Memorandum

Date: November 5th, 2018
To: Systems Design Engineering Faculty
From: Paul Fieguth, Chair
Cc: Pearl Sullivan, Dean, Faculty of Engineering
Subject: Nomination of CIHR Canada Research Chair (CRC) Tier 1

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The Faculty of Engineering is seeking to internally fill the position of a **CIHR Tier 1 Canada Research Chair** in **Biomedical Systems** within the Department of Systems Design Engineering. Qualified candidates, who must currently be appointed within the department and have an existing track record of CIHR funding, are invited to apply.

Tier 1 Chairs are for outstanding researchers, acknowledged by their peers as world leaders in their fields. Nominees must be full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. Tier 1 CRCs are tenable for seven years and renewable once.

The CRC program is founded upon a commitment to excellence in research and research training. Nominations are assessed against the following two criteria:

1. The strength of the nomination package
2. The fit of the proposed Chair with the university's strategic research plan.

The department has the following goals and objectives for Tier 1 nominees:

- Be outstanding and innovative world-class researchers.
- Have a track record of impact and leadership.
- Have superior records of attracting and supervising graduate students and postdoctoral fellows and, as chairholders, be expected to attract, develop and retain excellent trainees, student and future researchers.
- Be proposing an original, innovative research program.
- Articulate a plan by which the CRC catalyzes opportunities for other faculty and researchers in the Department of Systems Design Engineering.

The University of Waterloo regards diversity as an integral part of academic excellence and is committed to accessibility for persons with disabilities. Applications are encouraged from all qualified internal individuals including those who identify as women, members of visible minorities, Aboriginal (Indigenous) peoples, persons with disabilities, members of diverse gender identities, and others who may contribute to the further diversification of ideas. In selecting nominees, the university's current equity gaps in the Four Designated Groups (FDG) as identified by the Canada Research Chair program will be considered. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo understands the impact that legitimate career interruptions (e.g. parental leave, leave due to illness) can have on a candidate's record of research achievement and encourages potential candidates to explain in their application the impact this may have on their record; this information will be taken into careful consideration during the assessment process.

If you have any questions regarding the position, the application process, assessment process, eligibility, the CRC program, or a request for accommodation during the selection process, please contact Paul Fieguth, Department Chair. Further information about these Chairs is available at www.chairs.gc.ca. Interested faculty members who wish to be considered for this Tier 1 CRC should submit

- A two page Letter of Interest, explicitly identifying both the proposed research program and the broader benefits which the CRC appointment will bring to other researchers in the Department of Systems Design Engineering
- A recent CV or NSERC Form 100 or equivalent

The package must be submitted to Paul Fieguth, Department Chair, **by 4:30 pm on December 14, 2018.**

Transparency Statement for internal CRC competition

Date: November 5th, 2018
From: Paul Fieguth, Chair
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The Department of Systems Design Engineering within the Faculty of Engineering at the University of Waterloo has initiated an internal competition for a **CIHR Tier 1 Canada Research Chair** in *Biomedical Systems,* open only to existing faculty at the University of Waterloo.

The internal advertisement included the following information:

The University of Waterloo regards diversity as an integral part of academic excellence and is committed to accessibility for persons with disabilities. Applications are encouraged from all qualified internal individuals including those who identify as women, members of visible minorities, Aboriginal (Indigenous) peoples, persons with disabilities, members of diverse gender identities, and others who may contribute to the further diversification of ideas. In selecting nominees, the university's current equity gaps in the Four Designated Groups (FDG) as identified by the Canada Research Chair program will be considered. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

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If you have any questions regarding the position, the application process, assessment process, eligibility, the CRC program, or a request for accommodation during the selection process, etc., please contact

> Paul Fieguth, Department Chair
> Systems Design Engineering
> University of Waterloo
> sydechair@uwaterloo.ca

Further information about these Chairs is available at www.chairs.gc.ca.