

Memorandum

Date: November 15, 2017
To: Faculty members of Chemical Engineering and Civil and Environmental Engineering
From: Eric Croiset, Department of Chemical Engineering
Carl Haas, Interim Chair, Civil and Environmental Engineering
Cc: Pearl Sullivan, Dean, Faculty of Engineering
Subject: Nomination of NSERC Canada Research Chair (CRC) Tier 1

In order to reach out to a larger pool of potential nominees in the four designated groups (FDG) identified by the Canada Research Chair program, the Departments of Chemical Engineering and Civil and Environmental Engineering are each offering one Tier 2 CRC (1 unit) to form a Tier 1 CRC (2 units) and are seeking to fill this position internally within either of these two departments. The department that does not secure the Tier 1 nomination will be first in line to receive the next CRC unit earned by the Faculty and may choose to nominate a Tier 2 or merge it with another available unit allocated to nominate a Tier 1.

Tier 1 Chairs are for outstanding research acknowledged by their peers as work leaders in their fields. Nominees should 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. For each Tier 1 CRC, the university receives \$200,000 annually for seven years.

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

1. Tier 1 nominees should:
 - Be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields;
 - Be recognised internationally as leaders in their fields;
 - Have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) and, as chairholders, be expected to attract, develop and retain excellent trainees, student and future researchers; and
 - Be proposing an original, innovative research program of the highest quality.
2. Quality of the institutional environment, institutional commitment and fit of the proposed Chair with the [university's strategic research plan](#).

Applications from all qualified individuals including those who identify as women, members of visible minorities, Aboriginal (Indigenous) peoples or persons with disabilities are particularly encouraged. In selecting nominees, the university's current FDG Equity gaps will be considered. Canadian citizens and permanent residents will be given priority.

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 one-page Letter of Interest and
- recent NSERC Form 100 or Canadian Common CV (CCV) to respective Department Chairs by 4:30 pm, November 30, 2017.

"We must make every effort to give more people—women, Indigenous peoples, visible minorities and persons with disabilities—the chance to make their greatest contribution to research. . ."

—Kirsty Duncan, Minister of Science
November, 2017

Transparency Statement for internal CRC competitions

Date internal competition notice will be sent to department: November 15, 2017

The Departments of Chemical Engineering and Civil and Environmental Engineering have initiated an internal competition for a Tier 1 position, open only to existing faculty at the University of Waterloo.

The internal advertisement included the following information:

Applications from all qualified individuals including those who identify as women, members of visible minorities, Aboriginal (Indigenous) peoples or persons with disabilities are particularly encouraged. In selecting nominees, the university's current FDG Equity gaps will be considered. Canadian citizens and permanent residents will be given priority.

If you have any questions regarding the position, the application process, assessment process, eligibility, the CRC program etc., please contact either Professor Eric Croiset, Chair of Department of Chemical Engineering, or Professor Carl Haas, Interim Chair, Department of Civil and Environmental Engineering.