



**UNIVERSITY OF
CALGARY**

**University of Calgary Canada Research Chairs Program:
CRCP Institutional Report | 2025**

Reporting period of April 1, 2024, to March 31, 2025

Territorial Land Acknowledgement

The University of Calgary, located in the heart of Southern Alberta, both acknowledges and pays tribute to the traditional territories of the peoples of Treaty 7, which include the Blackfoot Confederacy (comprised of the Siksika, the Piikani, and the Kainai First Nations), the Tsuut'ina First Nation, and the Stoney Nakoda (including Chiniki, Bearspaw, and Goodstoney First Nations). The city of Calgary is also home to Métis Nation within Alberta (including Nose Hill Métis District 5 and Elbow Métis District 6).

The University of Calgary is situated on land Northwest of where the Bow River meets the Elbow River, a site traditionally known as Moh'kins'tsis to the Blackfoot, Wìchîspa to the Stoney Nakoda, and Guts'ists'i to the Tsuut'ina. On this land and in this place we strive to learn together, walk together, and grow together "in a good way."

"Our laws come from the land, and our practices of granting rights and privileges is a process we were born with, that ties us to this land."

Piikani Elder Dr. Reg Crowshoe, Hon. LLD'01, Cultural Advisor at UCalgary

Guide for Readers

- **Blue text:** Instructions from the Canada Research Chairs Program
- **Black text:** Responses from the University of Calgary

Reporting period of April 1, 2024, to March 31, 2025

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. If you require technical support, contact our helpdesk at 613-995-4273 or websupport@chairs-chaires.gc.ca.

Name of Institution: University of Calgary

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: Canada Research Chairs Program, 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.

Your data will be collected, used, disclosed and retained in accordance with the [Privacy Act](#). It may be used for the purposes of program operations (including recruitment for merit review processes, where applicable), planning, performance measurement and monitoring, evaluation, and audits, and in aggregate form to report to the government or to the public. Self-identification statistics will always be reported in aggregate form, to ensure protection of the identity of any individual.

TIPS also shares aggregated self-identification data with host institutions to allow them to monitor their efforts in meeting their equity targets for the Canada Research Chairs Program. While TIPS never shares self-identification data specific to an individual, it is possible that some institutions may be able to identify some individuals' personal information when the aggregated data shared is for fewer than five chairholders.

TIPS shares data with only one key administrative contact per institution, identified by the institution as having the authority to receive the data, under very strict confidentiality requirements. No data on sexual orientation nor the subcategories of racialized individuals and persons with disabilities is shared with institutions.

Failure to submit the institutional annual 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-chaieres.gc.ca. For more information about your rights under the Privacy Act, or our privacy practices, or to access or correct your personal information, contact SSHRC's (and TIPS') ATIP Coordinator. If you believe your personal information has been mishandled, or have concerns about SSHRC's privacy practices, you have the right to file a complaint with the [Office of the Privacy Commissioner](#).

Third-party hosting: The institutional annual report is hosted on the platform of a third party, Voxco. The servers are located in Canada and, therefore, the data is hosted in this country.

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.

The reporting period is provided by the program by email. April 1, 2024 - March 31, 2025.

NOTE: Personal information of a third party should not be disclosed in the report without their consent.

The CRCP stands at the centre of a national strategy to make Canada one of the world's top countries in research and development. It allocates 2,285 research chair positions and invests approximately \$311 million per year to attract and retain a diverse cadre of world-class researchers, to reinforce academic research and training excellence in Canadian postsecondary institutions.

The [Chairs Administration Guide](#) outlines the terms and conditions institutions must follow in administering Canada Research Chair 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 Canada Research Chairs.

The institution is responsible for ensuring that their chairholders meet the program's reporting requirements.

1. ATTRACTION AND RETENTION

The CRCP supports the attraction and retention of a diverse cadre of world-class researchers to Canada. TIPS 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 and the Canada Foundation for Innovation (CFI) infrastructure support were for your institution's ability to attract a diverse cadre of world-class researchers from within Canada.

	Not important	Somewhat important	Important	Very important	Do not know	Not applicable
	(1)	(2)	(3)	(4)	(99)	(99)
Attraction from within Canada to your institution				✓		

*1. b) Using the scale provided, rate how important the CRCP funding and the CFI infrastructure support was for your institution's ability to **attract** a diverse cadre of world-class researchers from **outside** Canada.*

	Not important	Somewhat important	Important	Very important	Do not know	Not applicable
	(1)	(2)	(3)	(4)	(99)	(99)
Attraction from outside Canada to your institution				✓		

*1. c) How important was the CRCP and the CFI infrastructure support to your institution's ability to **retain** a diverse cadre of world-class researchers at your institution?*

	Not important	Somewhat important	Important	Very important	Do not know	Not applicable
	(1)	(2)	(3)	(4)	(99)	(99)
Institution's ability to retain CRCs at your institution				✓		

1.d) Explain your rating. In addition, if you provided a rating of "Important" or "Very Important" also provide one or two examples that demonstrate the way in which the CRCP played a key role in retaining researchers at your institution during the reporting period.

In the reporting period, the CRCP played a key role in attracting four outstanding researchers from within Canada to the University of Calgary. **Identifying information has been removed from the public version of this report.**

The funding from the CRCP played a vital role in our ability to attract and hire five CRCs from outside of Canada. **Identifying information has been removed from the public version of this report.**

In the reporting period, the University of Calgary was able to retain one distinguished Chairholder thanks to the Canada Research Chairs Program. **Identifying information has been removed from the public version of this report.**

These Chairholders, who are renowned researchers and experts in their respective fields at both national and international levels, play a vital role in driving research and innovation at the university. Their knowledge and leadership significantly contribute to academic excellence and the accomplishment of the institution's strategic research goals.

*1. e) What are the challenges in recruiting researchers from **outside of Canada** and how does your institution address them? [optional]*

Recruiting researchers from outside of Canada presents several challenges, such as navigating immigration procedures and cultural adaptation for the individuals and their families. Additionally, establishing a supportive professional network and ensuring access to necessary resources can be logistical hurdles.

At UCalgary, we have dedicated teams that provide support services to assist incoming researchers with visa applications, work permits, and their grant applications. We also work closely with our faculties and senior leadership to streamline the recruitment process and ensure a smooth transition for incoming researchers. Additionally, we provide orientation sessions and networking opportunities to facilitate the integration of international researchers into our university environment.

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.

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.

[Red text in the sections below indicates the items UCalgary selected from the available options]

- **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.

Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact.

- 1) **Developing guidance and resources:** The team developed dedicated resource guides to facilitate equitable and inclusive recruitment practices in CRC hiring (aligned to our institutional CRC EDI Action Plan) that are now being used by faculties to strengthen the integration of EDI into their recruitment plans and reporting. Standardized reporting forms were also developed that include information on transparent evaluation processes for all CRC recruitment documentation submitted by faculties for review and assessment by RSO staff and the institutional CRC Equity Officer.
- 2) **Refining training:** The team purchased a license for cloud-based software to begin migrating current resources into interactive, asynchronous learning formats and launch open-access modules on dedicated topics for EDI in research (e.g., EDI in Peer Review, Building Blocks for EDI Statements, EDI Core Concepts), and tailored e-modules for addressing EDI in specific research contexts and funding competitions, including the CRC Program.

3. c) 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.

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*

d) 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.

Launched in 2023, the Presidential Task Force on Equity, Diversity, Inclusion and Accessibility (PTF-EDIA, <https://www.ucalgary.ca/equity-diversity-inclusion/presidential-task-force-edia/presidential-task-force-edia>) continued its work in 2024/25. The PTF-EDIA has a mandate to undertake consultative and collaborative engagements with UCalgary’s community, conduct and analyze internal and external research, and analyze qualitative and quantitative EDI data and relevant materials in order to co-constitute and make recommendations to the President of University of Calgary for adoption of an institutional EDIA strategy. The PTF-EDIA included a working group on EDIA in Research and Scholarship, bringing forward important perspectives, activities and priorities as defined by a diversely constituted group of research leaders, administrators and researchers of all career stages. In addition, the EDI in Research team in the Research Services Office delivered 17 workshops on topics such as EDI in research design and practice and EDI in peer review.

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.

a) Using the scale provided, rate to what extent the decisions on the allocation of CRC awards within the institution are made according to your institution’s CRCP strategic research plan.

Not at all	To a small extent	To a good extent	To a great extent	Do not know
(1)	(2)	(3)	(4)	(99)
			✓	

4. b) Share any significant research successes your institution has achieved during the reporting year while implementing its CRCP Strategic Research Plan. (optional)

During the current reporting year, the University of Calgary has achieved significant research successes through strategic implementation of our CRCP Strategic Research Plan and our institutional Research

and Innovation Plan, demonstrating how CRC allocations directly advance institutional priorities while maximizing research impact.

In 2024-25, UCalgary increased its sponsored research income to over \$632 million in research revenue – an increase of 7% from the previous year. Notable CRC recruitments in support of our CRCP Strategic Research Plan over this period include:

- Dr. Catherine Alum Odora Hoppers (Tier 1 CRC in Pluralistic Societies) is advancing transdisciplinary approaches to cognitive justice and education, directly supporting our Democracy, Justice, and Sustainability transdisciplinary focus area.
- Dr. Jed Kaplan (Tier 1 CRC in Global Geospatial Intelligence for Earth Systems Modeling): Developing computational models to forecast and manage global systems, addressing challenges in human and animal health, resource equity, and food and water security.
- Dr. Erika Janitz (Tier 2 CRC in Quantum Hardware Engineering): developing transformative quantum sensing technologies to achieve enhanced sensitivity and spatial resolution, enabling previously impossible measurements of nanoscopic magnetic fields.
- Dr. Araba Chintoh (Tier 2 CRC in Child and Adolescent Mental Health): Creating pathways for youth with severe mental illness, providing early and integrated support to prevent long-term physical health risks through the HARMONY network.

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 (e.g., release from certain teaching or administrative duties), mentoring (if applicable), additional research funds, office space, administrative support, and hiring of other faculty members.

a) Protected time for research is an important component of a research chair as it provides the individual with specific time to focus on their research program. Does your institution provide protected time for research to its chairholders? Protected time can include teaching release, release from service expectations, release from administrative duties, and/or increased administrative support).

Yes

b) If yes, select whichever applies:

It is negotiated by each chairholder

Yes

There is an institution-wide policy that applies to all chairholders

Yes

It is decided at the faculty/department level and is not negotiated by the chairholder

Yes

Other (specify in box below – Maximum 1000 characters)

As noted in our Institutional CRC EDI Action Plan, all UCalgary chairholders are provided protected time for research. As the normal teaching load varies by faculty, leadership of the nominating faculty and department must commit to the expected teaching load for each chair at the candidate review stage and again at submission of the nomination. These commitments are reviewed by the SUPPORT committee and UCalgary's CRC equity officer. Those nominations determined to include insufficient support for the chairholder may be denied.

6. OTHER COMMENTS AND/OR SUGGESTIONS

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 the Strategic Use of Resources section and should not be repeated here. Include any suggestions you may have for improvements or changes to the program. (optional)