

York Research Chairs Program Guidelines for 2017-2018 Competition

York University is committed to meeting the priorities articulated in the White Paper and the University Academic Plan, including strengthening academic quality, student success and community engagement. Building on these, the Strategic Research Plan has been developed to help advance these priorities, and identifies research intensification as a key goal that broadly enriches the Institution. As articulated in these documents, our research, scholarship and creative activities enhance the quality of our academic programs and the student learning experience through curricular innovation and research opportunities for students. Beyond the classroom, the sharing of knowledge with community partners empowers a new generation of entrepreneurial, socially conscious Ontarians with the critical skills to guide our province to a world-leading sustainable future.

In order to achieve the objective of research intensification, it is essential that our faculty members be supported for their scholarly research and creative activities. Among other initiatives, broad-based assistance is offered for faculty members applying for grants as well as the administration of research projects; support and feedback is provided for multidisciplinary, large-scale projects; research partnerships are facilitated; and there is a recently expanded program for research-based teaching release.

Developing research chairs is another way the University is expanding its support of research and making York a competitive destination of choice for top quality faculty. In addition to endowed chairs and Canada Research Chairs (CRC), it has become common for universities to establish a term-based chairs program intended primarily for internal candidates to complement and enhance other research programs.

This document sets out the terms and procedures for the York Research Chairs program, an internal term-based research support program for established faculty research leaders and more junior emerging research leaders, which enables and enhances York's research success and international recognition for its research achievements.

The York Research Chairs program generally mirrors the federal Canada Research Chairs program, to broaden and deepen the impact of research chairs at York in building and intensifying world-renowned research across the institution. Thus, the level of support and recognition provided to York Research Chairs is expected to be aligned with the supports and recognition provided through the CRC program. York Research Chairs are awarded competitively based on the criteria of excellence in research and scholarship, and contributions to research leadership. The program broadly supports research in all areas and disciplines, with the role of Chairs expected to be addressed in Unit, Faculty and Institutional research plans.

York Research Chairs are available at two levels analogous to CRCs. Tier 1 York Research Chairs are open to established research leaders at the rank of Full Professor.¹ Tier 2 York Research Chairs are aimed at emerging research leaders within 15 years of their first academic appointment. Both have five-year terms that are renewable in the context of open competition, based on peer review and the continuing availability of resources.

York views its investment in York Research Chairs as an essential component of its coordinated effort to promote the intensification of research. York Research Chairs are expected to be complemented in their deployment by CRCs, endowed research chairs and York research professorships, as well as other programs.

While the primary intent for York Research Chairs is to recognize and enable internal research excellence, as an outward-looking institution seeking to grow its international reputation for research, external candidates² will not be excluded from consideration (i.e. the program may serve as an enhanced provision in the case of a planned tenure stream hire).

Investment and Distribution of York Research Chairs

The York Research Chairs program provides explicit, time-limited strategic investments to build research capacity amongst existing Faculty complements in areas of research excellence and opportunity. The program will ramp up over a five year period to a total of 20 Chairs. It is also possible for Faculties to develop additional Chairs, based on the availability of funding and subject to approval by the Provost.

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

Expectations of York Research Chairs

Tier 1 York Research Chairs are identified and recognized leaders of scholarship, research and creative activities (SRCA). Tier 2 Chairs are identified as SRCA emerging leaders. As such, there is an expectation on the part of the University that York Research Chairs will exhibit leadership in promoting the overall development of SRCA at York that extends beyond their personal research programs.

Thus, Tier 1 Chairs are expected to be active SRCA 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.

¹ Candidates at the rank of Associate Professor at the time of nomination must successfully apply for promotion at the earliest opportunity following their nomination.

² In this context, "external candidates" refers to new recruits hired in accordance with all of the University's procedures and practices for the hiring of faculty members.

Tier 2 Chairs are expected to contribute to, and participate in, similar activities in a manner that builds and develops their SRCA leadership skills over the period of their Chair.

All York Research Chairs 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 external reputation and research standing depends to an important degree on our share of Tri-Council funding, York Research Chairs are strongly encouraged to be active beneficiaries of Tri-Council funding, and to seek out other funding opportunities as may be appropriate to their discipline.

York University prides itself on being comprehensive in its approach to education and in the interaction of all faculty members 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 the provision of teaching release time. Thus, York Research Chairs will normally be 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 York Research Chairs 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 teaching release will lie with the home Faculty.

Expectations for Faculties and Units

Faculties and Units are expected to provide York Research Chairs with enhanced physical and HR supports for the successful development of their research programs for the duration of their terms.

Nomination and Review of York Research Chairs

York Research Chairs are awarded competitively based on the excellence and demonstrated leadership of the candidates. The VPRI and Provost invite Faculties to nominate York faculty members in accordance with Faculty nomination processes governed by all applicable Faculty policies and practices, and according to a procedure to be established by the Faculty. It is minimally expected that a Faculty-level committee will review nominations and forward recommendations to the Dean who will submit a final slate to the VPRI and Provost.

Nominations will be submitted according to the YRC nomination template. It is highlighted that Faculties must be realistic in their expectations in developing nominations for their scholars.³ They should also be cognizant of the number of York Research Chairs available in a given cycle in determining their nominations. For all nominations, Faculties will be asked to explain how the nominee meets the expected recognition and profile for York Research Chairs.

The Major Awards Advisory Committee (MAAC) will review full nomination files, including external reviews secured by VPRI. The MAAC will offer institutional-level internal peer review on the YRC nomination files.

This feedback and advice will be presented to the University's CRC Advisory Committee (comprised of the VP Academic and Provost, the Affirmative Action Officer, VPRI, AVP Research, AVP Graduate, a CRC Tier 1 representative, a CRC Tier 2 representative, and the Chair of APPRC), which will undertake a ranking of the nominations and make recommendations for approval by the President. Feedback, explaining the basis for recommendations, will be provided to all nominees and their Faculties.

York Research Chair Selection Criteria

Selection criteria for the York Research Chairs are analogous with the CRC Program. The following criteria will be considered by the MAAC and the CRC Advisory Committee. External reviewers secured by VPRI will also be asked to evaluate nomination files against the following criteria:

Tier 1 nominees should:

- 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 nominees should:

- 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 a Chairholder, have the potential to attract, develop and retain excellent trainees, students and future researchers.
- Be proposing an original, innovative research program of high quality.

³ While it is natural to expect that at least some of York's maturing Tier 2 Canada Research Chairs will meet the criteria for YRCs, it is stressed that Faculties should nominate their top candidates regardless of previous research chair benefits they may have received at York, and that maturing CRCs should neither be advantaged nor disadvantaged in the nomination process.

Guidelines for Additional York Research Chair Supports

For the duration that recipients hold the position, Tier 1 York Research Chair holders will be provided with a minor research grant of \$25,000 annually, to be employed in support of their research program and research leadership activities.

For Tier 2 Chairs, \$20,000 will be provided annually to the Chair as a minor research grant, to be employed in support of their research program and research leadership activities. For researchers successful in obtaining an Early Researcher Award (ERA), the minor research grant will be used as a contribution towards the institutional matching requirement of the ERA.

In the case of centrally-supported Chairs, the VPRI will provide the funding for the minor research grant. In the case of Faculty-based Chairs, it is the responsibility of the Faculty to provide the funding for the grant.

External York Research Chair recruits may also be prioritized for CFI John R. Evans Leaders Fund (JELF) applications as required, with the same expectations as for incoming CRCs (maximum JELF allocations of \$200,000 for Tier 1 Chairs, \$125,000 for Tier 2 Chairs). In all instances, the hiring Faculty will be responsible for providing any outstanding matching funds required to meet the JELF program requirements.

Internal York Research Chairs are also eligible for CFI JELF participation, but will not be prioritized.

Linkage to Advancement Opportunities

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

Renewal and Career Planning

York Research Chair renewal is subject to open competition and dependent on the continuing availability of resources. Thus, Faculties and Units are expected to work closely with Chairholders to provide for appropriate expectations and to be proactive in planning for the transitioning of faculty to and from York Research Chair positions.

Appendix A: YRC 2017 – 18 Program Timelines

Nominations are comprised of two components:

1. A Notice of Intent (NOI)
2. A full nomination

The Notice of Intent must be submitted by Faculties to VPRI by **October 2, 2017** and include:

- A completed Internal Nomination Form, inclusive of:
 - Faculty contact, nominee, and chair information
 - 200 word summary of research accomplishments
 - Names and contact information of 6 suggested external reviewers (not in a conflict of interest)
 - Exclusion of potential reviewers (if applicable)
 - Dean's and nominee's signatures
- CV of nominee

Full nomination packages, including 3 external letters of reference that are solicited and secured by Faculties, must be submitted to VPRI by **December 4, 2017**. Full nomination packages must include:

- Signed ORS Checklist
- A signed memo from the Dean endorsing the nomination
- A completed Nomination Form
- 3 signed Letters of Reference (Tier 1 – all three must have no conflict of interest with nominee; Tier 2 – at least one of the three letters must come from an established authority who is not in a conflict of interest with nominee)
- Description of the proposed research program (max 6 pages)
- Description of nominee's expected contributions to research leadership at York (max 2 pages)
- List of references (max 5 pages)
- Up to date CV of nominee

Completed nomination packages must be submitted electronically to Sean Collins at spc@yorku.ca.

York Research Chairs for this competition will have a start date of July 1, 2018.

The **timeline** for the 2017-18 York Research Chairs competition is as follows:

DATE	MILESTONE
October 2, 2017	Faculties to submit NOIs to VPRI
December 4, 2017	Full nomination files due to VPRI
Early December 2017	Files sent for external review
Late January 2018	External reviews received by VPRI
February 2018	MAAC Review
Late February/ Early March 2018	Review by CRC Advisory Committee
Mid/Late March 2018	Presidential approval of York Research Chairs
Late March 2018	Notification sent to nominees
July 1, 2018	York Research Chair appointments begin