is expected to track the receipt of tricouncil funding by the University, while providing flexibility for investment of 20% of the chairs.

The Vice President Research and Innovation is charged, in consultation with the Provost and Faculties, with developing an implementation plan for CRCs. This plan should align with the University and Faculty Strategic Research Plans and be reviewed and updated at regular intervals.

York is committed to equity and the promotion of minority groups, women and people with disabilities. Therefore, it is expected that the Chair selection process will be proactive in acknowledging differences
in career path and career development for women, minority faculty and faculty with disabilities so as to achieve an appropriate balance.

**Solicitation, Review and Allocation of CRCs**

In order to maximize the opportunities for strengthening our priority research areas and building our complement, only external candidates will normally be considered for Canada Research Chairs. CRC recruitments must be fully integrated into the complement plans of the Faculties in order 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 VPRI will consult with the deans about the potential focus areas that would most benefit from the infusion of CRCs. The Deans / Principal will need to 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 II 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/Principal) 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 who 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.

- The VPRI receives the nominations and evaluates the submissions. Approval of chair nominations will occur through the University CRC chair selection committee, composed of: the VPRI, the Associate Vice Presidents Research, the Provost, the Dean of the Faculty of Graduate Studies, and the Chair of APPRC, and the Affirmative Action Director. The selection committee will make a recommendation on the opportunity to apply for a CRC chair for approval by the President.

- 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 I Canada Research Chairs

- As recruitment of Tier I 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 I CRCs may be expected to be more narrowly defined than for Tier IIs and recruitment approvals will similarly be more restricted than from Tier IIs.

- The Provost will invite Faculties, after consultation with constituent units, to integrate proposals for Tier I 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.

- The VPRI receives the nominations and evaluates the submissions. Approval of chair nominations will occur through the University CRC chair selection committee, composed of: the VPRI, the Associate Vice Presidents Research, the Provost, the Dean of the Faculty of Graduate Studies, the Chair of APPRC, and the Affirmative Action Director. The selection committee will make a recommendation on the opportunity to apply for a CRC chair for approval by the President.

- 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.

Feedback, explaining decisions will be provided for all submissions.

Expectations for CRCs

Tier I Canada Research Chairs at York University are identified and recognized leaders of scholarship, research and creative activities (SRCA). Tier II Chairs are identified and SRCA emerging leaders. As such, there is an expectation on the part of the University that CRCs will exhibit leadership in promoting the overall development of SRCA at York that extends beyond their personal research programs. Meeting these expectations will be a key internal consideration when considering Chair renewal.

Thus Tier I Chairs are expected to be active SCRA mentors within their units and disciplines and to provide leadership in the development of large-scale strategic research projects and/or other programs appropriate to their discipline.

Tier II 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 also 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 our share of Tri-Council funding, there is an explicit expectation that the research programs of CRCs benefit from Tri-Council funding.

York University prides itself on being comprehensive in its approach to education and in the contact of all faculty with undergraduate and graduate students. At the same time York offers a number of means through which research intensity beyond normal expectations can be recognized through provision of teaching release time. Thus, York CRCs will be normally expected to receive teaching release equivalent to 50% of the normal teaching load in their home Faculty as part of their Chair package. However, the sum total of teaching release for CRCs may not exceed an amount that reduces their total teaching expectations below a course load of 1.0. This minimum student contact expectation may be expected to be divided equally between undergraduate and graduate assignments. Responsibility for funding the teaching release will lie with the home Faculty.

**Expectations for Faculties and Units**

Faculties and Units are expected to provide CRCs with enhanced physical and HR supports for the successful development of their research programs for the duration of their terms. They are also required to map at the front end, succession plans for CRCs that allows for their transition regular Faculty positions or other opportunities upon the end of their CRC terms

**Guidelines for Canada Research Chair supports**

For Tier I Chairs, the CRC Secretariat provides $200,000 in annual support to the University, and for Tier II Chairs $100,000. As a portion of this support, an annual stipend will be provided to the Chair in recognition of the Chair, as well as a minor research grant to be employed in support of their research program and research leadership activities.

New Chairs will also be prioritized for the submission of a CFI Leader’s Opportunity Fund application. The amount of the allocation they receive for the LOF application will vary according to their individual needs and the availability of LOF funds under York’s umbrella. However, allocations for Tier I Chairs are not normally expected to exceed $200,000, with the allocation for Tier II Chairs not normally expected to exceed $125,000. In both instances the hiring Faculty will be responsible for providing any outstanding matching funds required to meet the LOF program requirements.

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1 For new Chair-holders. Support agreements with current chair holders will be respected at the time of renewal of the Chair.
CRCs submitting renewal applications are not expected to receive additional LOF allocations.

In addition, Faculties may provide additional startup funds and supports as required to ensure the appropriate establishment and maintenance of their Chairs research activities.

**Linkage to Advancement Opportunities**

As focal points for the best in individual research at York and its translation to the benefit of society, CRCs present advancement opportunities to bring together community interests with cutting-edge research. Thus Faculties are encouraged to articulate their CRC goals and to develop support structures and long term plans for their CRC Chair holders through the development of naming opportunities, term support, scholarship and fellowship contributions and junior research Chair positions, among others.