

Canada Research Chairs Program (CRCP) Institutional Report

Submitted - Oct 31, 2025

Institution: University of Prince Edward
Island

Reporting period: [April 1, March 31]

Importance of Collecting Performance Data

Thank you for taking the time to complete this report. Support provided by the Canada Research Chairs Program (CRCP) is an investment of public funds. The program's accountability responsibilities for the use of award funds include reporting to the Government of Canada and program stakeholders, including Canadians, about who receives support and how funds are used to meet the program's objectives. To help ensure accountability, award recipients must report on progress annually and are expected to publicly acknowledge their award funding to bring awareness to the value and impact of the program as part of the Canadian and international research enterprise.

The information provided in this form will be aggregated to generate performance information on the program. Recipients are responsible for maintaining their eligibility and expending funds in accordance with program guidelines. For the program to collect data for its evaluation and performance management activities, institutions are required to provide reports on the deployment and management of the Canada Research Chairholders (CRCs) as stipulated by the program.

Should you have any questions about the information you are being asked to provide, contact the program at information@chairs-chaires.gc.ca (<mailto:information@chairs-chaires.gc.ca>). If you require technical support, contact our helpdesk at 613-995-4273 or websupport@chairs-chaires.gc.ca (<mailto:information@chairs-chaires.gc.ca>).

Privacy Notice Statement

The Tri-agency Institutional Programs Secretariat (TIPS), which is housed within the Social Sciences and Humanities Research Council (SSHRC), is responsible for the day-to-day administration of the following tri-agency programs: CRCP, Canada Excellence Research Chairs Program, Canada 150 Research Chairs Program, Canada First Research Excellence Fund, Research Support Fund, New Frontiers in Research Fund and Canada Biomedical Research Fund.

TIPS is strongly committed to the protection of all personal information collected and used in the operation and management of its activities.

The personal information is collected under the respective authority of section 4(2)(a) of the Natural Sciences and Engineering Research Council Act (<https://laws.justice.gc.ca/eng/acts/N-21/page-1.html>), section 4(2)(a) of the Social Sciences and Humanities Research Council Act (<https://laws-lois.justice.gc.ca/eng/acts/S-12/page-1.html>), and sections 4, 5 and 26 of the Canadian Institutes of Health Research Act (<https://laws-lois.justice.gc.ca/eng/acts/C-18.1/FullText.html>), depending on the program under which you were awarded funding.

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Failure to submit the institutional report may result in funding being held back until the completed report is received by TIPS.

For more information, refer to SSHRC PPU 016, described in SSHRC's Info Source (<https://www.sshrc-crsh.gc.ca/transparency-transparence/atip-airpr/infosource-eng.aspx>).

If you have any questions or concerns on the annual progress report, contact TIPS at information@chairs-chaires.gc.ca (<mailto:information@chairs-chaires.gc.ca>).

For more information about your rights under the Privacy Act, or our privacy practices, or to **access or correct** your personal information, contact SSHRC's (and TIPS') ATIP Coordinator (<https://www.sshrc-crsh.gc.ca/transparency-transparence/atip-airpr/index-eng.aspx>).

If you believe your personal information has been mishandled, or have concerns about SSHRC's privacy practices, you have the right to file a **complaint** with the Office of the Privacy Commissioner (<https://www.priv.gc.ca/en/report-a-concern/file-a-formal-privacy-complaint/file-a-complaint-about-a-federal-institution/>).

Note:

- By submitting your information, you are confirming that you have read and understood the Privacy Notice Statement outlined above and have provided your personal information in accordance with it.
- Personal information of a third party should not be disclosed in this report without their consent.

Program Monitoring

The Chairs Administration Guide (https://www.chairs-chaires.gc.ca/program-programme/admin_guide-eng.aspx) outlines the terms and conditions institutions must follow in administering CRC awards.

The institution must submit the report to provide an update on progress made toward meeting the objectives of the program through its administration of its allocation of CRCs.

The institution is responsible for ensuring that their CRCs meet the program's reporting requirements.

Institutions are required to post a copy of this report as submitted (with any identifying information and representation numbers **under five** redacted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS. Posting the report is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (<https://www.chairs->

chaires.gc.ca/program-programme/equity-equite/2019_addendum-eng.aspx). If an institution fails to meet these requirements by the deadlines stipulated, the program will withhold peer review and payments for nominations submitted to the program until the requirements are fulfilled in accordance with its consequences framework (https://www.chairs-chaires.gc.ca/program-programme/admin_guide-eng.aspx#equity).

Attraction and Retention

Institution: University of Prince Edward Island **Reporting period:** [April 1, March 31]

The CRCP supports the attraction and retention of a diverse cadre of world-class researchers to Canada. The program defines world-class researchers as outstanding and innovative researchers whose accomplishments have made, or have the potential to make, a major impact in their fields.

Using the scale provided, rate how important the CRCP funding was to your institution's ability to **attract** and **retain** a diverse cadre of world-class researchers during the reporting period:

Attraction of researchers from within Canada to your institution. (required)

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

Attraction of researchers from outside Canada to your institution. (required)

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

Retention of researchers at your institution. (required)

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

Explain your rating.

If you provided a rating of "Important" or "Very Important" to the questions above, provide one or two examples that demonstrate the way in which the CRCP played a key role in attracting outstanding researchers to your institution, or in retaining outstanding researchers at your institution during the reporting period. (required)

Maximum character count: 2000 | Characters remaining: 1503

During this time frame, there were two active CRC recruitments at UPEI. In both situations, the candidate pool was very strong, and there were significant candidates from outside of Canada.

For the recruitment phase of the Tier 2 CRC in Equity in Nutrition, Physical Activity, or Health, there were 29 applicants and strong international representation. For the recruitment phase of the Tier 2 Canada Research Chair in Children, Youth and their Educational Geographies, there were 11 applicants.

What are the challenges in recruiting and nominating researchers from outside of Canada to the CRCP, and how does your institution address them? (optional)

Maximum character count: 2000 | Characters remaining: 1855

During this past year, there were no challenges in recruiting researchers outside of Canada. There were no nominations in this reporting period.

Impact on Research Capacity

Institution:University of Prince Edward Island

Reporting period:[April 1, March 31]

One of the CRCP's key objectives is to contribute to fostering research capacity. Strengthening research capacity and clusters in strategic areas of research provides institutions with the ability to seek and receive other funding, therefore maximizing their ability to develop clusters of research excellence. Maximizing research capacity, in turn, generates social, economic and cultural benefits for Canada and Canadians.

Indicate which aspects of your institution's research capacity were significantly strengthened by the CRCP funding and the related CFI infrastructure support, during

- ☒ The ability of the institution to attract highly qualified personnel (HQP) – including undergraduate, master's and doctoral students, postdoctoral fellows, technicians, research assistants and other HQP
- ☒ The ability of the institution to fund HQP
- ☒ The ability of the institution to train HQP
- ☒ The ability to increase the number of research collaborations at the institution
- ☒ The ability to create international partnerships
- ☒ The ability to develop clusters of research excellence or areas of research strength according to the institution's CRCP Strategic Research Plan
- ☒ The opportunities to conduct research at the institution
- ☒ The overall quality of the research conducted at the institution
- ☒ The institution's capacity to produce new research knowledge
- ☒ The use of research results at the institution

Key EDI Action - EDI Action #1

Actions

UPEI committed to capturing the lived experience of all present and past CRCs to determine if there are systemic issues that impede their work and to help direct the next CRC EDI Action plan. UPEI commissioned an independent consultant to undertake these confidential interviews. The consultant was selected and consultations with current and past UPEI CRCs about their lived experiences in these roles were initiated within this fiscal year. The final report was submitted after the fiscal year end. This report will inform considerations for the next CRC EDI Action plan.

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Describe the key action that was undertaken. (required)

UPEI committed to capturing the lived experience of all present and past CRCs to determine if there are systemic issues that impede their work and to help direct the next CRC EDI Action plan. UPEI commissioned an independent consultant to undertake these confidential interviews.

The consultant was selected and consultations with current and past UPEI CRCs about their lived experiences in these roles were initiated within this fiscal year. The final report was submitted after the fiscal year end. This report will inform considerations for the next CRC EDI Action plan.

Did this action relate to an objective named in your CRCP EDI Action Plan? (required)

☐ Yes

☒ No

Describe outcomes and impacts this action supported during the reporting period. (required)

The third party review for CRCs was conducted independently to augment the larger UPEI Independent Third-Party Review published in June 2023 by Rubin Thomlinson LLP, and to specifically understand the lived experiences of the CRCs. The next fiscal year will continue to address understanding how to incorporate these findings into the next CRC EDI Action plan.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed. (required)

Although the goal was to fully complete the independent third-party review within this fiscal year, the timeline extended beyond initial expectations. Ensuring that all Canada Research Chairs (CRCs) were contacted and had adequate opportunity to provide feedback took longer than anticipated. This was a critical step to ensure inclusiveness, accuracy, and transparency in the review process.

Was funding from the CRCP EDI stipend used for this action? (required)

- ☒ Yes
☐ No

KEY EDI ACTION #2

Various internal and external documentation was created or updated to better guide and support CRCs. An example of new documentation is a set of high-level guidelines on the research funding lifecycle with references to points of contact and other resource documents. These guidelines were the solution to a CRC's request for support and incorporated CRC feedback throughout the development. The improved documentation simplifies research processes and ensures equal access to knowledge and guidance. Incorporating equitable practices into various processes was also a focus throughout these updates.

Describe the key action that was undertaken. (required)

Various internal and external documentation was created or updated to better guide and support CRCs. An example of new documentation is a set of high-level guidelines on the research funding lifecycle with references to points of contact and other resource documents. These guidelines were the solution to a CRC's request for support and incorporated CRC feedback throughout the development. The improved documentation simplifies research processes and ensures equal access to knowledge and guidance. Incorporating equitable practices into various processes was also a focus throughout these updates.

Did this action relate to an objective named in your CRCP EDI Action Plan? (required)

- ☒ Yes
☐ No

Briefly describe the related objective.

Objective 5: Ensure that our Chairholders feel equally included, integrated, supported and are retained

Action 2: Provide each incoming Canada Research Chair with a resource bank package (tailored by discipline), indicating who can provide guidance and/or support on a range of relevant internal or external information or opportunities.

Describe outcomes and impacts this action supported during the reporting period. (required)

This improved documentation has improved transparency and accessibility of research processes, reducing reliance on informal networks that can unintentionally exclude or disadvantage some individuals

This creates a more inclusive and supportive research environment, where all chairs can navigate institutional systems effectively. This action has reduced some of the existing systemic barriers by standardizing access to key research information and resources.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed. (required)

There is a significant campus-wide effort towards making progress on a larger UPEI Action Plan. There are challenges in ensuring engagement from other departments in updating documentation when there are other initiatives and action plans at the same time. Not all of the documentation was updated within this fiscal year. Clear communication with supporting departments and working on priority documents, as defined by the chairs, was one method to mitigate the competing need for actions and change.

Strategic Use of Resources

Institution: University of Prince Edward
Island

Reporting period: [April 1, March 31]

One of the CRCP's expected results is to make the best possible use of research resources through institutional strategic planning.

Using the scale provided, rate to what extent the institution makes decisions on the allocation of CRC awards in alignment with its CRCP Strategic Research Plan. (required)

- ☐ Not at all
- ☐ To a small extent
- ☐ To a good extent
- ☒ To a great extent
- ☐ Do not know

Share any significant research successes your institution has achieved during the reporting year while implementing its CRCP Strategic Research Plan. (optional)

Maximum character count: 2000 | Characters remaining: 1103

In January 2023, UPEI launched its 2023-2028 Strategic Research Plan, which outlines five signature research areas (humanity, justice & organizations; environmental stewardship; healthy communities; healthy animals; sustainable development) and cross-cutting themes (e.g., data science, island studies, OneHealth).

Within the reporting year, there was strong external research funding growth for UPEI Researchers. Researchers at UPEI secured over \$1.6 million in funding from the Natural Sciences and Engineering Research Council of Canada (NSERC) for multiple projects, spanning themes like sustainable agriculture, biofuels, and robotics.

This supports the Plan's objective of increasing research capacity and enabling more competitive grant activity.

It enhances UPEI's national research profile and shows that investment in research infrastructure and support is yielding tangible results.

Institutional Support and Protected Time for Research

Institution: University of Prince Edward Island

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As an evaluation criterion of the program, institutions must demonstrate that they will provide chairholders with the support they need to ensure the success of their work, such as protected time for research, mentoring (if applicable), additional research funds, office space, administrative support, and hiring of other faculty members.

Protected time for research is a component of a research chair which provides chairholders with sufficient time to focus on their research program. Protected

Please respond to the questions below. (required)

- ☒ Yes, our institution provides protected time for research to chairholders.
- ☐ No, our institution does not formally provide protected time for research to chairholders.

How does your institution provide protected time for research to chairholders? Select all that apply. (required)

- ☐ It is negotiated by each chairholder
- ☒ There is an institution-wide policy that applies to all CRCP chairholders
- ☐ It is decided at the faculty/department level and is not negotiated by the CRCP chairholder
- ☐ Other (specify in box below)

Additional Comments and/or Suggestions

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Use this section to describe any successes or challenges you have experienced this year in managing the CRCP at your institution. Successes achieved in the context of your institution's CRCP Strategic Research Plan should be entered in the Strategic Use of Resources section and should not be repeated here. Include any suggestions you may have for improvements or changes to the program. (optional)

Maximum character count: 2000 | Characters remaining: 761

The CRC uses a population-based methodology when setting equity targets. Institutions must meet the following targets by December 31st, 2029: "50.9% women and gender equity-seeking groups, 4.9% Indigenous Peoples, 7.5% persons with disabilities and 22% racialized individuals." (1) UPEI currently has a small chair allocation. As such, our institutional equity targets centre on women and gender equity-seeking groups and racialized individuals since their population percentages are large enough to be equivalent to one or more of UPEI's allocated chairs.

Currently, for the nomination to be successful, a candidate who identifies as an Indigenous Peoples or persons with disabilities, may require an intersectional identity aligning with one of the equity groups that have allotted chairs through the equity targets. We would suggest developing a solution where small institutions may receive a credit for recruiting in an alternate equity deserving group. These credits would be limited and must be used prudently. This solution would help ensure that equity-deserving groups have an equitable opportunity to be recruited at small institutions.

https://www.chairs-chaires.gc.ca/about_us-a_notre_sujet/statistics-statistiques-eng.aspx#4
