

A. CRC Distribution – Selection of Research Area

- i) Whether through new allocation, resignation, non-approval, non-renewal, or completion of the final CRC term, all Tier 1 and 2 CRC positions are returned to the central pool for redistribution per the competitive CRC allocation process.



used to retain internal candidates only in extraordinary circumstances with justification provided by the Search Committee.

- ii) In all advertising, the Search Committee will use language that is inclusive, ungendered and unbiased. Advertising will also recognize the potential impact of career interruptions. Advertising for all of the positions will include the following equity statements:

be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields;

be recognized internationally as leaders in their fields;

have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field

- ii) The Department will provide content and approval to the sections describing institutional environment and commitments.
- iii) In order to guarantee a robust research package, the use of CRC funds to support the salary of the chairholder will be limited to 75% for Tier 1 chairs and 60% for Tier 2 chairs. The balance of the funding from the CRC Program will be dedicated to eligible research costs.
- iv) CRC chairholders will receive teaching release equivalent to 50% of the normal teaching load in their home Faculty, as part of their Chair package.
- v) CRC chairholders will be released from major administrative roles within the Department such as serving as Graduate Advisor, or Undergraduate Advisor, and at the Faculty level, such as serving as Associate Dean, or other Chair/Director positions.
- vi) The Dean and Chair/Director will approve the final version, confirming commitments.
- vii) The VPR and VPAC will approve the submission of the nomination to the CRC secretariat.

E. Loss of a Chair due to the Re-allocation Process

- i) In the case of a chair lost due to the CRC re-allocation process, the VPR and VPAC will decide which chair will be returned.
- ii) VPR and VPAC will also decide if the [phase out mechanism](#) will be requested.
- iii) The Associate VP Research, Associate VP Research Operations, Associate VP Academic Planning, Associate VP Faculty Relations, and the Deans will be consulted.
- iv) In order to minimize the impact, the criteria to be used will include:
 - Availability of vacant chairs
 - Use of flexibility corridor
 - Portion of Term left
 - Impact on research activity, in alignment with the Strategic Research Plan
 - Impact on students and other personnel
 - Economic impact on Department, Faculty and University.

RELATED DOCUMENTS AND POLICIES

[Faculty & Librarian Recruitment Handbook, 2017](#)

[Collective Agreement, 2015](#)

[Employment Equity Plan, 2015-2020](#)

[Strategic Research Plan, 2016-2021](#)

[Policy HR6100: Employment Equity](#)

[Policy HR6115: Employment Accommodation](#)

[Policy HR6110: Guidelines on Preferential or Limited Hiring](#)