

## **SUPPORT PROGRAM FOR RESEARCH CHAIRS 2015-2018**

### **Purpose**

- To assist faculties/schools in building and/or enhancing research capacity in areas of strategic priority.
- Where applicable, to enhance the competitiveness of research chair proposals to the national granting agencies by way of enhanced institutional support.

### **Types of Research Chairs Eligible for Program Support**

- Canada Research Chairs (CRCs), Tier 1 or Tier 2.
- Other Externally-Funded Research Chairs (EFRCs) must be term limited (five years, minimum) and externally funded (\$250,000 cash per year, minimum). Sources of external support are limited to funds secured through research partnership programs of national granting agencies (CIHR, NSERC, SSHRC), private donations, corporate funds, funds from provincial or civic governments, or funds from any combination of these sources.
- EFRCs include endowed chairs at a minimum endowment of \$3 million.
- Research chairs (CRCs or EFRCs) must have a faculty recruitment component. Recruitment can be at the assistant, associate or full professor rank. For the purpose of this support program recruitment means hiring of a person who currently does not hold nor has been offered a tenure-track or tenured appointment in the unit.

### **Program Support Provided**

#### **Canada Research Chairs**

- For Canada Research Chairs recruited at the Tier 2 level, \$50,000 in baseline funds (plus associated benefits and payroll levy) will be provided to the faculty/school in the initial year of appointment. Funds allocated at that time will be pro-rated to coincide with the appointment start date. In future fiscal years, funds will be provided to offset the cost of negotiated salary and benefits adjustments as per the University of Manitoba – University of Manitoba Faculty Association collective agreement. The increased funds provided will be proportionate to the ratio of baseline in place to the Chair's actual base salary. During the term of the CRC, these funds shall be used to offset a portion of the chair salary so that CRC funds can be used to cover eligible expenses allowed under the CRC program guidelines.
- For Canada Research Chairs recruited at the Tier 1 level, \$75,000 in baseline funds (plus associated benefits and payroll levy) will be provided to the faculty/school in the initial year of appointment. Funds allocated at that time will be pro-rated to coincide with the appointment start date. In future years, funds will be provided to offset the cost of negotiated salary and benefits adjustments as per the University of Manitoba – University of Manitoba Faculty Association collective agreement. The increased funds provided will be proportionate to the ratio of baseline in place to the Chair's actual base salary. During the term of the CRC, these funds shall be used to offset a portion of the chair salary so that CRC funds can be used to cover eligible expenses allowed under the CRC program guidelines.

## Externally Funded Research Chairs

- For EFRCs recruited at the assistant/associate professor level, \$30,000 in baseline funds (plus associated benefits and payroll levy) will be provided to the faculty/school in the initial year of appointment. Funds allocated at that time will be pro-rated to coincide with the appointment start date. In future years, funds will be provided to offset the cost of negotiated salary and benefits adjustments as per the University of Manitoba – University of Manitoba Faculty Association collective agreement. The increased funds provided will be proportionate to the ratio of baseline in place to the Chair's actual base salary. During the term of the external award/sponsorship, these funds shall be used to support the research/scholarly program of the incumbent research chair.
- For EFRCs recruited at the full professor level, \$50,000 in baseline funds (plus associated benefits and payroll levy) will be provided to the faculty/school in the initial year of appointment. Funds allocated at that time will be pro-rated to coincide with the appointment start date. In future fiscal years, funds will be provided to offset the cost of negotiated salary and benefits adjustments as per the University of Manitoba – University of Manitoba Faculty Association collective agreement. The increased funds provided will be proportionate to the ratio of baseline in place to the Chair's actual base salary. During the term of the external award/sponsorship, these funds shall be used to support the research program of the incumbent research chair.
- The support for endowed chairs at the levels similar to EFRCs will only be provided for the recruitment of an external candidate.

**NOTE: Should the chairs (CRCs or EFRCs or Endowed Chairs) leave the University during the period of their appointment as a chair or within one year of completing their term as chair, the baseline funds provided through the resource allocation process plus any increases due to salary annualization will be removed from the unit for reallocation as part of the annual budgetary process.**

## Faculty/School Responsibilities/Commitments

- Faculty/Schools must define how the recruited CRC or EFRC fits in their academic recruitment plan including their strategic research plans.
- **Upon the expiration of the external research chair (CRC or EFRC) support, Faculties/Schools shall be responsible for covering the full salary and benefit costs of the research chairholder. The annualized baseline support provided through this program would be used to offset a portion of these costs. One possibility to cover these costs is for Faculties/Schools to identify a retirement position to which the CRC or EFRC will be bridged.**
- **An endowed professorship or chair can be established when at least 50% of the required amount has been contributed by the donor, a plan is in place to bring the endowment to the required amount within five years, and the Faculty is committed to contribute the income shortfall, based on the spending guidelines of the University, in years until the full value of the endowment has been reached.**