



Faculty of Medicine Special Call for Canada Research Chair (Tier 2) Applications for Persons with Disabilities

Date Posted: March 6, 2024

The Faculty of Medicine (FoM) invites internal applications for up to three Tier 2 Canada Research Chairs (CRCs) in any field of research aligned to the FoM strategic plan to be considered for the Special Call for retaining leading disabled scholars. As this is an internal search, applicants must already hold a full-time, tenure-stream faculty appointment in the Faculty of Medicine at UBC at the rank of Assistant or Associate Professor.

Applicants Eligibility Criteria

Applicants must meet the eligibility requirements for a Tier 2 CRC position. Typically, applicants for Tier 2 Chairs should be no more than 10 years from their highest degree at the time of chair nomination. Applicants who are more than 10 years from earning their highest degree (and where career breaks such as maternity, parental, extended sick leave, clinical training, etc., exist) may have their eligibility for a Tier 2 chair assessed through the CRC program's Tier 2 justification process. Effective March 1, 2020, research interruptions caused by the COVID-19 pandemic are recognized and may be counted as an eligible delay. Please consult the Canada Research Chairs website [www.chairs.gc.ca] for further eligibility details.

UBC recognizes the legitimate impact that leaves (e.g., maternity leave, leave due to illness) can have on a candidate's record of research achievement. These leaves will be taken into careful consideration during the assessment process.

To be eligible for this round of CRC T2 Special Call, applicants must self-identify as disabled in the CRC Survey with the definition of "disability" taken from the [Accessible Canada Act](#). According to the Act, "disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society". See Federal CRC Program Q&A: https://www.chairs-chaires.gc.ca/program-programme/equity-equite/faqs-questions_frequentes-eng.aspx#3p

CRC Program Review Criteria

To meet the review criteria of the CRC program, Tier 2 CRC applicants must:

- be excellent emerging world-class researchers who have demonstrated particular research creativity;
- have demonstrated the potential to achieve international recognition in their fields in the next five to ten years;
- as chairholders, have the potential to attract, develop and retain excellent trainees, students and future researchers.
- be proposing an original, innovative research program of high quality.

Application Process

In accordance with UBC's [CRC Equity, Diversity, & Inclusion Action Plan](#), and pursuant to Section 42 of the BC Human Rights code, this search is restricted to people with disabilities. We welcome applications from disabled scholars who are also members of the following federally designated groups: Indigenous people, racialized people, women, and people from minoritized gender identity groups. Applicants to CRC positions are asked to complete this [equity survey](https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9) [https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9] as part of the application, and disabled candidates must self-identify to be considered for the position. Candidates must also provide their name in the survey to be considered.

Personal information is collected under the authority of sections 26(a), 26(c) and 26(e) of the BC *Freedom of Information and Protection of Privacy Act*. The information you provide will be used to determine whether you qualify for participation in this restricted process, and to advance accessibility, equity, and fair adjudication in this process. Data will be collected by the Equity & Inclusion Office and only the names of those eligible for the search process shared confidentially with the search committee. All responses will be stored in a secure database

A complete application package includes:

1. Application, using the [**Application link**]: <https://med-fom-mednet.sites.olt.ubc.ca/files/2024/03/VPRI-Call-for-Faculty-CRC-Retention-Application.docx>
2. A full UBC curriculum vitae.

Complete applications packages must be submitted via email to **Corné du Plessis**, Strategic Programs Officer, in the Faculty of Medicine's Office of Research **by no later than 12:00PM on April 6, 2024.**

Faculty level assessment of application materials and the identification of proposals to move forward will be undertaken by a FoM adjudication committee chaired by the Vice-Dean, Research and recommended to the Dean of Medicine. If successful at the FoM stage, the faculty

will work with the applicant and their home unit(s) on a full application to be submitted to the UBC central adjudication committee, which will have representation from both campuses from the Office of the Vice-President, Research & Innovation (VPRI), Office of the Provost and Vice-President, Academic (VPA) and Equity & Inclusion Office (EIO), as well as distinguished researchers, including at least two disabled researchers. Successful applicants from University level are expected to submit a nomination application to CRC Program in the October 2024 or the following CRC national competition.

All Chair nominations are subject to review by the CRC Secretariat, and appointment as a CRC is conditional upon their approval. Consult the Canada Research Chairs website <http://www.chairs.gc.ca> for full program information, including further details on eligibility.

If you have any questions, please contact Corné du Plessis in the Faculty of Medicine's Office of Research via email at corne.duplessis@ubc.ca.

At UBC, we believe that attracting and sustaining a diverse workforce is key to the successful pursuit of excellence in research, innovation, and learning for all faculty, staff and students. Our commitment to employment equity helps achieve inclusion and fairness, brings rich diversity to UBC as a workplace, and creates the necessary conditions for a rewarding career.

The University is committed to creating and maintaining an inclusive and equitable work environment for all members of its workforce, and in particular, for its employees with disabilities. Additionally, an inclusive work environment for employees with disabilities presumes an environment where differences are accepted, recognized, and integrated into current structures, planning, and decision-making modes. We welcome colleagues with the experiences and skills to contribute to our principles of inclusion, equity, and diversity throughout campus life. Accommodations are available on request for all candidates taking part in all aspects of the recruitment process. To confidentially request disability-related accommodations or accessibility support, please contact [The Centre for Workplace Accessibility](#) via email at workplace.accessibility@ubc.ca.

With gratitude, we acknowledge that the University of British Columbia Faculty of Medicine and its distributed programs, which include four university academic campuses, are located on traditional, ancestral and unceded territories of First Nations Peoples and communities around the province.