



THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Science

March 10, 2020

## Call for Canada Research Chair (Tier 1) Applications from Federally Designated Groups in Science

The Dean of Science at the University of British Columbia invites applications for up to four Tier 1 Canada Research Chairs in any field of Science (one CIHR and three NSERC). Applicants must already hold a full-time, tenured appointment in the Faculty of Science at UBC (this is an internal search). Applicants should be at the rank of Professor, though applicants at the rank of Associate Professor are also eligible if they anticipate being promoted to Professor within one or two years of taking up the Chair.

Tier 1 CRCs are intended for “outstanding researchers acknowledged by their peers as world leaders in their fields” (source: CRC Website) who (a) are outstanding, innovative world-class researchers, (b) are recognized as international leaders in their field, and (c) have superior records of training graduate students and post-doctoral fellows. The chairholder must demonstrate an innovative, high quality research program and the ability to attract and train students and post-doctoral fellows. Chairs are tenable for seven years and are renewable once. Please consult the [Canada Research Chairs](#) website for details on eligibility.

### Applicants

The University recognizes the impact that extended leaves-of-absence (e.g. career breaks such as maternity, parental, extended sick leave, clinical training, etc.) can have on a candidate’s research record. Such leaves will be given careful consideration in the adjudication process.

The *Canada Research Chair Equity, Diversity, and Inclusion Action Plan* guides the University’s efforts to enhance the participation of individuals from the four federally designated groups through chair allocation. The four groups are: women, Indigenous Peoples, persons with disabilities, and visible minorities/members of groups that are racially categorized.

In accordance with *UBC’s CRC Equity, Diversity, & Inclusion Action Plan*, and pursuant to Section 42 of the BC Human Rights code, this call for applications is restricted to exceptionally qualified individuals who self-identify as members of one or more of the four federally designated groups. Additionally, preference will be given to persons who self-identify as being a person with disabilities, as defined by the Federal Contractors Program – see **Note 1**, below. The recruitment of outstanding candidates from this designated group is central to the University’s pursuit of

excellence and equity, as well as fulfilling the objectives of its *Action Plan*. We expect that this call will lead to the selection of as many as four excellent candidates for nomination to the CRC program.

To aid in the application process, personal information is collected under the authority of sections 26(a) and 26(c) of the BC *Freedom of Information and Protection of Privacy Act*. The information applicants provide will only be used to determine whether they qualify for participation in this nomination process. Data will be collected by the Equity & Inclusion Office and only the names of those who identify as women, visible minorities (member of groups that are racially categorized) and/or Indigenous Peoples will be shared with the adjudication committee. Currently, UBC has a gap in representation for people with disabilities. Until such time as this is remedied, the names of those self-identifying as having a disability will be provided separately to the adjudication committee.

### **Application process**

***All applicants are required to self-identify as a member of one or more of the four designated groups using the form available [here](#).*** Self-identification is necessary for the University to achieve equity targets set by the CRC Program. This information will be stored in a secure database and made available only to members of the adjudication committee.

Applicants should include 1) a letter of support from the Department Head or School Director outlining your research accomplishments to date and your future research potential and a financial plan in support of the chair, 2) a maximum six-page letter of interest describing qualifications and research plans for the chair and, 3) a full curriculum vitae.

Application materials should be submitted to the Associate Dean of Research in Science (Mark MacLachlan; [maclachlan@science.ubc.ca](mailto:maclachlan@science.ubc.ca)) for consideration. Applications from all eligible candidates will be reviewed and assessed by a subcommittee. The closing date for application submission is **April 30, 2020**. Heads and directors may each support up to 1 nomination. The assessment of application materials and the identification of successful candidates will be undertaken by an adjudication committee chaired by the Dean of Science and Associate Dean of Research & Graduate Studies. Successful applicants are expected to submit an application to CRC in the September or December 2020 CRC national competition.

Inquiries about this opportunity may be addressed to Dr. Mark MacLachlan via email at [maclachlan@science.ubc.ca](mailto:maclachlan@science.ubc.ca). All Chair nominations are subject to review and final approval by the CRC Secretariat.

UBC welcomes and encourages applications from peoples with disabilities. Accommodations are available on request for all candidates taking part in all aspects of the selection process. To confidentially request accommodations, please contact Mark MacLachlan at [maclachlan@science.ubc.ca](mailto:maclachlan@science.ubc.ca).

The University is committed to creating an equitable and inclusive work environment for its employees and students, including those with disabilities. For information on UBC's accommodation policies, please connect with the Centre for Accessibility.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented and discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the BC Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

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**Note 1.** According to the Federal Contractors Program, persons with disabilities are those who have long-term or recurring physical, mental, sensory, psychiatric, or learning impairment(s) and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This includes persons with functional limitations due to their impairment who have been accommodated in their current job or workplace.