CIHR UPDATE
University of Alberta

Discoveries for life / Découvertes pour la vie

November 2018
## Agenda

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CIHR Executive Management

CIHR consists of three portfolios which support the organizational and Institute priorities under the leadership of the Executive team:

- **Michael J. Strong**
  President

- **Dr. Tammy J. Clifford**
  Vice-President, Research Programs

- **Michel Perron**
  Executive Vice-President, Governance and External Relations

- **Thérèse Roy**
  Chief Financial Officer and Vice-President, Resource Planning and Management

- **Adrian Mota**
  Associate Vice-President, Competition Management
Forecast budget based on Budget 2018 increase

Cumulative increases to CIHR’s base budget

<table>
<thead>
<tr>
<th>Year</th>
<th>Million ($)</th>
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<tbody>
<tr>
<td>2011</td>
<td>15</td>
</tr>
<tr>
<td>2012</td>
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<tr>
<td>2018</td>
<td>44</td>
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<tr>
<td>2019</td>
<td>59</td>
</tr>
<tr>
<td>2020</td>
<td>71</td>
</tr>
<tr>
<td>2021</td>
<td>90.1</td>
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<td>2022</td>
<td>90.1</td>
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Distribution of Funds

• CIHR has implemented policies to achieve the right distribution of CIHR Open Grants, balancing:
  o funding excellence;
  o the number of researchers funded
• Success rate is arbitrary and impacted by many factors (e.g. application pressure, amount requested).
• Focus on the balance between, the number of people funded and how much money they hold.
Distribution of Funds

• With **two** Open Operating Grant Program (OOGP)/Project competitions, approximately 25% of Nominated Principal Investigators (NPIs) applying to Open program competitions in a calendar year obtain at least one grant.

• With **one** OOGP/Project competition, between 15% and 17% of NPIs obtain at least one grant.

• ECRs, as a cohort, receive proportionately less funding relative to the portion of the community that they represent (as estimated by application pressure).
2018-2019 Foundation Grant Update

• The total amount available for CIHR’s 2018-19 Investigator-Initiated Research Programs competitions (Foundation Grant and Fall 2018 and Spring 2019 Project Grants) is approximately $655M.
• Recruitment of committee members for the 2018-2019 competition is complete.

Next important dates:

• Anticipated Notice of Decision – Stage 1: December 18, 2018
• Stage 2 Application Deadline: February 6, 2019
• Anticipated Notice of Decision – Final Assessment Stage: July 16, 2019
• Funding Start Date: July 1, 2019
Project Grant Update: Important Dates

**Fall 2018**

- Anticipated Notice of Decision: January 23, 2019
- Funding Start Date: April 1, 2019

**Spring 2019**

- Launch: January 16, 2019
- Registration Deadline: February 6, 2019
- Application Deadline: March 6, 2019
- Anticipated Notice of Decision: July 10, 2019
- Funding Start Date: October 1, 2019
Project Grant Update: Committee Mandates

• Four committee mandates were updated for the Fall 2018 Competition based on input received during the last 2 competitions:
  - Endocrinology (E)
  - Gender, Sex & Health (GSH)
  - Genomics (GMX)
  - Medical Physics & Imaging (MPI)

• Revised committee mandates available for the Spring 2019 Competition:
  - Cell Biology – Molecular / Fundamental (CBA) – Formerly part of Cell Biology & Mechanisms of Disease (CBM)
  - Cell Biology – Disease (CBB) - Formerly part of Cell Biology & Mechanisms of Disease (CBM)
  - Cell Biology – Physiology – Formerly Cell Physiology (CP)
  - Developmental Biology (DEV)
  - Neurosciences (NSA and NSB)
  - Behavioural Sciences (BSA, BSB, BSC)

• Applicants have to provide a brief justification (rationale) for their up to 2 committee choices.

• Applicants responding to previous reviews are required to attach the reviews being addressed.
Project Grant: Spring 2019

• Text box for reviewers to enter their comments on the application budget.

• Preliminary scores available to applicants.

• Streamlining process at the committee meeting: Up to 50% of non-competitive applications can be excluded from the committees’ discussions based on 3 specific criteria:
  ▪ The average of the scores places the application in the bottom 50% of all applications in the committee;
  ▪ At least one reviewer placed the application in their Bottom (non-competitive) group;
  ▪ There is no objection from any committee member to streamline the application.
Sex and Gender Considerations in Project Grant Applications

Project Grant applicants will:

• Integrate sex and gender into their research designs, methods, analysis and/or dissemination of findings when appropriate.

Project Grant reviewers will be prompted to:

• Comment specifically on whether the integration of sex and/or gender is a strength, a weakness or not applicable to the proposal.

• Provide recommendations to applicants on how they might improve the strength of their applications with respect to the integration of sex and/or gender.

While there is no separate score associated with this assessment, reviewers should take sex and gender into consideration for the Approaches and Methods adjudication sub-criterion (if applicable).
Sex and Gender Considerations in Project Grant Applications: Lessons from SPARC at UBC

- The **Support Programs to Advance Research Capacity (SPARC)** at UBC has been providing CIHR Project Grant applicants with feedback on the incorporation of sex and/or gender considerations into their research proposals for the Fall and Spring 2018 competitions through:
  - Workshops
  - One-on-one consultations
  - Editorial Sex and Gender Review
  - Guidebook "Let’s talk about sex! Meeting CIHR’s Sex & Gender Expectations"
Sex and Gender Considerations in Project Grant Applications: Lessons from SPARC at UBC

• Number of times sex/gender-related terms appeared in proposals reviewed (n=55):
  ▪ Literature Review and Research Objectives: Median 1 vs Avg. 8
  ▪ Research Design, Methods and Analysis Plan: Median 5 vs Avg. 11
  ▪ Knowledge Translation Plan: Median 0 vs Avg. 0

• 2,000 character text box statements are inconsistent between proposals
  ▪ Statements provide a broad overview of sex/gender differences in the general background literature as opposed to indicating how sex/gender was incorporated in the current proposal.
  ▪ Statements briefly describe how sex/gender was incorporated in the proposal but the information is not included/discussed in the proposal itself.

• 25% of proposals reviewed confused the terms sex and/or gender (e.g. referring to gender in rats, switching back and forth between sex and gender for clinical studies).
CIHR Health Research Training Award Programs

• CIHR funds trainees at all levels – Masters, Doctoral, and Postdoctoral – in all health disciplines, including health professionals (clinicians, dentists, nurses, physiotherapists, and other health professionals) who are interested in pursuing health research. This funding support is provided in two ways:
  ▪ Directly through training award programs
  ▪ Indirectly through grants and strategic initiatives

• Learn more about CIHR's award and initiatives by visiting the CIHR Health Research Training Award Program web page.

• Opportunities can also be viewed through CIHR's grants and awards database or through individual CIHR Institute webpages.
**CIHR Training Strategy**

**Vision**
To generate scientific, professional, and organizational leaders within and beyond the health research enterprise

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### Training Challenges:

| **Health Research is Evolving** | **Research Leaders of Tomorrow…**  
who can lead high-impact, multi-disciplinary research in a rapidly evolving environment of advancing technologies and globalization |
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<tr>
<td>Health research is increasingly complex, interdisciplinary, and global</td>
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| **Career Paths are Changing** | **Leaders Across Knowledge Sectors…**  
who can apply their scholarship and talent to lead innovation across different sectors of Canada’s knowledge-based economy |
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<td>Most trainees (≈85%) do not secure a tenure-track position, yet OECD reports very few PhDs per capita compared to other countries</td>
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| **Expertise in Critical Areas is Lacking** | **Experts in Critical Priority Areas…**  
who can establish and fill Canadian priority areas of specialized expertise and advance the frontiers of science |
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<td>Data-intensive research ● Aboriginal health research ● Health-professional scientists ● Patient-oriented research ● Entrepreneurship and Innovation</td>
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CIHR’s Peer Review Pilot

CIHR conducted two pilots using Banting postdoctoral fellows (BPFs) as reviewers for the 2016 Doctoral Research Award (DRA) competition and expanded to include CIHR fellows (MFE) in the 2017 DRA competition.

**Objective:** To determine the feasibility of providing post-doctoral fellows (PDFs) the opportunity to develop their peer review skills by acting as peer reviewers in DRA competitions.

**RESULTS:**

PDFs reviewers

- Assign conservative initial scores.
- Span more of the scoring spectrum.
- Yield similar performance in terms of the number of applications requiring re-review or third review.
- Display equal or elevated flexibility in altering their score following re-review.

Survey feedback indicated that the grand majority of PDFs

- Felt that the peer review experience has helped them with their research career (e.g., grant writing).
- Would be interested in reviewing for a CIHR competition in the future.
Individual Development Plans (IDPs)

IDPs help map one’s career by encouraging the identification of career goals and the intentional planning of short and long-term strategies to attain the goals.

Benefits of IDP for…

**Trainees**
- Better career outcomes
- Higher career satisfaction
- Best chances of prospering
- Managing expectations
- Improved productivity
- Fewer conflicts

**Mentors**
- Improved productivity
- Higher publication rate
- Stronger CIHR applications
- More grant proposals

**Funders**
- Ensures ROI for the health research enterprise
- Ensure gaps are filled in strategic priority areas

**CIHR IDP Goal:**
That Canada’s health research trainees adopt IDPs so they can be more mindful of the skills and experiences they could seek out.
Scholarships and Fellowships Study

• Granting agencies are working with Innovation, Science and Economic Development (ISED) to advance this work, with an anticipated completion date of early 2019.

• Looking at the suite of granting agency scholarship and fellowship initiatives--both tri-agency and agency-specific programs.

• Focus on effectiveness of the suite of programming, its alignment with government priorities and specific suite or program-level changes that could be introduced.

• Stakeholder views are welcome, particularly on student mobility and on how to achieve greater diversity among award recipients.
Horizontal Skills Review

- Horizontal review of skills programming is led by Treasury Board in collaboration with the granting agencies.
- Goal is to identify gaps and overlaps in the system and ensure that programs will be effective in meeting the needs and priorities of tomorrow.
- The government of Canada supports a wide range of skills development programs, from basic literacy to specific skilled trades training to financial supports (including scholarships and fellowships) offered to students.
Equity, Diversity and Inclusion in Research

Sound equity, diversity and inclusion practices:

- Increase access to the largest pool of qualified potential participants;
- Enhance the integrity of a program’s application and selection processes; and
- Strengthen research outputs and increase the overall excellence of research.
CIHR’s Equity Strategy

- Indigenous Identity
- Official Languages
- Career Stage
- Institution size and location
- Other equity dimensions
- Gender
Overview of Equity, Diversity and Inclusion at CIHR

CIHR’s funding system

- Equity Strategy
- Gender Equity Framework
- Indigenous Health Research Action Plan
- Official Languages & Minority Community Action Plan
- Tri-Agency self-identification questionnaire for applicants
- Tri-Agency Equity Diversity and Inclusion (EDI) Action Plan
- Changes to paid parental leave
- Unconscious bias learning module

CIHR-funded research

- Sex and Gender Based Analysis in Research Action Plan
- Changes to peer review processes to better assess the integration of diverse groups into research (current focus: sex and gender)

CIHR’s workplace

- Corporate policies and processes
- Mandatory GBA+ training for all CIHR employees
Tri-Agency Self Identification Questionnaire

Age, gender, Indigenous identity, visible minority, person with disability

**Mandatory** for CIHR application participants

**Monitor** equity performance of our funding programs

**Inform** evidence-based policy solutions to increase equity, diversity and inclusion in research

**Consultations** will inform revisions and expansion to other equity dimensions
Tri-Agency Equity Diversity and Inclusion Action Plan

The draft EDI Action Plan contains three strategic pillars:

1. **Fair Access to Research Support:**
   review and improve research funding process

2. **Equitable Participation:**
   promote and support greater participation and progress

3. **Data for Evidence-Informed Decision Making:**
   develop, track and report for continuous improvement
Research Data Management

- *Health Research and Health-Related Data Framework*

Research Data Management Module

CIHR has developed a learning module focusing on key themes, challenges, and considerations in research data management. This module is designed to support researchers in using effective RDM practices, including the use of a data management plan.
CIHR Grants and Awards Guide Renewal Project Update

• The CIHR Grants and Awards Guide is undergoing a redesign.

• The content will cover CIHR grants and awards application administration only, to avoid overlap with the simplified and modernized Tri-Agency Financial Administration Guide which will focus on post-award management.

• Ready to move forward with publishing the new CIHR Grants and Awards Policy Suite in Spring 2019.
College Overview

Review Quality Assurance
Results of the Review Quality Assurance assessment for the Spring Project 2018. Pilot data suggests indicators effective at identifying poor quality reviews. Improved review quality as per Review Quality Assessment Results.

Observer Program
Opportunity for Early Career Researchers to observe face-to-face peer review and gain valuable insights on the review process. Over 125 participants across two competitions to date.

Associate Member Program
College membership opportunity for new or less experienced reviewers. 54 Associate Members enrolled, 2 Associate Members graduated to full College Members in Summer 2018.

College Member Participation
Participation by College Members was above 75% in the Project and Foundation Grant competitions within the first year of enrolling members.
College Member Demographics

College Membership by Type

As of September 6, 2018 the College’s Membership base includes:
- 4,202 Full Members
- 54 Associate Members
- 17 College Chairs

College Membership by Sex

- Male: 38%
- Female: 62%

College Membership by Primary Theme

- Biomedical: 53%
- Clinical: 17%
- Health Systems/Services: 13%
- Social/Cultural/Environmental/Population Health: 9%
- Uncategorized: 8%

Targeted Recruitment
To ensure balanced representation within its membership to fill expertise and demographic gaps in alignment with CIHR’s equity strategy and competition reviewing needs.
Institution Reports – Data as Incentive

- Promote transparency and provide Institutions with meaningful data on College Members
- Generated on an annual basis, include high-level comparative data of College members at Institutions
- The Reports will evolve over time through feedback
  - Reports will be released in the coming weeks
Resources

- ResearchNet
- Foundation Grant Program
- Project Grant Program
- CIHR Health Research Training Award Programs
- CIHR’s Equity Strategy
- Health Research Training at CIHR
- Individual Career Development Plans
- CIHR’s Peer Review Pilot
- College of Reviewers
- Sex and Gender Considerations workshops
- SPARC (Editorial) Review service
Contact information

- GBAplus-ACSplus@cihr-irsc.gc.ca
- college@cihr-irsc.gc.ca
- Support@cihr-irsc.gc.ca
At any time, questions can be directed to the CIHR Contact Centre

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