



Frequently Asked Questions for Canada Research Chair Positions in Designated Groups

Why is Western seeking applicants for Canada Research Chairs and why in Designated Groups?

Western University in London, Canada is seeking applicants for Canada Research Chairs who share our passion for extraordinary research, innovation and world-changing ideas. Our pursuit of research excellence and our commitment to equity, diversity and inclusion are mutually supporting and strengthen Western's commitment to global leadership. Ensuring the Canada Research Chair program at Western is representative of the Designated Groups in Canada will strengthen our pursuit of research excellence and fulfill our commitment to equity, diversity and inclusion.

What is the Canada Research Chairs Program?

The Canada Research Chairs Program (CRCP) is at the centre of a Government of Canada strategy to make Canada one of the world's top countries in research and development. The program funds approximately 2,000 Canada Research Chairs in eligible degree-granting institutions with research grounded in the Social Sciences and Humanities Research Council (SSHRC), the Natural Sciences and Engineering Research Council (NSERC) and the Canadian Institutes of Health Research (CIHR). This program invests about \$265 million per year to attract and retain a diverse cadre of world-class researchers and to reinforce academic research and training excellence in Canadian postsecondary institutions.

For information on the Canada Research Chairs Program see <http://www.chairs-chaires.gc.ca/>

What does the advertisement mean by 'Designated Groups'? How do I know whether this applies to me?

The four Designated Groups are Women, Visible Minorities/Racialized Groups, Indigenous People and Persons with a Disability.

Why is Western seeking applicants specifically from members of three of the Designated Groups?

These opportunities are consistent with Western's commitment to increasing representation in its Canada Research Chairholders to meet CRC targets. We are seeking to close specific gaps in equity, diversity and inclusion targets in the groups currently under-represented or at risk of falling below target among CRCs at Western. This initiative follows provisions of a [special program under Section 14 of the Ontario Human Rights Code](#), which allows organizations to initiate temporary measures to assist people who have been subjected to disadvantage or hardship and to remove those burdens or disadvantages.

What are Western's targets?

Targets are set by the Canada Research Chairs Program. The information below reflects the current active chairs who have self-identified in the Designated Groups.

[Current Gaps in Meeting Targets](#)

Does that mean Western is changing its commitment to research excellence?

Candidates in this program, like all CRCs, will meet the highest qualifications and standards of peer-reviewed work. In some cases, the quality of candidates' work is exceptional but may have previously been under-valued for a variety of reasons. When we remove systemic barriers, we open more doors to excellence.

How many new CRCs is Western looking for as part of this program?

We are seeking up to 10 Canada Research Chairs candidates in disciplines related to the mandates of the [Canadian Institutes of Health Research](#) (CIHR), [Natural Sciences and Engineering Research Council](#) (NSERC), and the [Social Sciences and Humanities Research Council](#) (SSHRC). This number includes both Tier 1 and Tier 2 Canada Research Chairs.

How do I inform you of my status as a member of the Federally Designated Groups? Can I be in more than one?

Yes, you may be a member of more than one group. You will need to identify the group(s) of which you are a member in the [Western University Application for Canada Research Chair](#). This form must be submitted with your application submission.

Who will have access to my information as a member of a Designated Group?

The members of the Search Committee and select senior administrative personnel will have access to your information. Advisory members to the search committee and appointments committee members who may be required to review your application will not have access to your self-identification information.

Can I apply if I already hold an academic appointment at Western?

Yes, the CRCs are open to all eligible individuals who are a member of at least one of the Designated Groups identified in the advertisement. Individuals who currently have an academic appointment at Western who are eligible are encouraged to apply.

What is a Tier 1 Canada Research Chair?

A [Tier 1 Canada Research Chair](#) is a prestigious research award to successful nominees for a seven-year term, renewable for one additional term. Nominees will hold an academic appointment and are full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination.

Nominees are outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields; are recognized internationally as leaders in their fields; and have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline). Tier 1 Chairholders are

expected to attract, develop and retain excellent trainees, students and future researchers and to propose an original, innovative research program of the highest quality.

What is a Tier 2 Canada Research Chair?

A [Tier 2 Canada Research Chair](#) position is a prestigious research award to successful nominees for a five- year term, renewable for one additional term. Nominees will hold an academic appointment (normally at assistant or associate rank or possess the necessary qualifications to be appointed at this level). Individuals must be within 10 years of their highest degree. Individuals that have experienced career interruptions and are beyond the 10-year window may apply for a Tier 2 justification.

Nominees must be exceptional 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; and, as chairholders, have the potential to attract, develop and retain excellent trainees, students and future researchers and must be proposing an original, innovative research program of high quality.

What are the eligible areas of research?

Applicants must be conducting research in the disciplines related to the mandates of [Canadian Institutes of Health Research](#) (CIHR), [Natural Sciences and Engineering Research Council](#) (NSERC), or the [Social Sciences and Humanities Research Council](#) (SSHRC).

What research does the Canadian Institutes of Health Research Council fund?

The Canadian Institutes of Health Research (CIHR) supports excellence across all four pillars of health research: [biomedical](#); [clinical](#); [health systems services](#); and [population health](#).

What research does the Natural Sciences Research Council fund?

The Natural Sciences and Engineering Research Council (NSERC) supports discovery and innovation in natural sciences and engineering for Canada.

What research does the Social Sciences & Humanities Research Council fund?

The Social Sciences & Humanities Research Council (SSHRC) funds research training and knowledge mobilization activities in the social sciences and humanities.

What are Western's research areas?

Western has several [signature research areas](#) and cutting-edge facilities, [groups, centres and institutes](#) that cross traditional disciplinary boundaries. For more information, please visit [Research Western](#).

What is a Tier 2 justification?

When individuals have experienced breaks in their research careers for reasons such as pregnancy or parental leave, extended sick leave, clinical training, and/or family care, they may be eligible to

apply to the CRCP for a [Tier 2 Justification](#). If your career path meets these circumstances, please contact Research Western at ResearchWesternCRC@uwo.ca for further information.

What is a CRC nomination?

Selected candidates are required to complete a Canada Research Chair nomination package which will be peer reviewed at the Canada Research Chairs Program. The nomination package is prepared by the selected candidate in collaboration with the relevant Faculty at Western University and the institution will ultimately submit the nomination on your behalf. The nomination package is assessed based on the quality of the nominee and the proposed research program and the quality of the institutional environment, institutional commitment, and fit of the proposed chair with the institution's strategic research plan. For information on the CRC nomination please visit [Nomination Process](#).

Can I apply if I have previously held a Canada Research Chair position at Western or another institution?

Under certain circumstances, previous CRC chairholders may be eligible.

Both Tier 1 and Tier 2 Chairs can be held for a maximum of two terms. A chairholder who has begun a second term cannot be nominated for a new chair at the same level at the same or another institution, regardless of years completed in the second term.

A Tier 2 chairholder (whether the chair is current or completed) may be nominated for a Tier 1 chair at the same or another institution.

If a chairholder resigns from their position during their first term at one institution to accept a chair position at another, this would be considered their second term, regardless of years completed in the first term at their previous institution.

Will I receive assistance in preparing the CRC nomination submission?

Yes, assistance is provided by personnel in Western's Research Office as well as individuals in the relevant Faculty. Proposal development and administrative support will be provided in cooperation throughout the nomination process.

When will the final decisions regarding the CRC nomination be communicated?

If selected as a nominee, the Canada Research Chairs Program reviews the nominations and decisions will be communicated as soon as possible, normally no later than a six-month time frame.

What do I do if I have further questions?

If you have further questions, please contact crc_special_programs@uwo.ca