

A new opportunity for
early career researchers

CIFAR AZRIELI GLOBAL SCHOLARS PROGRAM

Detailed Overview



CIFAR
CANADIAN
INSTITUTE
FOR
ADVANCED
RESEARCH

Fondation
Azrieli
Foundation

The logo for the Azrieli Foundation, featuring a stylized graphic of a square, a circle, and a triangle arranged in a grid-like pattern.

CIFAR AZRIELI GLOBAL SCHOLARS PROGRAM

CIFAR invites exceptional early career researchers from across the natural, biomedical, and social sciences and the humanities to join one of our interdisciplinary research programs that address some of the most complex questions facing the world today. The CIFAR Azrieli Global Scholars program nurtures the next generation of research leaders and provides opportunities to enhance their 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 the development of tomorrow's research leaders:

1) Membership in a CIFAR program with research support and mentorship

CIFAR Azrieli Global Scholars become members in one of CIFAR's **research programs** for two years. In this capacity, the scholars have the opportunity to interact within a network of internationally renowned researchers working on a fundamental research question. By meeting two to three times per year, in cities across Canada and in other parts of the world, CIFAR's programs bridge disciplines, develop a common language, and regularly spark collaboration and inspiration that lead to new research directions and fields of inquiry.

As part of the program, scholars receive \$100,000 CDN in unrestricted research support over two years. These funds are intended to support their capacity to conduct research. Possible uses include, but are not limited to: teaching release, student support, and research assistant salaries.

Scholars are also matched with a mentor, a senior fellow in their respective research program. The mentor can provide guidance and advice on areas of interest to the scholar (e.g. research directions, career development).

2) Enhancing leadership and communication skill development

CIFAR Azrieli Global Scholars from across CIFAR's research programs meet annually to strengthen core skills in leadership and communication. Over the course of three days, expert facilitators lead highly interactive sessions designed to take a scholar's proven capacity to new levels. Scholars receive practical training in skills such as:

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

At the annual meeting, scholars from a broad spectrum of disciplines work together through facilitated activities, learning about each other's work environments and challenges. Long breaks, open evenings and group recreational activities lead to stimulating conversations and help build a community. Through these interactions,

scholars may connect with other scholars from different fields who are thinking about similar problems using a different approach. To enhance interdisciplinary collaboration, the program offers scholars seed funding to catalyze innovative, high-risk ideas and projects led by scholars.

To bolster leadership skills training between annual meetings, CIFAR offers scholars opportunities for one-on-one coaching by matching them with knowledgeable experts.

3) Enhancing impact within and outside of academia

Reflecting CIFAR Azrieli Global Scholars' interest in achieving impact within academia and beyond, CIFAR supports and facilitates opportunities to put scholar's knowledge, expertise and skills training into action.

Additionally, CIFAR and its research programs are committed to sharing and mobilizing ideas with knowledge users across sectors, including policy-makers, business leaders and practitioners. Opportunities abound for scholars to become involved in knowledge mobilization activities, reaching audiences that may benefit from learning about the latest research. CIFAR staff work with our research programs to help identify and support initiatives to engage with knowledge users in a way that will drive meaningful dialogue and mutual benefit.

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

- Leading a research project in collaboration with scholars or fellows
- Organizing a CIFAR summer school for trainees
- Leading or contributing to a knowledge mobilization activity with other CIFAR fellows
- Interacting and discussing their research with stakeholders in academia, policy or business to understand perspectives and influence change
- 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) and be within the first five years of a full-time academic appointment, including both research and teaching responsibilities, at an institution of higher education or research. Applicants' first full-time academic appointment must be no earlier than May 1, 2013. Special consideration may be given to those who have taken parental leave or with exceptional circumstances. 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.**
- Engage 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 referees.
- Be interested in engaging across disciplines, as well as sectors beyond academia, to enrich and extend the impact of their research.
- Have a valid passport, and if required be able to obtain travel visas, to attend CIFAR meetings in Canada and other countries around the world (2-4 times per year).
- Be available to attend a two-day in-person interview* on **June 27-28, 2018 in Toronto, Canada**. Travel costs will be covered 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. CIFAR is strongly committed to diversity within its community, and especially welcomes applications from underrepresented groups in research, including but not limited to 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 individual and 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.*

If you have any questions regarding your eligibility, please contact us at global.scholars@CIFAR.ca.



DURATION AND VALUE

1) Duration:

CIFAR Azrieli Global Scholars are provided research funding and participate in a CIFAR program over a two-year term. The term will begin on September 1, 2018.

On completion of their term, scholars retain the title '*CIFAR Azrieli Global Scholar*' and are encouraged to remain connected to CIFAR through attendance at CIFAR Azrieli Global Scholar annual meetings and other opportunities offered through CIFAR's Global Academy. Scholars may periodically be invited back as guests to re-engage with a program, or in exceptional circumstances, some may be appointed as CIFAR fellows.

2) Value:

Scholars receive \$100,000 CDN in unrestricted research support. The funds are administered through the 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 covers the cost of attendance at meetings of a CIFAR research program and the CIFAR Azrieli Global Scholars annual meeting.



EXPECTATIONS

During the two-year term, scholars are expected to:

- **Attend CIFAR research program meetings** (usually 2-3 per year, depending on the program) in Canada and various locations around the world. While at meetings and where appropriate, we encourage scholars to interact and collaborate with fellow program members on research areas of common interest to the program.
- **Attend annual CIFAR Azrieli Global Scholar meetings** (usually held in early May).
- **Report** on research achievements and related activities annually.
- **Acknowledge CIFAR** as part of their title and affiliation (e.g. 'CIFAR Azrieli Global Scholar' in professional signature, presentations, website, publications) and as a funder in research publications and presentations supported by this funding.



DEADLINE AND HOW TO APPLY

1) Application deadline:

February 22, 2018 - 11:59 PM Pacific Time Zone (UTC -8)

2) Application process and required information:

CIFAR accepts CIFAR Azrieli Global Scholars applications annually.

CIFAR expects that applicants will select an eligible CIFAR research program to which their research and interests most closely relate. Applicants wishing to apply to more than one program must complete a separate application for each program. To learn more about our programs and fellows, please refer to <https://www.cifar.ca/research>.

In 2018, the CIFAR research programs accepting applications are:

- **Azrieli Program in Brain, Mind & Consciousness**
- **Bio-inspired Solar Energy**
- **Gravity & the Extreme Universe**
- **Humans & the Microbiome**
- **Molecular Architecture of Life**

All applications must be submitted through the online application system (opens in early December 2017). Applications received by other means will not be considered.

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 two letters of recommendation submitted to your online application prior to final submission. For details, please read the section on Letters of Reference.
- 2) If you have a pending first full-time position, including both research and teaching responsibilities, at an institution of higher education or research, prior to submission of your application, you must upload a copy of your appointment letter to your application.

The application MUST include two recommendation letters, directly submitted by the referees, before it can be submitted as final. Applicants will not be able to edit the application or send/resend reference letter requests, or receive reference letters after submission. Given the importance of these letters, we encourage applicants to reach out to referees to confirm they received the request.

The applicant is responsible for ensuring that the application is complete and successfully submitted by 11:59 PM Pacific Time Zone (UTC -8) on February 22, 2018.

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

If you have any questions, contact us at global.scholars@cifar.ca.

Letters of Reference:

a) Who Should Provide Reference Letters?

You must arrange to have **two** letters of recommendation submitted to your online application. Referees are asked to comment on one or both of the following:

- 1) Your scholarly achievements in terms of research excellence, productivity, creativity, breadth and interest in engaging across disciplines, and potential for

future leadership in the field, compared to others at the same career stage.

- 2) Your demonstrated leadership capacity within or outside of academic settings, as well as desire and potential to expand your research impact by engaging with communities outside the academic sphere.

It is recommended that at least one letter be provided by an individual well-placed to understand your research and its impact in the field, e.g. your PhD or postdoc supervisor or a colleague. One letter may be (but is not required to be) from a leader outside the academic sphere where you have made an impact. Where applicable, applicants may request up to **one letter** of recommendation from a CIFAR program member (Senior Fellows, Fellows, Associate Fellows and Advisors) who has directly supervised or collaborated with the applicant.

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.

Please note: Two letters of reference MUST be submitted to your application, directly by your referees, before your application may be submitted 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 to re-send the request. If you learn that one of your referees cannot provide a letter, you may return to your unsubmitted application to replace them with a new referee and issue a new request to him or her. If a referee is unable to use the online system or does not use e-mail, contact global.scholars@cifar.ca for support on how to provide the letter.

All letters of reference must be submitted before 11:59 PM Pacific Time Zone (UTC -8) on February 22, 2018. The applicant is responsible for tracking the submission of reference letters and for following up with referees to ensure all letters are submitted on time.



APPLICATION REVIEW PROCESS AND CRITERIA

CIFAR is strongly committed to diversity within its community and through the application review and selection process.

The total time span of the application review process, from application deadline to final selection of candidates, is about four months. Candidates invited to the in-person selection meeting will be contacted within approximately six to seven weeks after the application deadline. Typically, the success rate of those short-listed for the in-person meeting is 50%. The related table below summarizes key dates for 2018.

The application review and selection process:

- 1) **Basic Eligibility:** CIFAR ensures all applications meet basic eligibility requirements.
- 2) **Application Review:** A CIFAR research program sub-committee, comprised of CIFAR fellows and advisors, is assembled for each eligible program. The committee reviews and assesses applications based on three criteria: i) research excellence, ii) potential to contribute to a program by adding new and diverse perspectives and approaches that build on or complement existing membership, and iii) leadership potential both within and outside of academia. Each program selection committee reviews on average between 25-40 applications and recommends a small number of short-listed candidates (~2-4 candidates per program), who will be invited to attend the in-person meeting.
- 3) **Final In-person Selection:** CIFAR invites short-listed candidates to attend a two-day Interview & Selection meeting in Toronto, Canada on June 27-28, 2018. This meeting consists of a series of individual and interactive group activities. Assessments will be conducted by a diverse committee of researchers from academia and a mix of leaders with expertise in policy, communications, and leadership. The Selection Committee evaluates and assesses candidates' capacity, potential and desire to actively engage with peers across a full spectrum of disciplines and their potential to have a broader impact. The Selection Committee provides their ranking and recommendation to CIFAR. **NOTE: In-person attendance at the Interview & Selection meeting is mandatory. Short-listed candidates unable to attend the in-person meeting will not be considered.**

Summary of Key Dates:

December 2017	Call for Applications opens
February 22, 2018	Application & letter of reference deadline 11:59 PM Pacific Time Zone (UTC-8)
By April 10, 2018	CIFAR issues invitations to top candidates to attend in-person Interview & Selection meeting* *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.
June 27-28, 2018	Candidates attend in-person Interview & Selection meeting in Toronto, Canada
By July 14, 2018	Applicants are notified of competition results
September 2018	CIFAR announces 2018 CIFAR Azrieli Global Scholars



ADMINISTRATIVE GUIDELINES AND POLICIES

- 1) Term
- 2) Eligible Use of Funds
- 3) Disbursement of Funds
- 4) Parental Leave Policy
- 5) Understanding Longer-term Impact

1) Term

CIFAR Azrieli Global Scholars' term is two years, beginning in September 2018.

CIFAR Azrieli Global Scholars must hold a formal full-time appointment at an institution of higher education or research. On the start date of their term, the scholar will be within five years of their first full-time position (or equivalent), which includes both research and teaching responsibilities.

2) Eligible Use of Funds

CIFAR expects that the scholar will use the \$100,000 CDN 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

Funds will be administered through the recipient's institutional department. CIFAR will provide a financial letter to the scholar's department to arrange the transfer of funds. CIFAR requests that the funds be placed in a special account to be managed by the scholar. The taxation treatment of these funds is the sole responsibility of the 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 such as the annual meeting– will be reimbursed by CIFAR through the completion of a claim form.

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. Where applicable, the scholar's term 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 before the leave is anticipated to begin.

5) Understanding Longer-term Impact

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