York Research Chairs Information Session

Office of the Vice-President Research & Innovation

July 16, 2021

Agenda

- Overview of YRC Program
- Equity, Diversity and Inclusion Considerations
- What's New for 2021/22 Competition
- Points to Consider
- Timeline for 2021/22 Competition
- Key Contacts

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Program Details

- York Research Chairs (YRC) designed to mirror and complement the Canada Research Chairs (CRC).

	Tier 1	Tier 2 (including Early-Career)
Criteria	Outstanding, established researcher at rank of Full Professor	Exceptional emerging researcher within 5* or 15 years of first academic appointment
Term	5 years	5 years
Value	$25k/year minor research grant Teaching release - 50% reduction to minimum of 1.0 FCE or six on-load teaching credit hours (Osgoode).	$20k/year minor research grant Teaching release - 50% reduction to minimum of 1.0 FCE or six on-load teaching credit hours (Osgoode).

*Early-Career Chairs are for researchers who are within five years of their first academic appointment.

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Evaluation Criteria

Tier 1

- Outstanding and innovative **world-class researcher** with major impact in their field.
- **Recognized internationally** as a leader in their field.
- Superior record of **attracting and supervising graduate students and postdoctoral fellows** (as per the norms in the field).
- Commitment to creating an **equitable, diverse and inclusive research environment**.
- Proposing an **original, innovative research program** of the highest quality.

Tier 2*

- Excellent **emerging world-class researcher** who has demonstrated particular research creativity.
- Demonstrated **potential to achieve international recognition** in their field in the next 5-10 years.
- Will **attract, develop and retain** excellent trainees, students and future researchers.
- Commitment to creating an **equitable, diverse and inclusive research environment**.
- Proposing an **original, innovative research program** of high quality.

*including Early-Career Tier 2

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Available Chairs

- Up to **six** centrally supported Chairs will be funded:
    - o   Up to two Tier 1 Chairs
    - o   Up to two Tier 2 Chairs
    - o   Up to two Early-Career Tier 2 Chairs

- Limited number of VISTA affiliated Chairs are available for VISTA researchers (i.e., where 80% of their research falls within VISTA mandate).

    - o   For the 2021/22 competition cycle, **one** VISTA affiliated Chair remains available.

- Faculty-based Chairs may be awarded, provided the nominee satisfies the evaluation criteria.

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Number of Nominations

- For centrally supported Chairs, Faculties may submit up to <u>two</u> nominations; LA&PS may submit up to <u>four</u> nominations.
  - Nominations can be any combination of Tier 1, Tier 2 or Early-Career Tier 2.

- For VISTA-affiliated Chairs, eligible Faculties may submit one nomination (any Tier) subject to approval by the VISTA Leadership Council.

- Faculties may submit any number of Faculty-based Chair nominations in addition to their nominations for centrally supported Chairs.
  - It is generally expected that Faculties will use advancement funds for this purpose. However, for nominations made in response to a compelling situation like retention, Faculties may submit a proposal to directly fund the related Chair.

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Three-Stage Nomination Process

1. Internal Faculty Selection – **internal Faculty deadlines**

   - Faculties to select nominees via open call and a Faculty-level committee, with consideration of equity, diversity and inclusion

2. Notice of Intent (NOI) Form – **due to VPRI September 30, 2021**

   - Nominee information and Chair details (Tier, Funder, file language, etc.)
   - 200-word summary of research accomplishments
   - Details of 6 suggested external reviewers
   - Exclusion of potential reviewers (if applicable)
   - Endorsement letter from VISTA Leadership Council (if applicable)

3. Full Nomination Package – **due to VPRI December 1, 2021**

   - Signed ORS Checklist
   - Completed Nomination Form (fillable pdf)
   - Attachments including proposed research program, expected research leadership contributions, equity, diversity and inclusion action plan, CV of nominee

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Adjudication Process

1. External Review

    - Process is administered by the Office of Research Services (ORS).

    - External reviewers are selected by ORS, informed by a list provided by the nominee/Faculty at the Notice of Intent stage of the competition. However, ORS reserves the right to select reviewers at its discretion.

    - External reviewers must be experts in their field and must <u>not</u> be in a conflict of interest.

    - Potential external reviewers must not be contacted by the Faculties or the nominees.

    - External reviewers provide an assessment of:
        o   Quality of the Nominee;
        o   Quality of the Proposed Research Program; and
        o   Quality of Expected Contributions to Research Leadership at York

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Adjudication Process

2. SPORT Review

- Committee with representation across all ten disciplinary Faculties.

- Identifies and ranks nominations that meet or exceed the threshold of expectations for a YRC.

- Makes recommendations on the most compelling files (i.e., identifies the top tier nominations).

- Provides critical feedback on the strengths and weaknesses of each nomination, to be shared with the nominees and their Faculties.

3. Research Chair Advisory Committee

- Membership includes VPRI, Provost, AVP Research, AVP Graduate, APPRC Chair, Affirmative Action Officer, Tier 1 and Tier 2 CRC reps.

- Finalizes the rank order of nominations based on all critical inputs, including advice from SPORT and diversity of the YRC program, and makes recommendations for approval by the President.

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Resubmissions

- Should a nomination be unsuccessful, the Faculty may choose to put the nominee forward in a subsequent competition cycle.

- Over the ensuing year, there is an expectation of progression in the nominee's research program, as well as further accomplishments reflected in the CV.

- The re-submitted file should, therefore, not be identical to the original submission.

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Second Terms

- Nomination for a second term is equivalent to submitting a new application.

- There is no renewal stream. Those seeking another term will be competing against the entire field of applicants.

- Second term nomination files must include a section detailing accomplishments during the first term of the YRC, to demonstrate effective leveraging of the Chair.

- There is a limit of two 5-year terms for centrally supported Chairs, and it is generally recommended that all Chairs (e.g., Faculty-based Chairs) will adopt a two-term limit.

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Second Terms

- To ensure a seamless transition to a second term, a new application would be required during the competition listed in the table below:

Current Term Expiration	Competition
6/30/2022	2021-22
6/30/2023	2022-23
6/30/2024	2023-24

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Leaves

- Faculties must notify VPRI of impending leaves.

- Maternity, parental, medical or family medical leaves may be undertaken for up to two years, and Chair terms may be extended for this period of time upon request.

- For all leaves, VPRI requires confirmation of arrangements for any trainees funded by the YRC's minor research grant, as well as a general summary of spending of the grant while on leave.

- Start date deferments or Chair suspensions may be granted for nominees undertaking extensive administrative responsibilities (e.g., Interim Vice-Dean).

- Sabbaticals are not eligible for term extensions.

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Phase Out Period

- If minor research grant funds remain at the end of the term, the Chairholder will be provided with a six-month phase out period for payment of outstanding commitments.

- Any balance following the phase out period will be returned.

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Equity, Diversity and Inclusion

- Robust participation and representation is sought from persons in the federally-recognized four designated groups (FDGs):
  - o Women
  - o Indigenous Peoples
  - o Persons with disabilities
  - o Members of visible minorities (racialized scholars)

- Consideration of equity, diversity and inclusion (EDI) <u>must</u> be reflected in each Faculty's nominee selection process.
  - o Selection committee members must undertake unconscious bias training and should consult the CRC's EDI best-practice guide.

- Diversity across the FDGs <u>must</u> be reflected in selection committee membership <u>and</u> nominees.
  - o Self-identifying information can be updated at https://hr1.apps01.yorku.ca/machform/view.php?id=1

- <u>At least 50% </u>of nominees considered by each Faculty <u>must</u> be individuals from the FDGs.

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Equity, Diversity and Inclusion

- Faculties <u>must</u> submit the following by September 30:

  1. A list of individuals considered for nomination by the Faculty.

  2. Confirmation that at least 50% of nominees considered by the Faculty are from the FDGs.

  3. A report addressing how equity, diversity and inclusion practices informed the Faculty's selection process so as to meet the equity requirements. The report must comment on the following points:

     - Confirmation that members of the Faculty selection committee received training on unconscious bias.
     - Confirmation of FDG representation on the Faculty selection committee.
     - Outreach activities to potential nominees, and any attempts made to increase diversity of the nomination pool.
     - The criteria used to select candidates put forward to VPRI.

- Faculties can request a Diversity Composition Report at https://research.apps01.yorku.ca/machform/view.php?id=41988

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Equity, Diversity and Inclusion

- Equity, Diversity and Inclusion Action Plan from nominees

  1. An Analysis of Context: A description of the EDI context of the nominee's team in respect of their relevant systems (e.g., Faculty diversity, field diversity, national diversity). Highlight key needs elucidated from the analysis of context.

  2. One EDI strategy the nominee will enact that will support the diversity of their team composition and recruitment processes (describe the practice, the relevance of the practice to the analysis of context, and the measurable outcome they will use to determine if their strategy was a success).

  3. One EDI strategy the nominee will enact that will support training and development opportunities for their team (describe the practice, the relevance of the practice to their analysis of context, and the measurable outcome they will use to determine if their strategy was a success).

  4. One EDI strategy the nominee will enact that will support an inclusive environment for team members (describe the practice, the relevance of the practice to the analysis of context, and the measurable outcome to determine if the strategy was a success).

- Refer to Gender-based Analysis Plus (GBA+), Best Practices in Equity, Diversity and Inclusion in Research and Research Commons.

New for 2021-22

- STEM/SSHA Allocations
  - Nomination files allocated to Science, Technology, Engineering & Mathematics (STEM) and Social Sciences, Humanities and Arts (SSHA) streams.
  - Each stream/tier cohort will be adjudicated by separate SPORT sub-committees, each with representation across all 10 disciplinary Faculties.
  - Nominees will be asked on their NOI to select their adjudication stream.

- Extension of Eligibility Period for Tier 2 YRCs
  - To account for interruptions due to COVID-19, the eligibility period for this year's competition is being extended by one year. Researchers appointed anytime in 2015 or later are eligible for the Early-Career category, and researchers appointed in 2005 or later are eligible for "Regular" Tier 2.

- Equity, Diversity and Inclusion Action Plan
  - Analysis of Context/Environmental Scan
  - Strategy for team composition and recruitment processes.
  - Strategy for training and development opportunities
  - Strategy for inclusive environment

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New for 2021-22 NEW!

- Description of Proposed Research Program
  - o Now 5 pages (excluding references).

- Cross-Appointed Nominees
  - o To ensure coordination of teaching release across Faculties, the non-nominating Faculty is asked to include a letter with the nomination which clearly outlines their support around teaching release over the term of the Chair, commensurate with the nominee's appointment in that Faculty.

- Conventions in the Discipline
  - o Expanded section in the CV to provide greater context around norms in the discipline, in respect of publication conventions, data gathering, community-based research, etc., to allow for a more informed assessment of the research contributions by a multidisciplinary adjudication committee.

- Career Interruptions
  - o Addition of COVID-19 to Career Interruptions or Special Circumstances Affecting Productivity section of Full Nomination Form.

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New for 2021-22

- French-language Nominations
  - o Process now in place to accommodate submission of French-language nominations.
  - o Nominees should indicate their intention on the NOI form.

- Off-Cycle Nominations
  - o To be used in rare and exceptional circumstances, at the discretion of the VPRI upon recommendation by the Dean and approval by the Provost.
  - o File will receive three external arms-length reviews, as well as review by an interdisciplinary committee, which will put forward its recommendation to the President.
  - o Upon approval, the YRC term will begin on either of January 1, July 1, or September 1 as mutually agreeable, and will be publicly announced together with the next regular-cycle cohort (typically July of each year).

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Points to Consider

- Accessibility
  - SPORT and the Research Chair Advisory Committee consist of non-experts – avoid excessive jargon and write for a general audience.
  - Include common metrics where possible (# of downloads, event attendance, # publications, external funding, h-index, HQP supervision, etc.).
  - Contextualize your achievements and describe the norms for your field.

- Career trajectory
  - The YRC is not only an acknowledgment of past work; it is expected to accelerate the Chairholder's research program.

- CV
  - Should be easy to read, with numbered lists and summary tables.

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Points to Consider

- Research Funding
  - There is an expectation that chairholders hold external research funding (Tri-Council or other).

- Reviewer Selection
  - Must be arms length, ideally familiar with your work, but with whom you have not collaborated, published, trained, etc.

  - The more prestigious the reviewer (in terms of their position, accomplishments, etc.), the more weight their comments carry.

  - Do not suggest several people from the same institution – we will avoid this so as not to suggest a lack of independence.

- Finally, remember that the focus is on the <u>file</u>, not the individual.

2021-22 Competition Timeline

Date	Milestone
July 16, 2021	Information Session
September 30, 2021	NOI Submission to VPRI
December 1, 2021	Full Nomination Submission to VPRI
Early December 2021	Full Nominations sent for External Review
Late February/Early March 2022	SPORT Review
Mid March 2022	Research Chair Advisory Committee Review
Early/Mid April 2022	Presidential Approval of YRCs
Spring 2022	Nominee Notification
July 1, 2022	YRC Term Begins

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Key Contacts

- Questions about the YRC program can be directed to:

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