York Research Chairs (YRC) Information Session

Office of the Vice-President Research & Innovation

JULY 17, 2024

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Agenda

> Overview of YRC Program

> Equity, Diversity and Inclusion Considerations

> Points to Consider

> Timeline for 2024/25 Competition

> Key Contacts

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Program Details

> York Research Chairs (YRC) are 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.

> Awarded competitively based on:
- Excellence in research and scholarship
- Contributions to research leadership

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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

> No nominations will be accepted this year for centrally supported Chairs.

> There are **five** Connected Minds Chairs available for Connected Minds researchers.

> Faculties may choose to create additional Faculty-based Chairs, subject to Provostial approval.

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Number of Nominations

> For Connected Minds Chairs, Faculties may submit up to 3 nominations.
  - Requires approval from the Connected Minds Leadership Committee.

> Faculties may submit Faculty-based Chair nominations, subject to Provostial approval.
  - 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 October 15, 2024
   - Nominee information and Chair details (Tier, Funder, file language, etc.)
   - 200-word summary of research accomplishments
   - Details of suggested external reviewers
   - Exclusion of potential reviewers (if applicable)
   - Endorsement letter from Connected Minds Leadership Council (if applicable)

3. Full Nomination Package – due to VPRI December 9, 2024
   - Signed ORS Checklist
   - Completed Nomination Form (fillable pdf)
   - Attachments including proposed research program, expected research leadership contributions, and equity, diversity and inclusion (EDI) action plan
   - CV of nominee

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Adjudication Process

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.

> External reviewers must be domain experts and must not be in a conflict of interest.

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

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.

> For Faculty-based nominations, comments on whether the nominee meets established expectations.

> 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.

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Adjudication Process

Research Chair Advisory Committee

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

> 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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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):

- Women
- Indigenous Peoples
- Persons with disabilities
- Members of visible minorities (racialized scholars)

as well as members of the 2SLGBTQ+ community.

› Consideration of equity, diversity and inclusion (EDI) must be reflected in each Faculty's nominee selection process.

- Selection committee members must undertake unconscious bias training through POLARIS and should consult the CRC's EDI best-practice guide.

- The Selection Committee should itself include representation from the above groups; to confirm this, Faculties can request a Diversity Composition Report through POLARIS.

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Equity, Diversity and Inclusion

> A strong commitment to equity should also be reflected in the diversity of the nominees considered internally at the Faculty level.

> Faculties may undertake outreach to encourage faculty members from equity deserving groups to pursue a nomination.

> The following best practices will help to ensure a diverse pool of nominees:

- Post or circulate the open call for nominations with a minimum of 30 days prior to the stated internal deadline;

- Include a reference to circumstances that will extend eligibility in the call for nominations;

- Include language that recognizes the legitimate impact that leaves can have on a nominee's record of achievement and that the leaves will be taken into consideration during the assessment process;

- Include a statement about the Faculty's and the YRC program's commitment to equity, diversity and inclusion;

- Use inclusive, unbiased and ungendered language;

- Share the call for nominations with associations for underrepresented groups in the Faculty, where they exist;

- Faculties should not directly request self-identifying information from committee members or nominees.

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Equity, Diversity and Inclusion

> Nominees are encouraged to self-identify or update their self-identification information by completing the survey found at https://hr1.apps01.yorku.ca/machform/view.php?id=1

> Nominees have the option to include a personal statement in their EDI Action Plan, in which they can comment on their self-identification and/or explain their personal journey to help contextualize their achievements.

> By signing the NOI form, nominees consent that self-identification information can be used to advance equity during the adjudication process.
> - At the SPORT committee level, files will be flagged as either self-identifying or not self-identifying.
> - The Research Chair Advisory Committee will have access to each nominee's detailed self-identification data.

> Self-Identification data will also be used by VPRI to monitor progress around the YRC program's EDI initiatives.

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Equity, Diversity and Inclusion

› Online resources are available to assist both nominees and Faculty selection committees.

› Nominees:

- Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications https://www.sshrc-crsh.gc.ca/funding-financement/apply-demande/guides/partnership_edi_guide-partenariats_guide_edi-eng.aspx

- NSERC guide on integrating equity, diversity and inclusion considerations in research https://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/EDI_guidance-Conseils_EDI_eng.asp

- NFRF Best Practices in Equity, Diversity and Inclusion in Research https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx

- Research Commons discussion by Dr. Rebecca Pillai Riddell (starting at 1:15:14) https://yuoffice-my.sharepoint.com/:v:/g/personal/emmay_yorku_ca/EegQoVqkpu5DunqHrGmfdkUBbQ99Al4K6zwJX7_LKPagbw

› Selection Committees:

- A Best Practices Guide for Recruitment, Hiring and Retention https://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_practices-pratiques_examplaires-eng.aspx

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Equity, Diversity and Inclusion

❯ Faculties <u>must</u> submit the following by October 15:

1. A list of individuals considered for nomination by the Faculty. Note that nominee self-identification information should **not** be included in this report.

2. 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 equity deserving group 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.

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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.
- Contextualize where possible to inform the non-expert.

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

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Points to Consider

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

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2024-25 Competition Timeline

Date	Milestone
July 17, 2024	Information Session
October 15, 2024	NOI Submission to VPRI
December 9, 2024	Full Nomination Submission to VPRI
Mid December 2024	Full Nominations sent for External Review
Mid February - Mid March 2025	SPORT Review
Late March 2025	Research Chair Advisory Committee Review
April 2025	Presidential Approval of YRCs
June 2025	Nominee Notification
July 1, 2025	YRC Term Begins

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Key Contacts

Questions about the YRC program can be directed to:

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