

## VPR 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. Individuals should **not** hold a postdoctoral appointment on the application deadline and cannot have held a postdoctoral appointment at the University of Calgary previously.
- Applicants must have completed all requirements of their doctoral degree no more than **3 years** before the date of the application deadline. For MD and Vet Med holders, applications must have completed all requirements of their terminal degree no more than **5 years** before the date of the application deadline.
- Allowances for extension to the eligibility window 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 12 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 where the following two conditions are met:
  1. the candidate presents compelling personal circumstances for remaining at the University of Calgary, and;
  2. the candidate demonstrates that there will be a significant change in research context and direction, normally understood to be a new supervisor and a new research training environment.

#### 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 demonstrate availability of matching funds in the amount of \$25,000 plus benefits (Plan C, EI and CPP), the full cost of annual salary increases under Appendix A of the collective agreement, and any employer immigration compliance costs per year for two years (renewal of the match funding is subject to approval of an Annual Progress Report). The supervisor's funding source may be subject to encumbrance in the amount of \$50,000.00 plus benefits.
- Supervisors can support multiple requests for match funding in each application round; however, a maximum of one application per round will be awarded per supervisor.

### 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. **The entire cost of any salary increases mandated by the [PDAC Collective Agreement](#) will be fully paid by the supervisor (i.e. increases scheduled under Appendix A of the Collective Agreement).**

### 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 fellowship awards included in their submitted funding plan, as well as all other stipend-based fellowships for which they are eligible to qualify for renewal. This award is not renewable beyond a second year, subject to provisions under “Article 10: Leaves” of the Collective Agreement and may NOT be held simultaneously with any other postdoctoral award or similar funding.

### Location of Tenure

University of Calgary. Awardees must be residing in Alberta, Canada while holding the Match-Funding Fellowship. Great

### 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 VPR Match-Funding award for the second year is contingent on the award holder having met this requirement. The VPR Match-Funding award cannot be combined with any award of equal or greater value (extramural or intramural). **Any new extramural or intramural fellowship funding awarded during the tenure of the Match-Funding award must be activated on the earliest possible date allowed under the terms of the new funding.**

### Incentive funding

When a VPR Match-Funding award holder receives additional stipend-based fellowship funding (extramural or intramural), in accordance with Article 5.13 of the PDAC Collective Agreement, they will be eligible for an annual incentive of \$5,000 from their supervisor’s project.

Value Relative to Match-Funding total	Award Type	UCalgary portion	Supervisor portion
Equal or greater	Extramural	Reduces to \$0	Reduces to \$5,000 annually
Lesser	Extramural	Reduces to \$0	Reduces to cover the difference between new award’s annual value and

			\$50,000, plus \$5,000 incentive
Lesser	Intramural	Reduces to \$0	Reduces to cover the difference between new award's value and \$50,000

### 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.
- 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 \$5,000 incentive outlined above.
- Individuals obtaining external support (i.e. Tri-Agency, Mitacs, foundations or equivalent) or any other internal funding (ACHRI, AIMS, CSM Institute fellowships, etc.) must immediately inform the Postdoctoral Office 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.

### Application Process

Candidates must submit the completed online application form, along with all supporting documents ([see website](#)) to VPR 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 [fellowships@ucalgary.ca](mailto:fellowships@ucalgary.ca)



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

An individual candidate may submit only one application per competition.