



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

IMPORTANCE OF COLLECTING PERFORMANCE DATA

Thank you for taking the time to complete this report. Support provided by the Canada Research Chairs Program (CRCP) is an investment of public funds. The program's accountability responsibilities for the use of award funds include reporting to the Government of Canada and program stakeholders, including Canadians, about who receives support and how funds are used to meet the program's objectives. To help ensure accountability, award recipients must report on progress annually and are expected to publicly acknowledge their award funding to bring awareness to the value and impact of the program as part of the Canadian and international research enterprise.

The information provided in this form will be aggregated to generate performance information on the program. Recipients are responsible for maintaining their eligibility and expending funds in accordance with program guidelines. For the program to collect data for its evaluation and performance management activities, institutions are required to provide reports on the deployment and management of the Canada Research Chairholders (CRCs) as stipulated by the program.

Should you have any questions about the information you are being asked to provide, contact the program at information@chairs-chaire.gc.ca. If you require technical support, contact our helpdesk at 613-995-4273 or websupport@chairs-chaire.gc.ca.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

PRIVACY NOTICE STATEMENT

The Tri-agency Institutional Programs Secretariat (TIPS), which is housed within the Social Sciences and Humanities Research Council (SSHRC), is responsible for the day-to-day administration of the following tri-agency programs: CRCP, Canada Excellence Research Chairs Program, Canada 150 Research Chairs Program, Canada First Research Excellence Fund, Research Support Fund, New Frontiers in Research Fund and Canada Biomedical Research Fund.

TIPS is strongly committed to the protection of all personal information collected and used in the operation and management of its activities.

The personal information is collected under the respective authority of section 4(2)(a) of the [Natural Sciences and Engineering Research Council Act](#), section 4(2)(a) of the [Social Sciences and Humanities Research Council Act](#), and sections 4, 5 and 26 of the [Canadian Institutes of Health Research Act](#), depending on the program under which you were awarded funding.

Your data will be collected, used, disclosed and retained in accordance with the [Privacy Act](#). It may be used for the purposes of program operations (including recruitment for merit review processes, where applicable), planning, performance measurement and monitoring, evaluation, and audits, and in aggregate form to report to the government or to the public. Self-identification statistics will always be reported in aggregate form, to ensure protection of the identity of any individual.

Failure to submit the institutional report may result in funding being held back until the completed report is received by TIPS.

For more information, refer to SSHRC PPU 016, described in [SSHRC's Info Source](#).

If you have any questions or concerns on the annual progress report, contact TIPS at information@chairs-chaire.gc.ca.

For more information about your rights under the *Privacy Act*, or our privacy practices, or to **access or correct** your personal information, contact [SSHRC's \(and TIPS'\) ATIP Coordinator](#).

If you believe your personal information has been mishandled, or have concerns about SSHRC's privacy practices, you have the right to file a **complaint** with the [Office of the Privacy Commissioner](#).



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

Note:

- By submitting your information, you are confirming that you have read and understood the Privacy Notice Statement outlined above and have provided your personal information in accordance with it.
- Personal information of a third party should not be disclosed in this report without their consent.

GENERAL INFORMATION

Institution:	[Prepopulated]
Reporting period:	[Prepopulated]
CRC Senior Official:	[Prepopulated]



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

PROGRAM MONITORING

The [Chairs Administration Guide](#) outlines the terms and conditions institutions must follow in administering CRC awards.

The institution must submit the report to provide an update on progress made toward meeting the objectives of the program through its administration of its allocation of CRCs.

The institution is responsible for ensuring that their CRCs meet the program's reporting requirements.

Institutions are required to post a copy of this report as submitted (with any identifying information and representation numbers **under five** redacted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS. Posting the report is a requirement of the [2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement](#). If an institution fails to meet these requirements by the deadlines stipulated, the program will withhold peer review and payments for nominations submitted to the program until the requirements are fulfilled in accordance with its [consequences framework](#).

1. ATTRACTION AND RETENTION

The CRCP supports the attraction and retention of a diverse cadre of world-class researchers to Canada. The program defines world-class researchers as outstanding and innovative researchers whose accomplishments have made, or have the potential to make, a major impact in their fields.

1. a) Using the scale provided, rate how important the CRCP funding was to your institution's ability to **attract** and **retain** a diverse cadre of world-class researchers during the reporting period:
 - **Attraction of researchers from within Canada to your institution**
(Radio button, one selection)
 - ☐ Not important
 - ☐ Somewhat important
 - ☐ Important
 - ☒ Very important



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

- ☐ Do not know
- ☐ Not applicable

- **Attraction of researchers from outside Canada to your institution**

(Radio button, one selection)

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

- **Retention of researchers at your institution**

(Radio button, one selection)

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

1. b) Explain your rating.

If you provided a rating of "Important" or "Very Important" to question 1. a), provide one or two examples that demonstrate the way in which the CRCP played a key role in attracting outstanding researchers to your institution, or in retaining outstanding researchers at your institution during the reporting period.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

(Maximum 2000 characters)

During the reporting period, Western attracted three CRCs from Canada, two from overseas and two from Western's faculties. These researchers either started their CRCs or submitted their nominations during the reporting period and include Dr. Alice Boyle from the US who is a Tier 1 nominee and studies ecology, conservation and bird migration, Dr. Patrick Moynihan from the UK, Tier 2 CRC in Mechanistic Bacteriology and Dr. Evan Bowness from Trent University, Tier 2 CRC in Sustainability and Equity. The CRC Program is vital in attracting these and other exceptional researchers, due to its global reputation as a highly prestigious program for outstanding scholars and future leaders. Benefits include increased time for research and the ability to attract excellent trainees. Our diverse CRCs provide excellent training to future leaders, act as role models for underrepresented groups, publish in high quality journals and translate knowledge and discovery for the betterment of Canadian health, economy and society.

1. c) (Optional) What are the challenges in recruiting and nominating researchers from **outside of Canada** to the CRCP, and how does your institution address them?

(Maximum 2000 characters)

The current immigration landscape in Canada makes it difficult to recruit, and retain, CRCs and CERCs. Although the ability to obtain a work permit in Canada is facilitated, i.e. through the Significant Benefit category, these established researchers do not often meet the current requirements for permanent residency in Canada, which can be an impediment in recruitment. This is also a particular worry for retainment of Chairs as the Foreign Buyer's Tax law in Ontario requires that non-permanent residents pay a 25% tax on house purchases, which at least one of our Chairs has raised to us as an issue due to their struggle to gain permanent residency, which is delaying them purchasing a house.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

2. IMPACT ON RESEARCH CAPACITY

One of the CRCP's key objectives is to contribute to fostering research capacity. Strengthening research capacity and clusters in strategic areas of research provides institutions with the ability to seek and receive other funding, therefore maximizing their ability to develop clusters of research excellence. Maximizing research capacity, in turn, generates social, economic and cultural benefits for Canada and Canadians.

2. a) Indicate which aspects of your institution's research capacity were significantly strengthened by the CRCP funding and the related CFI infrastructure support, during the reporting period. Select all that apply.

(Checkboxes, multiple choices possible)

- ☐ The ability of the institution to attract highly qualified personnel (HQP) – including undergraduate, master's and doctoral students, postdoctoral fellows, technicians, research assistants and other HQP
- ☐ The ability of the institution to fund HQP
- ☐ The ability of the institution to train HQP
- ☐ The ability to increase the number of research collaborations at the institution
- ☐ The ability to create international partnerships
- ☐ The ability to develop clusters of research excellence or areas of research strength according to the institution's CRCP Strategic Research Plan
- ☐ The opportunities to conduct research at the institution
- ☐ The overall quality of the research conducted at the institution
- ☐ The institution's capacity to produce new research knowledge
- ☐ The use of research results at the institution

3. EQUITY, DIVERSITY, AND INCLUSION

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

3. a.) Key institutional actions in support of EDI in the CRCP



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

Share up to three key EDI actions related to the CRCP that were undertaken by the institution during the reporting period as well as their impact.

Key EDI action #1

- Describe the key action that was undertaken.

(Maximum 1500 characters)

During the reporting period Western Research hired an Indigenous Research Facilitator, who works within the Inclusive Research Excellence and Impact team and specifically alongside the Indigenous Research Specialist. The Indigenous Research Facilitator is a two-year role and would not have been possible to recruit without the CRC EDI Stipend. It is hoped that this will become a permanent role. This new post is enabling Western Research to expand its Indigenous work through creation of an Indigenous research module and planning for an Indigenous Research Conference. It will also enable more support for allied scholars.

- Did this action relate to an objective named in your CRCP EDI Action Plan?

☒ Yes. Briefly describe the related objective.

(Maximum 500 characters)

This action aligns to objective 6 – Equity training for all faculty. The new Indigenous Research Facilitator will support faculty in learning about Indigenous research, through the new Indigenous research module and the Indigenous Research Conference

☐ No

- Describe outcomes and impacts this action supported during the reporting period.

(Maximum 1500 characters)

The new Indigenous Research Facilitator commenced their role in September 2025 and since then, there has been more capacity for support of Indigenous research, particularly for allied scholars and new opportunities for creation of training materials.

- Describe any challenges encountered in undertaking this action, and any mitigation



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

strategies that were employed.

(Maximum 1500 characters)

Recruiting to the position was challenging. After an initial recruitment campaign, the job title and job description were amended (from Indigenous Research Specialist to Indigenous Research Facilitator) to appeal to a wider variety of experience and skills. This action was successful, and more candidates applied for the position.

- Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

☒ Yes

☐ No

- ☐ Select if you want to enter **Key EDI action #2**. [If selected, a set of questions identical to those for key action #1 is shown]

Key action 2

Describe the Key action that was undertaken

In 2024, Western initiated a Special Program search to attract Indigenous faculty members to Tier 2 Canada Research Chairs across all disciplines and in alignment with Western's Strategic Plan, *Towards Western @150*, Western Research's 2022-2027 Strategic Plan, *Mobilize for Impact!* and Western's Indigenous Strategic Plan. One of these scholars began their role at Western in this reporting period and is currently developing their CRC nomination. Unfortunately, we were not successful at recruiting a second candidate but will re-launch this job posting in 2026.

Did this align to an objective in your CRC EDI Action plan?

Yes

It aligns to objective 1: Attract and retain the best talent available in an increasingly diverse workforce to achieve and maintain an equitable and diverse representation of the four designated groups in our Canada Research Chairs Allocations.

Describe the impact and outcomes of this action supported during the reporting period

This action has increased the diversity of our CRC cohort and will enrich the culture of our research environment, bringing new expertise and insights to Western. We also hope to attract more



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

Indigenous trainees to Western as a result of this new Indigenous CRC appointment.

Challenges and mitigating actions that were employed

Western's target was to recruit two new Indigenous CRCs. However, only one was recruited. A new search will be conducted in 2026.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

[If the above check-box is selected, a check-box for a third Key EDI action is shown]

- ☐ Select if you want to enter **Key EDI action #3**. [If selected, a set of questions identical to those for key action #1 or 2 is shown]

Key action 3

Describe the Key action that was undertaken

Monitoring of Employment Equity to ensure equitable pay, workload and research supports for new Canada Research Chairs as well as Western's faculty as a whole. This is undertaken through annual reporting on recruitment and retention, P&CS and career trajectory analysis.

Did this align to an objective in your CRC EDI Action plan?

Yes, it aligns with objective 2: Continue Institutional monitoring of Employment Equity through the provisions of the Faculty Collective Agreement and annual reporting on Recruitment and Retentions, Promotion and Tenure and Career Trajectory Analysis as required.

Describe the impact and outcomes of this action supported during the reporting period

The April 2025, Faculty Recruitment and Retention report demonstrates continuing progress in the following areas:

- In 2024 women made up 58.1% of new probationary/tenured faculty hires with representation varying by discipline.
- Probationary cohort success rates were similar for men and women.
- Since 2009, there have been increases in the % of Women, Tenured/Probationary Faculty.
- The percentage of women overall for full-time clinical academics (MD) has increased and is currently 39.6%.

Monitoring of Canada Research Chairs specifically, demonstrates:

- Research supports continue to remain flexible to accommodate the full range of research disciplines and activities.
- Workloads and salary stipends remain equitable across all fields.

Challenges and mitigating actions that were employed

None

3. b) CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your

11 | Page

Jointly administered by



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

institution in making progress in implementing measures to address systemic barriers:

[One selection possible]

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

3. c) Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is expected to address systemic barriers and foster an equitable, diverse and inclusive research environment.

For example, are there projects underway that underscore the importance of EDI to research excellence? Is there additional training being offered to the faculty at large? Are there initiatives to improve the campus climate? Please provide hyperlinks where relevant in the box below. URLs should include <https://>. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

(Maximum 2000 characters)

Western has launched an institutional Equity, Diversity, Inclusion, Decolonization and Accessibility (EDIDA) Strategic Plan, aimed at building a more inclusive Western community and campus. The plan has five strategic priorities; 1) Diverse representation and engagement; 2) Inclusive excellence in learning and teaching; 3) Inclusive excellence in research and innovation; 4) Safe, accessible and inclusive spaces, places and experiences; and 5) Enabling priority: systems-wide capacity building and cultural change. Under these strategic priorities 22 strategies have been identified, which each have their own objectives. Each department and unit across campus must select around 5 objectives to work towards and then create an action plan to achieve these by June 2027. Twenty objectives have been set to address priority 3 – Inclusive excellence in research and innovation, which include: ‘Expand impact metrics to better reflect the impact on society, London and beyond, re-balancing to focus on metrics that are reflective of sustainable impact and advancements of EDIDA in society’, ‘Build a community of practice for staff involved in EDID-in-research work’ and ‘Stimulate and support more nominations of equity deserving individuals for internal and external awards and prizes’.

4. STRATEGIC USE OF RESOURCES

One of the CRCP’s expected results is to make the best possible use of research resources through institutional strategic planning.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

4. a) Using the scale provided, rate to what extent the institution makes decisions on the allocation of CRC awards in alignment with its CRCP Strategic Research Plan.

[One selection possible]

- ☐ Not at all
- ☐ To a small extent
- ☐ To a good extent
- ☐ To a great extent
- ☐ Do not know

4. b) (Optional) Share any significant research successes your institution has achieved during the reporting year while implementing its CRCP Strategic Research Plan.

(Maximum 2000 characters)

Western Research's 2022-2027 Strategic Plan, *Mobilize for Impact!* focuses on five areas of research activity; 1) A Healthy Future, 2) A Creative Future, 3) A Sustainable and Resilient Future, 4) A Technology-Informed Future and 5) a Just and Equitable Future. The underpinning strategic goals to achieve research success with impact are to; Foster Relationships; Connect our Work to the World; and Tackle the Grand Challenges of our Time. To help achieve these strategic goals, Western Research has launched the 'Research Engagement Collaborative Alliance with Partners' (RECAP), which lives out the principles of partnered research. The aim is to enable authentic research partnerships between Western's researchers and diverse research partners to mobilize research, scholarship and creative activity for co-creation leading to greater and more meaningful impact. To date, RECAP has hosted events for Western Space, the Rotman Institute of Philosophy and the Bone and Joint Institute. It has also launched learning modules on 1) Research Partnerships for greater impact, 2) Motivations, Roles and Guiding Principles and 3) The Process of Research Partnerships. Through its engagement activities, RECAP now has an engaged partner network of over 60 non-academic partners with a formalized partnership and physical space at Innovation Works and Pillar Nonprofit Network (Pillar). Research Officers working in Western's institutes and faculties are important conduits who follow-up with these partners to nurture initial relationships that can eventually be developed into partnered grants.

5. INSTITUTIONAL SUPPORT AND PROTECTED TIME FOR RESEARCH



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

As an evaluation criterion of the program, institutions must demonstrate that they will provide chairholders with the support they need to ensure the success of their work, such as protected time for research, mentoring (if applicable), additional research funds, office space, administrative support, and hiring of other faculty members.

5. a) Protected time for research is a component of a research chair which provides chairholders with sufficient time to focus on their research program. Protected time can include teaching release, release from service expectations, release from administrative duties, and/or increased administrative support.

Please respond to the questions below:

- ☐ **Yes, our institution provides protected time for research to CRCP chairholders.**
[Multiple choice possible]
 - ☐ It is negotiated by each chairholder
 - ☐ **There is an institution-wide policy that applies to all CRCP chairholders**
 - ☐ It is decided at the faculty/department level and is not negotiated by the CRCP chairholder
 - ☐ Other (specify in box below)



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

(Maximum 1000 characters)

- ☐ No, our institution does not formally provide protected time for research to CRC chairholders.

(Maximum 2000 characters)

Successes:

1) An important component in the successful management of the CRC program has been our good relationship with the CRC program office. Amélie Marcil, the CRC Program Officer, has been outstanding in her support. She is responsive to our queries, provides prompt and helpful advice and guidance and is open and flexible to suggestions around managing CRCs.

2) As an institution, we have been working on improving our processes to reduce the time between chairs ending and new chairs commencing. This has involved collaboration across a number of units within the institution, with the ultimate aim of maximizing the number of chairs in post.

Challenges:

1) Whilst the CRC program is highly prestigious, attracting exceptional international and Canadian candidates, the monetary value of the award has decreased significantly in real terms, creating a financial challenge for universities.

2) We are grateful that the CRC program will soon be amending their review criteria to encompass EDID, which is currently not assessed. This will help to reinforce the importance of EDID with our CRC nominees.

3) Not including the entire 2SLGBTQIA+ community as an equity-deserving group in relation to the EDI targets.

4) With regards to the administration of CRCs, we find the annual on-going Eligibility Report to confirm that each chairholder remains eligible, overly burdensome and would appreciate the program considering whether this is required. Further, we feel the attestation requirements around recruitment protocols for new CRCs excessive. For each nomination, this is checked three times. First by submission of the advert on the day it is posted, then uploading the signed attestation in Convergence and then attesting yet again as part of the submission process. We feel this could be streamlined.



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

[If “No” is selected, the following question and box will appear]

If no, explain.

(Maximum 1000 characters)

6. ADDITIONAL COMMENTS AND/OR SUGGESTIONS

6. a) Use this section to describe any successes or challenges you have experienced this year in **managing** the CRCP at your institution. Successes achieved in the context of your institution's CRCP Strategic Research Plan should be entered in 4.b) and should not be repeated here. Include any suggestions you may have for improvements or changes to the program.