

## Eyes High Postdoctoral Match-Funding Program Terms and Conditions

*The Office of the Vice-President (Research) will provide, on a competitive basis, partial salary support to enable University of Calgary Faculty Members to recruit and support outstanding postdoctoral scholars.*

### Eligibility

#### Applicants

- By proposed award start date, must be eligible to hold an appointment as a new Postdoctoral Associate under the identified supervisor, in accordance with [Article 5 of the UCalgary and PDAC Collective Agreement](#). Individuals should not hold a postdoctoral appointment at the time of application.
- Allowances for appointment eligibility under *Article 5* can be considered in relation to career interruptions, such as parental leave, medical leave or health-related family responsibilities, or other extenuating circumstances.
- Award appointment must begin within twelve months of the date of award offer, subject only to reasonable delays in immigration processing.
- Applicants should normally hold their doctorate from an institution other than the University of Calgary, with exceptions only permitted in cases of compelling personal circumstances, and/or where a significant change in research context has occurred (e.g., new supervisor with a substantively different topic, usually in a new department or faculty).

#### Supervisors

- Must hold a continuing academic staff appointment at University of Calgary with regular research and supervision duties.
- Cannot be on leave at the time of the application or award start date, including administrative leave.
- Must be able to demonstrate availability of matching funds in the amount of \$25,000 plus benefits and any employer immigration compliance costs per year for two years (renewal subject to approval of Annual Progress Report). The supervisor's funding source may be subject to encumbrance in the amount of \$50,000.00 plus benefits.
- Will be awarded only one application per round maximum.

### Value

\$25,000.00 CAD per year from the Office of the Vice-President (Research). This amount is matched by the supervisor for a total minimum salary of \$50,000.00 annually plus benefits.

### Number

Up to 25 awards are normally available per fiscal year.

### Duration

One year, with the possibility for renewal for a second year, subject to satisfactory performance and submission of the Annual Progress Report. Award holders must apply for all other fellowship

awards for which they are eligible to qualify for renewal. This award is not renewable beyond a second year, subject to provisions under PDAC *Article 10: Leaves*, and may not be held simultaneously with any other postdoctoral award or similar funding.

### Location of Tenure

University of Calgary

### Terms

The purpose of this award is to attract new Postdoctoral Associates to the University of Calgary who will be highly competitive for extramural awards on the basis of their scholarly contributions, research leadership, and proposed research program. Supporting them in these efforts advances the University of Calgary's strategic research aims. Individuals holding this award must apply for all fellowship awards for which they are eligible, with a priority focus on extramural awards including those from provincial or national agencies. Renewal of the Eyes High award for the second year is contingent on the award holder having met this requirement. The Eyes High award cannot be combined with any award of equal or greater value (extramural or intramural), and any new funding awarded during the tenure of the Eyes High must be activated on the earliest possible date allowed under the terms of the new funding.

Applicants must provide a letter of support from their proposed supervisor committing to provide a \$25,000.00 annual component of the award plus employer paid benefits (Plan C), CPP, EI, and WCB for the entire award period including the renewal year (i.e. a total of two years). The letter must acknowledge that the supervisor has reviewed and is familiar with the award terms stated here including the incentive funding in the event that the awardee successfully secures other fellowship funding. Supervisors of international postdocs are also responsible for the \$230 Compliance Fee Payment to support the work permit application.

### Incentive funding

When an Eyes High award holder receives additional stipend-based fellowship funding (extramural or intramural), under the following conditions they will be eligible for an annual incentive of \$2,500.00 from their supervisor's project, pro-rated for the remaining period of the Eyes High award:

Value Relative to EH total	Award Type	UCalgary/VPRO portion	Supervisor portion
Equal or greater	Extramural	Reduces to \$0	Reduces to \$2,500 annually
Equal or greater	Intramural	Reduces to \$0	Reduces to \$2,500 annually
Lesser	Extramural/ Intramural	Reduces to \$0	Reduces to cover the difference between new award's annual value and \$50,000, plus \$2,500 incentive

### Additional Restrictions

- VPRO award portion does not include benefits or employer CPP and EI contributions. These costs will be borne by supervisor funds in addition to the match funding amount.

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- Award holders who obtain new extramural fellowship funding will be converted to a concurrent postdoctoral appointment in accordance with article 5.13 of the PDAC Collective Agreement. In such cases, the supervisor remains responsible for the ongoing cost of employer benefits and compliance fees related to immigration, plus the \$2500 incentive outlined above
  - Individuals obtaining external support (i.e. Tri-Council, AIHS, MITACS, or equivalent) or any other internal funding must immediately inform the Postdoctoral Program Director to enable re-allocation of funding to other individuals.
  - Awards are always subject to the continuing availability of VPRO funds.

### **Citizenship**

Unrestricted

### **Adjudication**

Review criteria will include, but not necessarily be limited to:

- Quality of the candidate (e.g., impact and significance of previous research and creative contributions, evidence of research leadership); respecting the stage and nature of the applicant's career path
- Quality of the proposed project, in terms of novelty/originality, feasibility, and expected impact (e.g., for discovery, society, policy, practice, innovation, etc.)
- Supervisor's current research, training and, where appropriate, innovation environment; early career supervisors are eligible and encouraged to apply
- Institutional synergy, including alignment of the proposed project with UCalgary research and innovation priorities

As an inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of our entire campus and greater community. We are committed to removing barriers that have been historically encountered by equity-deserving groups in our society, and we strive to support all individuals in achieving academic and professional success.

### **Apply**

Candidates must submit the completed application form, along with all supporting documents to Eyes High Postdoctoral Match-Funding Program. Letters of reference are required from two referees (not the proposed supervisor). Referees should submit letters as PDFs on official letterhead to [vprawards@ucalgary.ca](mailto:vprawards@ucalgary.ca). The application form includes a section outlining a detailed plan for external or internal fellowship applications.

Questions can be directed to [vprawards@ucalgary.ca](mailto:vprawards@ucalgary.ca).

An individual candidate may submit only one application per competition.

### **Deadlines**

Monday, May 8, 2023 at 11:59 pm MDT