

Associate Vice-President Research 2026 Reappointment Committee Report

Recommendation: The committee unanimously recommends that Dr. Fraser Hof be reappointed as Associate Vice-President Research for a second five-year term effective July 1, 2027.

Process

Dr. Hof's first term as Associate Vice-President Research is scheduled to conclude on June 30, 2027. In accordance with the university's Procedures for the Appointment and Re-appointment of the Vice-Provost and Academic Associate Vice-Presidents (GV0350), a reappointment process was initiated in January 2026. Dr. Hof elected to stand for a consecutive term after reviewing the criteria established by the Committee.

The process unfolded as follows:

- A reappointment committee was assembled and had its first meeting on March 2, 2026. The committee reviewed the requirements of the position and members completed the equity in decision-making training module.
- The committee updated the position description and candidate criteria to reflect the current state of the role and emerging institutional priorities.
- The updated position description and criteria were shared with Dr. Hof, who then chose to stand for reappointment. He subsequently submitted a curriculum vitae and written self-assessment for committee consideration.
- Dr. Hof delivered a well-attended public presentation on April 13, 2026 (N=87). His presentation was posted online and the committee received written feedback from members of the campus community.
- Three external references were solicited and received from senior research leaders at peer institutions and national research organizations. Annual performance review materials from Dr. Hof's term were summarized for the committee by the Vice-President Research and Innovation.
- The committee reviewed all candidate materials, feedback, and references, and developed a set of interview questions to capture a broad range of information on specific topics. The committee interviewed Dr. Hof on April 27, 2026.
- The committee met on April 29, 2026 to deliberate and draft its recommendation.

Rationale

After consideration of all information received throughout the reappointment process, including Dr. Hof's curriculum vitae, self-assessment, public presentation, campus community feedback, external references, annual performance reviews, and interview, the committee enthusiastically recommends his reappointment.

The committee concluded that Dr. Hof's record across his first term demonstrates sustained and growing effectiveness in the AVPR role, and that he is well positioned to advance UVic's research enterprise in a second term. Much of what Dr. Hof has accomplished during his first term operates behind the scenes of day-to-day research activity - in policy frameworks, administrative processes, and institutional relationships that shape the conditions under which faculty, postdoctoral fellows, and students do their work. The committee offers the following four observations in support of its recommendation, with particular attention to the impact of this work on the research community.



- 1. Strengthening the foundations that support researchers and research-funded staff.** One of Dr. Hof's most tangible contributions in his first term has been a sustained effort to ensure that the people who make research happen, such as postdoctoral fellows, grant-funded employees, and research staff are supported by clear, equitable institutional policy. Faculty who hire postdocs will have experienced the results of this work directly: postdocs are now full employees of the university, with access to HR, payroll, benefits, and institutional support systems that previously did not apply to them. This transformation addressed a long-standing gap that placed administrative burden on principal investigators and left postdocs and their supervisors without adequate support. The policy also introduced changes driven by an explicit equity lens: minimum salary standards and parental leave provisions for postdocs. Parallel work is underway to bring grant-funded employees into the same framework within two years, informed by the evolving BC labour relations landscape. For faculty managing complex research teams, these changes streamline hiring processes, reduce administrative risk, and improve the experience of the people they recruit.
- 2. Supporting Research Centres and the people who lead them.** UVic's research centres are visible work of the university. During his first term, Dr. Hof completed a significant overhaul of the policy framework that governs how those centres are established, reviewed, and, where necessary, closed. The revised Research Centres Policy (RH8300) reflects extensive consultation. The updated framework reduces administrative burden on centres and their directors, strengthens governance clarity, and introduces explicit safeguards around centre closure, which are foundational improvements that better support the interdisciplinary research communities that depend on them. This foundational governance work directly shapes the conditions under which interdisciplinary research communities at UVic can sustain themselves over time. The policy work also provided the framework within which Dr. Hof has been supporting the UVic's Centre for Indigenous Research and Community-Led Engagement (CIRCLE) current leadership transition, working to sustain strong relationships with Indigenous scholars and community partners in refining the Centre's collaboratively developed path forward.
- 3. Operational stewardship and infrastructure support.** Dr. Hof's work has focused on some of the financial and operational conditions that researchers work within. He led the development of new fee structures and governance mechanisms for shared research platforms and infrastructure, improving access and cost transparency for faculty users. He worked with colleagues in Finance and Facilities to formalize how institutional funds are allocated to research infrastructure; moving to a planned, prioritized, and researcher-informed approach that provides clearer expectations about institutional cost-sharing on major equipment and renovation needs. He also developed a research equipment repair fund to address the reality that researchers face urgent costs they did not anticipate in their budgets. Taken together, these contributions reflect a growing understanding of the institutional research ecosystem, and a commitment to ensuring that institutional systems work for researchers rather than against them.
- 4. Research leadership and institutional advocacy.** During his first term, Dr. Hof has been effective at advocating for research at UVic. Much of his external advocacy is invisible to faculty, however its impact on the conditions for research is real. For example, he has represented UVic in national and provincial forums, including at TRIUMF's Members' Council,



the PICS Executive Committee, and through direct engagement with federal and provincial government representatives. He has identified opportunities for UVic researchers, such as UBC-led hub projects for the Canada Biomedical Research Fund and taken action to raise the university's profile in those networks. External referees offered unqualified endorsements, describing him as a credible, well-prepared, and collaborative representative who advocates firmly for UVic's interests in shared government structures.

Vision and priorities for a second term: Dr. Hof has articulated a strong vision for a second term.

- He plans to continue and complete the policy and people-support work begun in his first term by bringing grant-funded employees into the same employment framework as postdoctoral fellows, and ensuring the institutional infrastructure that supports research-funded staff is durable and well-resourced.
- He has committed to continuing the collaborative work to relaunch CIRCLE. This work involves sustained engagement with Indigenous scholars, community partners, and colleagues across VP portfolios to develop a path forward that reflects a renewed vision for the Centre and the relationships at its foundation.
- He plans to address critical research operational needs by renewing Animal Care Services through a formal plan that addresses aging physical infrastructure, the regulatory probation currently in place, and the culture of the ethics review process. Dr. Hof has committed to developing this plan in close collaboration with the research community, with the aim of improving the efficiency and experience of the ethics review process for researchers who depend on it; this work ensures that Animal Care Services is a well-functioning resource that enables effective and ethical animal-based research at UVic.
- A final focus is positioning UVic to act responsibly and competitively in the rapidly evolving AI and digital research landscape. Dr. Hof has demonstrated an understanding of both the urgency and the risks in this space and a commitment to bringing together the full range of perspectives, including those who raise critical questions about AI alongside those at the leading edge of its application, to develop an approach that serves UVic's researchers, students, and the communities they work with. The committee notes that UVic's position as one of five national host sites for Canada's Digital Research Infrastructure represents a significant and underutilized opportunity that Dr. Hof is well placed to advance.

Given his demonstrated successes in his first term, the committee has full confidence in Dr. Hof's ability to move these files forward effectively during a second term.

Leadership character and values. Throughout his term, Dr. Hof has demonstrated a values-driven approach to leadership grounded in transparency, community-mindedness, and adaptability that has been consistently reflected in feedback from Deans, Centre Directors, research community members, and external partners. Across all areas, his vision is grounded in the same approach that has characterized his first term; building the relationships and institutional trust needed to move complex, multi-stakeholder files from intention to outcome. He has shown a willingness to engage with difficult situations directly by showing up in person, taking time to understand the people and context involved, and grounding decisions in consistent principles. The committee noted that this approach came through clearly in his interview and that gives them confidence in his capacity to lead through complexity in a second term.





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Committee Members

- Lisa Kalynchuk (Chair) – Vice-President Research and Innovation
- Alejandro G. Sinner – Associate Professor, Greek & Roman Studies
- Falk Herwig – Professor, Department of Physics and Astronomy
- Craig Brown – Professor, School of Medical Sciences
- Peter Loock – Dean, Faculty of Science
- Maggie Lawson – Director of Finance, Graduate Students' Society
- Heidi Kiiwetinepinesiik Stark – Associate Professor, School of Indigenous Governance
- Alexandra D'Arcy – Associate Vice-President Research
- Brent Sternig – Executive Director Research Partnerships

