

## Call for Applications

### CIHR Tier 2 CANADA RESEARCH CHAIRS

The Office of the Vice Rector of Research, Creation, and Innovation (VRRCI) at Université Laval is launching an internal competition to fill **six** Tier 2 Canada Research Chairs in health sciences (CIHR). This competition could be used to select more chairs in the event that new chairs at the same level become available in the same domain. **In addition, the VRRCI reserves the right of not to fill all the chairs in the event that the criteria of excellence or our EDI commitments cannot be met.**

#### **CRC Program**

The CRC program aims to attract and retain in Canada accomplished and promising researchers. The allocation of the 2000 Canada Research Chairs (CRC) to Canadian universities by the Tri-Agency Institutional Programs Secretariat (TIPS) is conducted every two or three years and is based on research funding received by researchers from the three federal granting agencies. Each university receives a CRC allocation that it can use according to a set of rules. The decision to name Canada Research Chairholders is made by the university.

Tier 2 or “junior” Chairs are intended for exceptional emerging researchers. These chairs are five-year positions worth \$100,000 per year and can be renewed once. A research stipend of \$ 20,000 per year accompanies the tier 2 chairs in the 5 years of the first term. This allocation must be used for direct costs of research.

For more information about the program, consult the [CRC website](#):

#### **Equity Statement**

In keeping with its recruitment policies (including the “Equal Employment Opportunity Program,” which was adopted in 2008), Université Laval is committed to promoting excellence in research and research training and guaranteeing equal opportunity for all qualified candidates. Université Laval upholds the principle that excellence and equity go hand in hand and recognizes that best practices with regard to employment equity will result in the broadest possible pool of competent candidates.

Université Laval has published in 2018 a revised version of the [Equity, Diversity and Inclusion Action Plan](#) with a view to **increasing the representation of women, persons with disabilities, members of visible minorities as well as Indigenous peoples among Canada Research Chairholders at our institution.**

**In order to meet these commitments, some chairs need to be attributed to people identifying themselves as belonging to groups under-represented among our CRC holders and for which gaps remain to be filled; those belonging to a visible minority group or people with disability.**

**Therefore, at the end of the 5 competitions currently open (CIHR-1, 2-CIHR, NSERC-1, NSERC-2, SSHRC-2) including the present competition, the University wishes to assign at least 7 chairs to individuals who self-declared belonging to a visible minority group AND at least 2 chairs at people who self-declared as being disabled.**

**For these reasons, we encourage each Faculty to take into account these characteristics during the search and the selection of candidates.**

**In addition, we remind each Faculty to ensure that the selection process correspond to the [Requirements for recruiting and nominating Canada Research Chairs](#) of the CRC Program. **All applications that fail to comply to these requirements will be rejected.** For any questions related to this topic, you can contact your EDI Faculty representative or the VRRH equity officer.**

### Internal Competition Process

Applications must be submitted by faculty deans. Each faculty can submit a limited number of applications. The table in Appendix 1 shows the number of applications that each faculty can submit for this competition.

Call for application	March 14 2019
VRRCI submission deadline	July 12th 2019 (no delay or addition accepted)
Results announced by the VRRCI	August 2019
TIPS (federal) submission deadline	October 21, 2019 or sooner if possible

Candidates interested to apply are asked to contact the research advisor in their Faculty (or the one corresponding to their expertise) for details about the Faculty competition.

### Eligibility

Faculties can submit applications for current Université Laval professors or outside candidates.

Applicants for Tier 2 Chairs should have assistant or associate professor status or have the necessary qualifications to hold such positions. In addition, applicants must have been active researchers in their fields for least than ten years at the time of their application.

Applicants who obtained their most advanced degree more than ten years ago (and whose career was interrupted because of maternity or parental leave, a prolonged medical leave, or clinical training) can check their Tier 2 Chair eligibility using the program's [Tier 2 Justification Screening Form](#). For more information, please contact Jean-Phillippe Marquis at [jean-philippe.marquis@vrr.ulaval.ca](mailto:jean-philippe.marquis@vrr.ulaval.ca).

L'Université Laval acknowledges that career interruption (e.g. maternity or parental leave, leave for prolonged illness or clinical training) as well as a disability may have an effect on productivity and contributions in research. Applicants are invited to explain, as appropriate, these effects so that they are taken into account in the assessment of their applications. In addition, accommodation can be offered to people with disabilities according to their needs in this competition, including accessibility. If you need accommodation, we invite you to contact the equity officer using contact information below.

### Excellence of the Applicant

The Canada Research Chair program is based on an unwavering commitment to excellence in research and training. Applicants must demonstrate a significantly greater contribution compared to other researchers working in the same field in Canada (Tier 2) or internationally (Tier 1). This contribution is defined by:

- A publication record that is superior to the reference group average
- Supervision of graduate students; diversity and inclusion of students and research staff will be considered an asset
- Higher levels of funding than the reference group average
- International collaborations (publications, research funding, and knowledge transfer activities); Tier 2 Chairholders must have shown their ability to assert themselves on an international level
- A larger number of knowledge transfer activities than the reference group average: e.g., attendance at scientific conferences, radio interviews, publication of results in scientific journals and major newspapers, and knowledge transfer to a community of practice
- Leadership, as evidenced by significant contributions to the development and transfer of knowledge in the applicant's field of expertise and contributions to the university's flagship multidisciplinary research platforms

## Assessment of Applications

A committee, composed by peers, will assess the applications, produce a report, and make recommendations to the vice-rector of research, creation, and innovation, who will decide which applications will be forwarded to TIPS based on strategic and institutional priorities, including the university's commitments to diversity and inclusion.

In addition to being diverse, the assessment committee is composed of established professors, the equity officer, the director of the *Bureau des chaires et des entités structurantes*, and the advisor responsible for the CRC program, who serves as the committee secretary. All committee members receive clear instructions with regard to their role and mandate, the definition of excellence, and the impact of career interruptions on application assessments. Committee members are also required to take training on unconscious bias and peer review.

### Assessment Criteria

Applications are assessed based on the following criteria and sub-criteria (see the assessment grid in Appendix 2 – text only available in French):

1. Quality of the candidate
2. Quality of the research program
3. Capacity-building impact
4. Community involvement

**Important note 1: the VRRCI strongly invite each Faculty to enhance the structuring effect of applications by allowing the recruitment of a new regular faculty resource (including the *professeurs.es sous octroi*), either via the recruitment of applicants that do not hold a regular position at UL or through a new hiring associated with the Chair.**

**Important note 2 : the VRRCI strongly invite each Faculty to enhance the structuring effect of applications by presenting applications that will contribute to diversify the representation of chairholders among the currently under-represented designated groups.**

## Application package

The full application package includes:

- A letter of support from the dean of the faculty which must:
  - Show that the applicant is an emerging world-class researcher who has demonstrated particular creativity in research and has the potential to forge an international reputation in their field over the next five to ten years (Tier 2 Chair);
  - Present the chair's contribution in terms of capacity building and added value for the faculty and the university, notably with respect to faculty and university strategic priorities;
  - Describe clearly the contributions and support (financial or other in-kind) from the faculty and department;
  - Confirm, for applicants who do not hold a regular position at the UL, that the Faculty is committed to a position in Department X, for the integration of the applicant, in accordance with the procedures laid down in the collective agreements;

The letter must complement the letter from the Director of the research unit and must be limited to 3 pages and to the aforementioned points.

- **The written report of the faculty selection Committee, signed by all the members of the Committee, and indicating how the requirements relating to the recruitment and nomination of the Canada Research**

Chairs program have been filled. The report must be accompanied by the form [Attestation de l'établissement – Processus de recrutement et de mise en candidature](#) signed by the dean or a vice-dean.

One report and one form are required regardless of the number of candidates nominated by the faculty.

- A letter of support from the Director of the research unit where the candidate will be integrated (director of affiliated institute/research center, axis director, UL Institute, research center, or department director). This letter must :
  - Present how the chair application will fit into the existing scientific program of the research unit;
  - Present the chair's contribution in terms of capacity building and added value for the research unit. Reflecting the applicant's vision for the research chair, the letter must explain how the chair will help build capacity in an emerging field or strengthen capacity in a developed field; how the chair will serve as a lever taking research to a higher level; how the chair will help disseminate research; what steps will be taken to help establish Université Laval as a leader in the field in question.
  - Describe clearly the contributions and support (financial or other in-kind) from the research unit;

Only one letter of support from the research unit can be presented **and must be limited to 3 pages**. In case of affiliations with multiple research units, one joint letter will be accepted and must complement the letter of support from the dean.

- A curriculum vitae. Use the CRC CV which includes two sections :
  - The CRC CV form available in the [CRC Portal](#);
  - CV attachment as set out by the CRC (see the format on pages 4–8 of the CRC CV form);
- The UL self-identification form (see Appendix 3 – text only available in French). The information provided is kept confidential.
- A complete or summary description of the research program (3–6 pages) as set out in sections 2a to 2f of the [CRC nomination form](#):

## **Contacts**

### **Application call process**

Jean-Philippe Marquis, research development advisor at VRRCI  
Phone: 418 656-2131, ext 8878  
Email: [jean-philippe.marquis@vrr.ulaval.ca](mailto:jean-philippe.marquis@vrr.ulaval.ca)

### **Recruitment process and EDI matters**

#### **Patricia Neitthoffer**

Agente d'équité  
Tél. : 418 656-2131, poste 400033  
Courriel : [patricia.neitthoffer@vrrh.ulaval.ca](mailto:patricia.neitthoffer@vrrh.ulaval.ca)

Annexe 1 – Limite de dossiers par faculté par domaine pour chacune des chaires libres.

<b>CRSH</b>				
<b><i>Nb de chaires libres</i></b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Nb de dossiers pour la FSS</b>	2	4	6	8
<b>Nb de dossiers pour chacune des autres facultés</b>	1	2	3	4

<b>CRSNG</b>				
<b><i>Nb de chaires libres</i></b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Nb de dossiers pour la FSG</b>	2	4	6	8
<b>Nb de dossiers pour chacune des autres facultés</b>	1	2	3	4

<b>IRSC</b>				
<b><i>Nb de chaires libres</i></b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>6</b>
<b>Nb de dossiers pour la FMed</b>	2	4	6	12
<b>Nb de dossier pour chacune des autres facultés</b>	1	2	3	6

Annexe 2 – Critères d'évaluation

Candidat :	<input type="checkbox"/> CRSH
Titre du candidat :	<input type="checkbox"/> CRSNG
	<input type="checkbox"/> IRSC
Titre de la chaire :	<input type="checkbox"/> Niveau 1
	<input type="checkbox"/> Niveau 2

Critères d'évaluation	Cote	Commentaires
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### 1. Qualité du titulaire de chaire

Pour satisfaire aux critères du Programme, le candidat doit :

A (1<sup>er</sup> - 10 percentile)

B (10<sup>e</sup> – 20<sup>e</sup> percentile)

C (20<sup>e</sup> – 30<sup>e</sup> percentile)

D (30<sup>e</sup> + percentile)

#### Niveau 1

- être un chercheur exceptionnel et novateur de calibre mondial dont les réalisations ont eu un impact marqué dans son domaine;
- être un chef de file de réputation internationale dans son domaine;
- avoir un excellent historique de recrutement et de supervision d'étudiants aux cycles supérieurs et des chercheurs postdoctoraux.

#### Niveau 2

- être un excellent chercheur émergent de calibre mondial qui a fait preuve d'une créativité particulière en recherche;
- avoir démontré qu'il a le potentiel nécessaire pour se tailler une réputation internationale dans son domaine au cours des cinq à dix prochaines années;
- avoir le potentiel nécessaire pour recruter, former et retenir d'excellents stagiaires, étudiants et futurs chercheurs.

### 2. Qualité du programme de recherche

2.1. Qualité, originalité et caractère novateur du programme de recherche

A (1<sup>er</sup> - 10 percentile)

B (10<sup>e</sup> – 20<sup>e</sup> percentile)

C (20<sup>e</sup> – 30<sup>e</sup> percentile)

D (30<sup>e</sup> + percentile)

2.2. Impact des résultats de recherche dans le domaine et sur la scène internationale, le cas échéant

2.3. Capacité d'attraction vis-à-vis d'excellents stagiaires, d'étudiants et de futurs chercheurs

2.4. Participation des utilisateurs de la recherche et diffusion des résultats de recherche à tous les niveaux

Candidat :	<input type="checkbox"/> CRSH
Titre du candidat :	<input type="checkbox"/> CRSNG
	<input type="checkbox"/> IRSC
Titre de la chaire :	<input type="checkbox"/> Niveau 1
	<input type="checkbox"/> Niveau 2

Critères d'évaluation	Cote	Commentaires
<p>3. Effet structurant</p> <p>3.1. La chaire aura un impact pour le développement d'un milieu de recherche et de formation stimulant au sein du laboratoire du candidat, mais surtout pour l'Université. Note : Ce critère prend également en compte l'impact de l'équité, de la diversité et de l'inclusion (EDI) dans le milieu de recherche ainsi que les engagements de représentation des titulaires de chaires à l'Université parmi les groupes désignés actuellement sous-représentés.</p> <p>3.2. La chaire servira d'effet de levier pour la faculté, le département, le centre de recherche (s'il y a lieu), et pour l'Université tant à l'échelle nationale que sur la scène internationale.</p> <p>3.3. La chaire aura comme effet l'augmentation de la capacité de recherche dans le domaine, le renforcement d'un pôle d'excellence à l'Université ou la stimulation d'un domaine en émergence.</p>	<p><input type="checkbox"/> A (1<sup>er</sup> - 10 percentile)</p> <p><input type="checkbox"/> B (10<sup>e</sup> – 20<sup>e</sup> percentile)</p> <p><input type="checkbox"/> C (20<sup>e</sup> – 30<sup>e</sup> percentile)</p> <p><input type="checkbox"/> D (30<sup>e</sup> + percentile)</p>	
<p>4. Engagement du milieu</p> <p>Niveau d'appui offert au candidat par la faculté et les entités structurantes qui lui sont affiliés (centre de recherche, instituts, hôpitaux, etc.) pour assurer la réussite de ses travaux de recherche.</p> <p>Ces appuis devraient être différents de ceux qui sont pris envers les professeurs qui ne sont pas titulaires d'une chaire et peuvent prendre la forme, notamment, d'un déchargement de certaines tâches administratives et d'enseignement, d'un mentorat (s'il y a lieu), de fonds additionnels, de locaux, de soutien administratif et d'embauche d'autres professeurs.</p>	<p><input type="checkbox"/> A (1<sup>er</sup> - 10 percentile)</p> <p><input type="checkbox"/> B (10<sup>e</sup> – 20<sup>e</sup> percentile)</p> <p><input type="checkbox"/> C (20<sup>e</sup> – 30<sup>e</sup> percentile)</p> <p><input type="checkbox"/> D (30<sup>e</sup> + percentile)</p>	

Cote générale :

Rang :



Annexe 3 – Formulaire d'auto-déclaration

## FORMULAIRE D'AUTO-IDENTIFICATION

L'Université Laval s'est engagée à garantir un milieu de travail diversifié et inclusif, qui offre des chances égales à toutes et à tous. Le présent formulaire sert à appuyer cet engagement. Les renseignements fournis sont traités en toute confidentialité.

**NOM et prénom :** \_\_\_\_\_

**DATE :** \_\_\_\_\_

**Sexe :**            Féminin                                    Masculin                                    Je préfère ne pas répondre

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**Indiquez par oui ou par non si vous appartenez aux groupes désignés suivants :**

*Veillez-vous référer aux définitions présentées plus bas, tirées de  
la Loi sur l'équité en matière d'emploi (L.C. 1995, ch. 44)*

Les définitions pour les Autochtones et les minorités visibles sont mutuellement exclusives, c'est-à-dire qu'une personne ne peut s'identifier qu'à un seul de ces deux groupes.

Selon la définition, faites-vous partie :

- |  |            |            |
|--|------------|------------|
| • <b>des peuples Autochtones<sup>1</sup> du Canada</b> | <b>Oui</b> | <b>Non</b> |
| • <b>d'une minorité visible<sup>2</sup></b>            | <b>Oui</b> | <b>Non</b> |

Selon la définition, vous considérez-vous comme :

- |  |            |            |
|--|------------|------------|
| • <b>une personne handicapée<sup>3</sup></b> | <b>Oui</b> | <b>Non</b> |
|--|------------|------------|

Je préfère ne pas répondre

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<sup>1</sup> **Autochtones**

Le terme Autochtones, désigne les Premières nations (Indiens d'Amérique du Nord), les Métis, ou les Inuits. Les Premières Nations comprennent aussi bien les personnes inscrites et non inscrites comme Indien.

<sup>2</sup> **Minorités visibles**

Cette catégorie regroupe les personnes qui ne sont pas de couleur blanche et qui ne se déclarent pas Autochtones. Cela comprend les Noirs, les Chinois, les Philippins, les Japonais, les Coréens, les personnes originaires de l'Asie du Sud, de l'Asie de l'Est, de l'Asie du Sud-Est, les personnes originaires de l'Afrique de l'Ouest et de l'Afrique du Nord qui ne sont pas de race blanche, les Arabes, les Latino-Américains non blancs, les personnes d'origine mixte (dont l'un des parents fait partie de l'un des groupes susmentionnés) ou qui font partie d'un autre groupe de minorité visible.

<sup>3</sup> **Personnes handicapées**

Cette catégorie désigne les personnes ayant une déficience persistante ou récurrente soit de leurs capacités physiques, mentales ou sensorielles, soit d'ordre psychiatrique ou en raison d'un trouble d'apprentissage, et :

- considèrent qu'elles ont des aptitudes réduites pour exercer un emploi;
- ou pensent qu'elles risquent d'être classées dans cette catégorie par leur employeur ou par d'éventuels employeurs en raison d'une telle déficience.

Cette catégorie vise également les personnes dont les limitations fonctionnelles liées à leur incapacité ont nécessité d'adapter leur emploi ou leur milieu de travail.