

A new opportunity for
early career researchers

CIFAR AZRIELI GLOBAL SCHOLARS PROGRAM

Detailed Overview



CIFAR
CANADIAN
INSTITUTE
FOR
ADVANCED
RESEARCH

Fondation
Azrieli
Foundation



CIFAR AZRIELI GLOBAL SCHOLARS PROGRAM

A program for early career research leaders in the natural, biomedical and social sciences and the humanities: the CIFAR Azrieli Global Scholars.

CIFAR invites outstanding early career investigators to join one of our interdisciplinary research programs that address some of the most complex challenges facing the world today. The CIFAR Azrieli Global Scholars program provides emerging research leaders worldwide an opportunity to accelerate their career through networking, research support, skill development and opportunities for impact.

**CIFAR
AZRIELI
Global
Scholars**

CIFAR creates knowledge that is transforming our world. Established in 1982, the Institute brings together interdisciplinary groups of extraordinary researchers from around the globe to address questions and challenges of importance to the world. Our networks help support the growth of research leaders and are catalysts for change in business, government and society. CIFAR is generously supported by the governments of Canada, British Columbia, Alberta, Ontario and Quebec, Canadian and international partners, as well as individuals, foundations and corporations.

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PROGRAM OVERVIEW

The CIFAR Azrieli Global Scholars program consists of three key components, each contributing toward developing tomorrow's research leaders:

1) Research support and membership in a CIFAR research program

Global Scholars receive \$100,000 CDN in undesignated research support. These funds are intended to support a Scholar's capacity to conduct research. Possible uses include, but are not limited to: teaching release, student support, and research assistant salaries.

In addition, Global Scholars become full members in one of CIFAR's research programs for two years. In this capacity, Global Scholars have the opportunity to interact closely with a network of some of the most internationally renowned investigators working on complex challenges from a range of disciplinary perspectives. By meeting two to three times per year, in cities across Canada and in other parts of the world, CIFAR's programs regularly spark collaboration and inspiration that leads to new research directions.

Global Scholars are personally mentored by fellows in the program. CIFAR assists in finding an appropriate match that ensures each Global Scholar is fully integrated into their CIFAR research program, and receives guidance and advice on areas of interest (e.g. research directions, career development).

2) Annual meeting to strengthen leadership and communication skills, peer-networking and community-building

Global Scholars from across CIFAR's research programs meet annually for activities focused on community-building, peer-networking, and strengthening core skills in leadership and communication.

Over the course of three days, trained facilitators lead highly interactive sessions designed to take Global Scholars' proven capacity in leadership and communication to new levels. Global Scholars receive practical training in skills such as:

- Succeeding as an early career academic
- Facilitating collaborations and discussion
- Building and managing a research group
- How to be a good public communicator

Peer-networking is an essential element of the Global Scholar experience. Throughout the facilitated sessions, Global Scholars from a broad spectrum of disciplines work together, learning about each other's work environments and challenges. Long breaks, open evenings and group recreation lead to stimulating conversations and help build a community. Global Scholars often discover fellow participants from different fields who are thinking about similar problems using a completely different approach. Global Scholars are anticipated to come away with a sense of connectedness and community, coupled with many unexpected new insights and potential research collaborations.

3) Participation in leadership opportunities

Reflecting Global Scholars' interest in extending their impact beyond disciplinary and academic boundaries, CIFAR supports and facilitates opportunities for Global Scholars to put their expertise, leadership and communication skills into action.

CIFAR and its research programs are committed to sharing and exchanging ideas with leading knowledge users across sectors, including policy-makers, business leaders and practitioners. Opportunities abound for Global Scholars to take the lead in knowledge mobilization activities, reaching audiences that may benefit from learning about the latest research insights relevant to their work. CIFAR staff work with Global Scholars to help identify and support initiatives to engage in a way that will drive meaningful dialogue and mutual benefit.

Some examples of potential leadership opportunities include, but are not limited to:

- Engaging in a research project with Global Scholars in other programs
- Developing an outreach activity with other CIFAR fellows
- Organizing a summer school
- Writing and publishing an op-ed piece
- Delivering a public lecture

B)

ELIGIBILITY

To be eligible for this program, applicants must:

- Hold a PhD, or equivalent terminal degree.
- Be employed no more than five years in their first full-time faculty appointment, including both research and teaching responsibilities, at an institution of higher education or research. Typically, applicants will be at an Assistant Professor level or equivalent in other academic systems. **NOTE: Postdoctoral fellows are NOT eligible to apply to this program.**
- Be appointed to their first faculty position no earlier than May 1, 2012. Special consideration may be given to those with exceptional circumstances or leaves.
- Be engaged in research that complements and contributes to the themes and goals of one of the eligible CIFAR research programs (refer to section E).
- Demonstrate an outstanding level of research achievement and promise of future impact in their field, as evidenced by quality of publications, awards received, and statements by distinguished referees.
- Demonstrate a track record of, or interest in, engaging across disciplines, as well as sectors beyond academia, to enrich and extend the impact of their research.
- Be in good standing to obtain a passport and travel visas to attend CIFAR meetings in Canada and other countries around the world.
- Be available to attend a two-day in-person interview* on **September 16-17, 2017 in Toronto, Canada**. Travel costs will be provided by CIFAR.
- Be fluent in spoken and written English.

CIFAR is seeking to assemble a global cohort. There are no geographical restrictions on who may apply to this program and applicants in developing countries are encouraged.

CIFAR is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, indigenous persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas.

* The interview consists of a series of interactive group activities among invited candidates. In-person participation is required to ensure a fair and complete evaluation. Candidates in countries requiring visas to enter Canada are encouraged to research and assemble required visa application documents in advance of receiving an interview invitation to facilitate timely visa processing, should one become needed. If selected for the interview, CIFAR will provide a letter of invitation to the candidate, in support of the visa application.



DURATION AND VALUE

1) Duration:

CIFAR Azrieli Global Scholar positions are awarded as two-year funded appointments. The appointment term will begin in October 2017.

On completion of the funded appointment, Global Scholars become alumni of the CIFAR Global Academy. As alumni, they are eligible to take part in Global Scholar annual meetings for two additional years following their appointment, and other opportunities offered through CIFAR's Global Academy.

2) Value:

Global Scholars receive \$100,000 CDN in undesignated research support.

The funds are administered through the Global Scholar's home institution and are intended to support his or her capacity to conduct research. Possible uses include, but are not limited to: teaching release, student support, summer salary (where applicable), and research assistant salaries.

CIFAR also covers the cost of Global Scholars' attendance at meetings of their CIFAR research program and the Global Scholars' annual meeting.

Global Scholars are permitted to concurrently hold other competitive research fellowships.



EXPECTATIONS

During their two-year funded appointment, Global Scholars are expected to:

- Attend meetings of their designated CIFAR research program (usually 2-3 per year, depending on the program) in Canada and various locations around the world.
- Where appropriate, interact and collaborate with fellow program members on research areas of interest to the program.
- Attend annual Global Scholar meetings (usually held in May).
- Work with CIFAR staff and other program members to identify and execute on leadership, communication and outreach opportunities to put these skills into action.
- Submit a web-based annual report on research and related activities.
- Acknowledge CIFAR as a funder in research publications and presentations supported by this funding, and include the CIFAR Azrieli Global Scholars title in their professional signature, presentations, website and publications.



DEADLINE AND HOW TO APPLY

1) Application deadline:

May 23, 2017 - 11:59 PM Eastern Time Zone

2) Application process and required information:

CIFAR accepts Global Scholar applications annually.

CIFAR expects that applicants will select an eligible CIFAR research program to which their research and interests most closely relates. Applicants wishing to apply to more than one program must complete a separate application for each program.

Fellows involved in CIFAR programs have expertise in the natural, biomedical and social sciences and the humanities. A full list of our 14 current research programs is provided below. To learn more about CIFAR research programs and our fellows, please refer to <https://www.cifar.ca/research/>.

- Azrieli Program in Brain, Mind & Consciousness
- Bio-inspired Solar Energy
- Child & Brain Development
- Cosmology & Gravity
- Genetic Networks
- Humans & the Microbiome
- Institutions, Organizations & Growth
- Integrated Microbial Biodiversity
- Learning in Machines & Brains
- Molecular Architecture of Life
- Quantum Information Science
- Quantum Materials
- Social Interactions, Identity & Well-Being
- Successful Societies

A list of CIFAR research programs with available openings for Global Scholars will be posted on March 1, 2017.

All applications must be submitted through the Global Scholars application website (opens March 1, 2017). Applications received by other means will not be considered. If you have any questions, contact us at global.scholars@cifar.ca.

3) Applicants are required to submit:

A) Summary Section

- 1) A brief description of your most significant paper or research achievement. (150 words maximum)
- 2) A summary of how your research complements and contributes to the themes and goals of the CIFAR research program you would like to join. (150 words maximum)
- 3) A summary of your most important leadership experience to date. (150 words maximum)
- 4) A summary of your engagement to date with non-academic communities to extend the impact of your research. If you have not been active outside of academia, briefly discuss why, and the type of activities you would like to pursue. (150 words maximum)

B) Detailed Section

- 1) A detailed discussion of your research background and proposed future directions, how this agenda would contribute to the themes and goals of the CIFAR research program, and how participating in the program would advance your research. Propose areas of potential research interaction and collaboration with Senior Fellows and Fellows of the program. (1000 words maximum)
- 2) An extended discussion of your desire to make an impact outside of academia. How can you see your research changing the world, even in a small way? Who needs to be engaged with your research for that to happen? (1000 words maximum)
- 3) A short description of your research interests using lay terms for a general audience and public use. (100 words maximum)
- 4) A current CV, including publication list, uploaded as a .pdf document. Files must include the .pdf extension as part of the file name.

In addition:

- 1) You must arrange to have three letters of recommendation submitted to your online application. For details, please read the section on Letters of Reference.
- 2) If you are starting your first position, including both research and teaching responsibilities, at an institution of higher education or research, between March 1 and September 1, 2017, you must upload a copy of your letter of appointment to your online application.

You may work on your online application over multiple sessions, saving a draft in progress any number of times before submitting a final, completed application.

You may submit a final application when you have completed the required sections to your satisfaction and have provided the names and e-mail addresses of all required referees. You will not be able to make edits after submitting your final application, but will be able to track the status of your reference letters.

You are responsible for ensuring that your application is complete and successfully submitted as a FINAL version by 11:59 PM (Eastern Time Zone) on May 23, 2017.

Applications that are not complete or are not marked as 'final' after the deadline will not be considered.

4) Letters of Reference:

a) Who Should Provide Reference Letters?

You must arrange to have **three** letters of recommendation submitted to your online application, including:

- 1) One letter that assesses your research in terms of productivity, creativity, breadth, and potential for future leadership in the field. Preferably from an academic supervisor or mentor.
- 2) One letter that addresses your leadership capacity and potential to expand your research impact by engaging with communities outside of academia. This letter can be from a leader outside the academic sphere.
- 3) A third letter of your choice that speaks to your qualities as a researcher and/or leader.

Please note: Researchers who are currently appointed as CIFAR program members (Senior Fellows, Fellows, Associate Fellows and Advisors) are not eligible to submit letters of recommendation, unless they are in a program other than the one to which you are applying.

b) How Do Referees Submit their Letters?

All letters of reference must be submitted through the online application system. Letters submitted by other means will not be accepted.

You should inform your referees that you are applying to the CIFAR Azrieli Global Scholars Program and secure their agreement to provide letters before submitting their names to CIFAR. Make certain you have the correct e-mail address for each referee.

You will submit the names and e-mail addresses of your referees through your online application form. Your referees will immediately receive an automated e-mail informing them that you are requesting a reference letter. The e-mail will provide instructions on how to submit a confidential letter directly to your online application. The system will send an e-mail to both you and the referee when a reference letter is successfully submitted. You may track within your online application form whether letters have been deposited, but will not have access to the letters.

You must submit all the names and e-mail addresses of your required referees before submitting your application as 'final'.

Referees may only submit a letter after they have received the e-mail from CIFAR. If a referee does not receive or misplaces the e-mail with instructions, you should return to your application form, where instructions are provided for having the e-mail re-sent. You may do this even after your final application has been submitted. If you learn that one of your referees cannot provide a letter, you may return to your final application to add a new referee and issue a new request to him or her.

In exceptional circumstances, if a referee cannot use the online system or does not use e-mail, **contact global.scholars@cifar.ca** for instructions on how to provide the letter.

All letters of reference must be submitted by 11:59 PM (Eastern Time Zone) on May 23, 2017.

You are responsible for tracking the submission of your reference letters and for following up with referees to ensure all letters are submitted by that date.



APPLICATION REVIEW PROCESS AND CRITERIA

The total time span of the application review process, from application deadline to final selection of candidates, is about four months. Candidates invited to an interview will normally be contacted within approximately six to seven weeks after the application deadline. The related table below summarizes key dates for 2017.

Stages of the application review process:

- 1) CIFAR staff members review applications for completeness and for basic eligibility requirements to be met.
- 2) A selection committee for each CIFAR research program reviews applications submitted for that program. They assess applicants based on their research excellence, breadth of research interests, and potential to interact and collaborate productively within the program and at Global Scholar meetings. They also take into consideration CIFAR's goal to assemble a diverse and global cohort. Each committee provides CIFAR with a ranked short-list of up to four top candidates, supported by written justifications.
- 3) CIFAR invites all short-listed nominees to attend a two-day interview meeting in Toronto, at CIFAR's expense, on September 16-17, 2017. The interview meeting consists of a series of interactive group activities. Assessments will be conducted by an international committee comprised of distinguished researchers from diverse disciplines and leaders from non-academic sectors in which CIFAR-supported research may have an impact. The Interview Committee evaluates nominees' capacity, potential and desire to actively engage with peers across a full spectrum of disciplines, and to grow their existing leadership and communication skills to extend the impact of their research to communities beyond academia. In-person attendance at the interview meeting is mandatory for all Global Scholar nominees.
- 4) Following the interview meeting, the Interview Committee ranks the nominees for the positions available in each research program. One to two successful candidates may be selected per program. CIFAR offers appointments to the first-ranked candidate for each position. If an offer is declined, CIFAR may offer the appointment to the second-ranked candidate for the position, if they have passed the Committee's evaluation. All applicants are informed when the competition has concluded.

Summary of Key Dates in 2017

March 1, 2017	Competition opens
May 23, 2017 (11:59 PM Eastern Time)	Application & reference letter deadline
By July 10, 2017	<p>CIFAR issues invitations to programs' top candidates to attend interviews</p> <p>* Candidates in countries requiring visas to enter Canada are encouraged to research and assemble required visa application documents before receiving an interview invitation to facilitate timely visa processing, should one become needed. If selected for the interview, CIFAR will provide a letter of invitation to the candidate, in support of the visa application.</p>
September 16-17, 2017	Global Scholar candidate interviews in Toronto, Canada. Candidates must be available to attend the interview in-person.
Week of September 18, 2017	CIFAR makes offers to selected candidates
By October 6, 2017	All applicants are notified of the competition results.



ADMINISTRATIVE GUIDELINES AND POLICIES

- 1) Terms of Appointment
- 2) Eligible Use of Funds
- 3) Disbursement of Funds
- 4) Parental Leave Policy
- 5) Transition to Global Scholar Alumni

1) Terms of Appointment

CIFAR Azrieli Global Scholar appointments are always held in conjunction with a formal appointment at an institution of higher education or research.

On the start date of the Global Scholar appointment, the recipient will be within the first to fifth year of their first full-time faculty position (or equivalent), which includes both research and teaching responsibilities, at an institution of higher education or research.

Global Scholar positions are awarded as two-year funded appointments. Appointments will begin in October 2017.

2) Eligible Use of Funds:

CIFAR expects that the Global Scholar will use the award to enhance his or her capacity to conduct research. Possible uses include, but are not limited to: teaching release, summer salary (where applicable), student support, and research assistant salaries.

3) Disbursement of Funds:

CIFAR Azrieli Global Scholar research support funds will be administered through the recipient's institutional department. CIFAR will contact the Global Scholar's department chair to arrange the transfer of fellowship funds. CIFAR requests that the funds be placed in a special account to be managed by the Global Scholar. The taxation treatment of these funds is the sole responsibility of the Global Scholar's home institution. Please note that CIFAR does not support indirect costs.

Interaction costs – i.e., costs of attending CIFAR meetings and other pre-approved CIFAR-related travel – will be reimbursed directly to the Global Scholar by CIFAR.

4) Parental Leave Policy:

- 1) CIFAR normally expects that the home institution's parental leave policy will apply, with salary funding for any leave coming from the home institution. The Global Scholar appointment will be extended by the length of the parental leave up to a maximum of one year.
- 2) Requests for parental leave should be made to CIFAR **at least four months before the leave is anticipated to begin.**

5) Transition to Global Scholar Alumni:

CIFAR Azrieli Global Scholars who complete their funded term of appointment will be eligible to participate in Global Scholar annual meetings for two additional years, and other opportunities offered through CIFAR's Global Academy after their appointment ends.

Over time, CIFAR will engage with past Global Scholars to measure the longer-term impacts of the CIFAR Azrieli Global Scholars program. CIFAR will conduct exit surveys and follow-up surveys at approximately two-year intervals to track career progression, interaction patterns, and other outcomes.

