

Canada Research Chairs (CRC) Program

Questions and Answers

As of August 27, 2025

Q. Are internal hires allowed?

A. Yes, the CRC Program allows for internal searches. Both internal and external searches must be done in accordance with the Program's [recruitment and nomination requirements](#), well-advertised, and open to all eligible applicants. This Call is for units to submit proposals for impactful research areas to which anyone is welcome to apply. Therefore, these proposals cannot be tailored to target individual researchers.

Q. Is the Faculty of Medicine (FoM) allowed to recruit both internal and external to Memorial?

A. Yes. FoM is exempt from the current institutional limited hiring program, so it can recruit internally and externally.

Q. Why are there two lines for the Associate Deans and Deans sign offs? Is this for a scenario in which a proposed Chair would be shared between different units?

A. If a submission is proposing a CRC involving two units, then both units will need to sign off. These units could be within the same Faculty or from different faculties.

Q. Should every effort be made to develop a joint proposal? If so, would it be in a unit's best interest to "partner" with another department, or to look broader?

A. As per Memorial's current CRC Call:

"In keeping with the goals of the Research Strategy to foster research excellence and interdisciplinary collaborations, joint proposals from Faculties / Schools will be considered."

This is intended as a reminder that joint proposals should be considered where they are appropriate, but there is no intention to prioritize or favour joint proposals on that basis alone. Ultimately, a joint proposal should only be considered when both units agree that it will make a stronger research program.

Q. Can professors apply for an available CRC, or do applicants have to be assistant or associate professors only?

A. Outside of the requirement that a Tier 2 CRC is within 10 years of their most advanced degree upon nomination, or within 10 years when adjusted for interruptions in full-time work and approved leaves, there is no restriction on professors applying.

Q. Is consideration given to the reasonable likelihood of a Tier 1 nominee completing two seven year terms, thus making older potential nominees not the intended target?

A. All searches for CRC nominees must follow an open and unbiased process. CRCP does not declare any age limit for nominees, and there is no expectation that a Chairholder will hold a second term. Quite the opposite, in fact, as CRCP makes it quite clear that renewals are not trivial or matter-of-course.

The CRCP references themes of growth, elevation of reputation and impact in research, attracting new funding to grow and sustain the program, etc. Their main goal is for their investments to lead to further growth and development of Canadian research, so that means that they want to fund programs that will do the same. Memorial's own evaluation criteria aligns with this, including growth-focused language like "opportunity to build significant research capacity in the proposed theme" or "impact of the proposed CRC on Memorial's capacity for and international reputation in research."

If the candidate who best fits these criteria happens to be in the later stage of their career, then that is who should be nominated. However, care must be taken to ensure that this decision is being made based upon a frank assessment of their current contributions and their potential, and plans to build and grow Memorial's research program over the next seven years, and not primarily in recognition of their past achievements to their field.

Q. If a unit gets approval from the Provost for an external search, can that be coupled with a CRC search to effectively allow for an open/external search for a CRC nominee?

A. Yes - provided that their Chair proposal is accepted by the Selection Committee. Please note that the requirement for a CRC is that a unit must have an identified source of salary funding for at least the duration of the Chair's term, which may be 10 – 14 years in total depending on the tier and possible renewal. As stated previously, the Call does allow for both internal and external searches as FoM is free to recruit internally and externally.

Q. Once a CRC proposal has been approved, and recruitment begins, who makes up the Search Committee (e.g., is it a departmental search committee or the CRC Oversight Committee)?

A. As per the [Collective Agreement](#), a departmental Search Committee would evaluate / select the final candidate, and make its recommendation for the CRC nominee. The departmental Search Committee will work closely with RIS to ensure that the CRCP's requirements are followed during the recruitment process.

Q. Where can I find the definition of the four equity deserving groups form CRC, and can you provide a link to the CRC self-identification form?

A. For definitions, please visit CRCP's [Frequently Asked Questions \(FAQ\) page](#), and scroll down to the Self-identification section; the Self ID form can be found [here](#).

Q. If a unit has a CRC proposal approved and someone from outside (the unit) applies and is chosen by the Search Committee, does this faculty member then move to the new unit ? If so, what happens to the faculty member after their CRC term concludes (i.e., do they stay in the new Faculty or return to their precious one)?

A. For all approved CRC proposals, once a job ad is finalized and made public, all eligible candidates are welcome to apply. If the CRC nominee selected is outside the unit, having all expectations and commitments clearly laid out in writing, and understood by all parties, will be essential.

Q. While I received my PhD more than 10 years ago, I did take leaves during this time. Am I still eligible to apply for a Tier 2 CRC?

A. While Tier 2 nominees must be emerging scholars (i.e., no more than 10 years from their highest degree), institutions may nominate a professor or a researcher who is more than 10 years from their highest degree at the time of nomination and has experienced legitimate career interruptions including:

- all eligible leaves (e.g., maternity, parental, medical, bereavement) which will be credited at twice the amount of time taken
- part-time leaves will be taken into consideration, calculated according to the percentage of leave taken, and credited at twice the amount of time taken
- professional leaves (e.g., sabbatical) are not credited, but certain training or administrative leaves may be considered.

In addition, other leaves that have had an impact on the nominee's research career may be taken into account (e.g., mandatory military service, non-research-related positions, unemployment and training unrelated to the research career). Research interruptions caused by the COVID-19 pandemic (e.g., closures) are also recognized, and may be counted as an eligible delay (credited at twice the amount of time) beginning March 1, 2020.

If a Search Committee was to select a Tier 2 nominee more than 10 years from their highest degree, the nominee would work with RIS to finalize the submission of a Tier 2 justification to the CRC Program. Once submitted, the CRC Program would review the nominee's Tier 2 justification, and make a decision on their Tier 2 eligibility. Confirmation of a Tier 2 nominee's eligibility would be required prior to a confirmation as a CRC applicant.

Q. Do we put forward a person (current faculty) or a proposal for the CRC Call? We know this is an internal Call, but the information reads like we are to put forward the proposed idea(s) areas of research. Is it a case of we know who we want but still need to have a Memorial competition?

A. The current Call is for CRC proposals, not individuals. For those proposals selected for the six available CRC positions, units* must conduct an open, internal search (*FoM may recruit internally and externally) for a CRC nominee (i.e., currently an employee of Memorial, who identifies as a member of at least one of the four designated EDI target groups). Each search must be in accordance with the [CRC Program's recruitment and nomination requirements](#), which Memorial must attest to as part of all CRC application submissions. For those proposals selected, unit(s) will work with RIS.

Q. Can we submit more than one proposal? If so, how many?

A. Yes, and while there is no set limit, each proposal must meet the [proposal criteria](#) as outlined in the Call. Keeping in mind that this Call is for six Chairs, and each unit **must** be prepared to support any and all Chair nominations put forward for consideration.

Q. I have heard Memorial is applying for CRC positions internally, with an eye for EDI criteria. Can you please provide some more information (e.g., what is the timeline for these applications? How does the department / Faculty / University identify possible candidates? What is the breakdown of Tier 1 vs Tier 2, etc.)?

A. Short answers as follows:

- There will be approximately 15 hires over the next 5 years
- The initial focus will be on internal nominations due to Memorial's current limited hiring program
- Eligibility criteria are outlined in the July 16, 2025 Call
- The allocation of Chairs is from the CRC Program, so the availability will depend on what Memorial is provided and which Chairs become vacant over time. The annually updated distribution of Chairs between tiers and agencies can be found [here](#).
- More information about the CRCP program can be found on [Memorial's CRC Program webpage](#).

Q. Why does the current Call for CRCs aligned with NSERC funding not include an option for a Tier 1 applicant search?

A. The Chairs advertised in this Call are for those that are currently vacant. Institutions do not choose which Chairs are available; the CRCP allocates them based upon Tri-Agency funding received. Memorial's [CRCP utilization spreadsheet](#), updated annually, shows which Chairs are allocated and to whom, which term they are in, and when their term is projected to end. However, the spreadsheet can and will change for numerous reasons, so while the information provided is accurate as of the date it is posted, it is not carved in stone.

Q. Is the internal division allocation assigned equally across NSERC-SSHRC-CIHR or are the proportions in the internal allocation a reflection (as accurately as possible) of the specific tri-council funding proportions brought into Memorial?

A. The allocation of Chairs is reassessed every 3 years based upon a rolling, multi-year average of total annual eligible funding per Tri-Agency category compared to all institutions across Canada to determine relative performance.

Q. Does Memorial have an institutional CRC Policy?

A. Memorial's current CRC policy can be found [here](#). Please note that this policy is currently under review.

Q. Is there any central funding for the 5 step top up or will units have to fully cover that cost?

A. There is no central funding available to cover the five-step stipend for a CRC. Units can fully cover the cost or choose to use a portion of the CRC funds to cover this cost for the duration of the CRC term, as the five-step increase would not be budgeted with base salary.

Q. What is the process for a unit to actually be awarded a Canada Research Chair?

A. For the current Call, an overview of the two-phase process is as follows:

i. Proposal phase

- Submission of a CRC proposal, including all appropriate sign off, for the Sept. 15 deadline
- Assessment of all received proposals by the internal Selection Committee
- Recommendations made by the Selection Committee to Memorial's CRC Oversight Committee (CRCOC), who have final approval.

ii. Recruitment phase

- All units awarded a CRC proposal will begin the CRC nominee recruitment process
- Following an open and unbiased search, the Search Committee will make their recommendation to the unit head(s)
- Upon their approval, the unit head(s) will submit the nominee's file to the CRCOC for final approval
- With the CRCOC's approval, the nominee and the unit(s) will work with RIS to complete and submit the CRC application
- With the successful awarding of the CRC application, a nominee becomes a Canada Research Chair.