Transparency Statement for internal CRC competition

Date:  November 5th, 2018
From:  Paul Fieguth, Chair

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.

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, etc., please contact

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Further information about these Chairs is available at [www.chairs.gc.ca](http://www.chairs.gc.ca).