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/ **Attraction and Retention**

Attraction and Retention

Institution: Canadian Mennonite University

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)

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CMU received a special allocation CRC and is entering its second year with its first CRC who was recruited from within. The CRC program has elevated research excellence at our institution and supported the development of more funded research initiatives.

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

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We have one special allocation of CRC and are not currently eligible for additional CRCs.

Save

Equity Diversity and Inclusion 1

Institution: Canadian Mennonite University

Reporting period: [April 1, March 31]

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

Key institutional actions in support of EDI in the CRCP:

Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)

Add EDI Action

Key EDI Action	Actions
Offer training and awareness events for CMU staff and faculty to further awareness of and incorporation of EDI principles and best practices, fostering an environment for the CRCP to thrive. The Intercultural Health and EDI committee received training on opportunities and obstacles to EDI work at the institution and organized two campus wide events: a Human Library and a movie viewing and discussion of the film, Origin. Faculty received an afternoon workshop on decolonizing teaching.	Edit Delete

Equity Diversity and Inclusion 2

Institution: Canadian Mennonite University

Reporting period: [April 1, March 31]

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers (required)

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

Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is expected to address systemic barriers and foster an equitable, diverse and inclusive research environment.

For example, are there projects underway that underscore the importance of EDI to research excellence? Is there additional training being offered to the faculty at large? Are there initiatives to improve the campus climate? Please provide hyperlinks where relevant in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP. (required)

Maximum character count: 2000 | Characters remaining: 1222

The EDI and Intercultural Health Committee at CMU is composed of nine personnel: university leaders/Vice Presidents (2), staff (3), faculty (3) and student (1). In 2024/2025, this group continued to consolidate its work at the institution through monthly meetings to develop capacity, become familiar with issues of equity and plan events for the university community. From dialogues and community engagement, this group's leadership capacity has grown. Two members of this group are working toward the development of an EDI Action Plan for the university by consulting with equity deserving groups on campus in focused conversation, meeting with senior leadership to grow ownership of the plan and facilitating conversations about EDI issues of importance like gender inequity.

Save

Impact on Research Capacity

Institution: Canadian Mennonite University **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 reporting period. Select all that apply. (required)

- ☒ 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

Save

Institutional Support and Protected Time for Research

Institution:

Canadian Mennonite University

Reporting period:

[April 1, March 31]

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 time can include teaching release, release from service expectations, release from administrative duties, and/or increased administrative support.

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)

Explain "Other". (required)

Maximum character count: 1000 | Characters remaining: 878

CMU has one inaugural chair. Given the possibility of another chair in the future will help us solidify a policy for CRCs.

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/ **Additional Comments and/or Suggestions**

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: 1982

None at this time.

Save