



## 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-chaires.gc.ca](mailto:information@chairs-chaires.gc.ca). If you require technical support, contact our helpdesk at 613-995-4273 or [websupport@chairs-chaires.gc.ca](mailto:websupport@chairs-chaires.gc.ca).



## 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.

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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-chaires.gc.ca](mailto:information@chairs-chaires.gc.ca).

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**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

<b>Institution:</b>	University of Victoria
<b>Reporting period:</b>	April 1, 2024 to March 31, 2025
<b>CRC Senior Official:</b>	Lisa Kalynchuk



## 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**
    - Not important
    - Somewhat important
    - Important
    - Very important
    - Do not know
    - Not applicable
  - **Attraction of researchers from outside Canada to your institution**
    - Not important
    - Somewhat important
    - Important
    - Very important
    - Do not know
    - Not applicable
  - **Retention of researchers at your institution**
    - 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.

Within the reporting period, many new faculty members have been attracted to UVic thanks to the CRC program. For example, Regan Mandryk, CRC in Digital Games and Immersive Social Technologies, came to UVic from the University of Saskatchewan; Joel Ong, CRC in Emergent Digital Art Practices, came to UVic from York University; and Dominique Trischuk, CRC in Dark Matter and Physics at the Subatomic Frontier, came to UVic from Brandeis University in Massachusetts, USA. The CRC program also provides a powerful and strategic retention tool to provide opportunities for key faculty members to continue their work at UVic. For example, during the reporting period, an application for Heidi Kiwetinepinesiik Stark to become a Tier 1 CRC was developed in order for her to continue her important work in indigenous law, politics and governance, supporting UVic's commitments to indigenous-led scholarship; likewise, Marie-Eve Tremblay was nominated for a Tier 1 CRC to continue the world leading research program on aging and cognition that she established during her Tier 2 term at UVic.



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?

A major challenge has been to be able to offer a hiring package that can attract certain candidates especially from foreign universities. The CRCP amount has not changed since the creation of the program. Inflation, and especially the high cost of housing in Victoria specifically, compounds this issue, making sometimes our offers less attractive to foreign researchers.

We have found that a significant proportion of candidates being attracted from outside Canada already have a connection with Canada and with the west coast in particular (Canadian expatriates, family in Canada, previous studies in Canada), and those positive connections and associations enhance the appeal of the offer made by UVic.

However, in the wake of the recent political climate in the USA negatively affecting their research environment and scholarly activity, we are finding more researchers exploring opportunities north of the border. We have been using this to our advantage, ensuring an aggressive recruitment strategy for our postings, making sure to highlight our reputational strengths, and emphasize the values and social benefits of our institution (EDI, community engagement, environment, location, etc.)



## 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.

- 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

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)

The university continued to embed equitable hiring practices in the chairholder searches during the reporting period. This included ensuring the completion of the equitable decision processes training (mandatory UVic internal online course) by all CRC search committee members as well as conducting the applicant self-identification questionnaire (anonymous). From the beginning of the search, the EDI Research Officer offered consultation to the search committees on equitable, inclusive and accessible practices, minimizing impacts from unconscious bias. Among the six external searches UVic conducted, four searches were preferential or limited hirings, prioritizing individuals who often face systemic barriers. Each process followed the guidelines shared by the UVic Equity and Human Rights Office.

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

Yes. Briefly describe the related objective. (maximum 500 characters)

No

UVic's CRC EDI Action Plan identifies Employment Practices as its Key Objective 1, making a conscious effort to;

- Carefully distribute, select and nominate available chair positions.
- Use the Preferential or Limited Hiring guidelines as appropriate.
- Encourage outreach when recruiting.
- Ensure all advertisements include UVic's equity statement and use language that is inclusive, ungendered and unbiased.
- Ensure information on equity is provided as part of UVic's CRC renewal process.

- Describe outcomes and impacts this action supported during the reporting period. (maximum 1500 characters)

The CRC EDI Action Plan as well as the UVic Equity Action Plan both promote equitable hiring practices, which have enhanced the institutional capacity to challenge individual and collective biases and to intentionally implement the barrier-free hiring activities. As many CRC hiring committee chairs frequently take a leadership role in other decision-making roles, these leaders started making a more conscious effort to become equitable in their decision making.



The four preferential/limited searches effectively attracted a number of applicants from the target groups and the committees successfully selected qualified candidates.

- Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed. (maximum 1500 characters)

With one of the preferential searches, the initial number of applications was extremely low and the committee decided to re-advertise the opportunity with conscious advertising activities implemented by the committee members. As a result, over 30 applications were submitted for the second round and the committee was able to proceed with the hiring process.

Another conducted search was limited hiring for Indigenous Peoples, however, it was not possible to attract enough Indigenous applicants who were qualified for the CRC criteria. Despite several rounds of advertising, the search was ultimately marked as unsuccessful, recognizing that the current representation of Indigenous scholars in academia is still emerging.

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

Yes

No



### Key EDI action #2

Describe the key action that was undertaken. (maximum 1500 characters)

During the reporting period, applicants from two CRC searches came forward with accommodation requests (one at the beginning of the search and the other one at the interview stage). The committee chairs consulted with the Faculty Relations as well as the VP Research and Innovation team for guidance. In both cases, the accommodation requests were accepted and the requested arrangements were made in a timely manner. One of the cases led to a significant delay in the hiring process - the committee chair took the initiative to inform the other candidates of the delay in order to maintain the level of transparency.

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

Yes. Briefly describe the related objective. (maximum 500 characters)

Accommodation: to support accommodation, including for CRC recruitment and retention in line with UVic Policy, procedures and the Collective Agreement.

- Provide advice, training and support for leaders and hiring committee members on the principles and UVic processes for accommodation.
- Support all potential chair candidates requiring accommodation during recruitment process.

- Describe outcomes and impacts this action supported during the reporting period. (maximum 1500 characters)

One of the applicants who made the accommodation request was identified as a successful candidate. In both cases, the collaborative effort to accommodate the requests helped the relevant units to normalize the accommodation/accessibility process. It also strengthened the institutional capacity to manage accommodation requests in a manner that is meaningful to future applicants.

- Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed. (maximum 1500 characters)

One of the accommodation requests required the search committee to cover the cost of the accessibility support, which was substantial. However, the committee and the VPAC unit found a solution in the end. This was a good learning experience for the institution to discuss and explore a



way to establish a sustainable accommodation expense management process.

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

Yes

No

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

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers:

- 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. (maximum 2000 characters)

In the reporting period, UVic developed an [Indigenous Citizenship Declaration \(ICD\)](#) Policy, aiming to ensure that “(1) opportunities of material gain that are designated for Indigenous Peoples are accessed by Indigenous Peoples, and that (2) the eligibility requirements for these opportunities are consistent with the ways that Indigenous Nations, Peoples and communities determine their Citizenship.” This policy will launch in November 2025.

UVic’s Equity and Human Rights (EQHR) office recently released a progress report on our



institutional Equity Action Plan, first launched in Fall 2022. The report highlights several key advancements, including updates to the Faculty Collective Agreement to recognize the student support work carried out by faculty from systemically and historically marginalized communities as formal university service. It also underscores the Vice-President Research and Innovation's commitment to professional development opportunities for research administrators. This education plan establishes a robust, flexible learning framework with tangible incentives, allowing members to pursue individualized learning activities at their own pace over a 12-month period.

#### 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.

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.

- 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.

UVic has continued to work towards the goals set out in our strategic research plan, Aspiration 2030, which aligns with the areas of priority outlined in our CRC/CFI Strategic Research Plan. Central to these plans are our five 'impact areas': climate, environmental change and sustainability; health and wellness; indigenous-led scholarship; social justice and equity; and technology and the human experience. The distribution of our CRC positions is focused on these areas.

During the reporting period, UVic's CFREF-funded \$83.6M project, Accelerating Community Energy Transformation (ACET), began work bringing together over 40 partners, including Indigenous knowledge keepers and community leaders, to create innovative solutions for energy system transformation. Jason Lee, a leader in clean energy technology, began his Tier 2 CRC position within ACET in 2024, while Bryson Robertson, an expert in marine renewal energy, was nominated as a Tier 1 CRC within ACET in 2025.

Heidi Stark has been responsible for driving UVic's commitments to Indigenous led scholarship; her nomination for a Tier 1 CRC position in 2025 will solidify her ability to continue this work and create a flourishing environment for indigenous research.

UVic is in an exciting period of rapid expansion of health-related programming and research. At the heart of this expansion is the development of the Faculty of Health, which brings together leading scholars and interdisciplinary programs focused on advancing health and wellness. In 2024, Marie-Eve Tremblay was nominated for a Tier 1 CRC position to continue the work from her successful Tier 2 term at UVic. Dr. Tremblay, whose work focuses on translational medicine, mental health and healthy aging, will bring expertise and leadership to the new faculty.

To support and develop research in these impact areas, UVic created its Aspiration Research Cluster program in 2022, and has had funded 9 clusters since. Four of these clusters are led by UVic CRCs and more clusters have CRCs as part of their active membership.

## 5. INSTITUTIONAL SUPPORT AND PROTECTED TIME FOR RESEARCH



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.
  - 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)

Although the specific level of teaching reduction is negotiated on a case-by-case basis by the Chairholder, the Department Chair and the Faculty Dean, the university recommends a reduction as close as possible to 50% of normal teaching load for regular faculty.



## 6. ADDITIONAL COMMENTS AND/OR SUGGESTIONS

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.

We would appreciate some clarity around the assessment of outputs for new Canada Research Chair applicants. UVic is a signatory to the San Francisco Declaration on Research Assessment (DORA) and is careful to ensure that we evaluate faculty members on their contributions in a holistic and robust way that values both traditional and non-traditional outputs and which reflect the subject area of the individual concerned. We are wondering how CRCP is ensuring that reviewers and the IAC use the principles of DORA in their assessments, and how consistently this is used across disciplines? We would also appreciate more transparency around timelines for review and communication of results. If the submission process transitions to a fully rolling process, how many times a year will the interdisciplinary committee meet? Will this be posted to the website as a guide? We would also like more clarity around the assessment of EDI applications which are submitted outside of the timetable. When these are reviewed favorably by the first review committee, we would expect to hear earlier about results, but they often seem to be announced along with the applications that have gone to the additional interdisciplinary committee. Any additional clarity on timescales for review would be helpful for both us as an institution and the applicants.