



General Faculties Council  
**RESEARCH AND SCHOLARSHIP COMMITTEE**  
Approved Minutes

Meeting 58  
November 18, 2021, 2:00 p.m.

By Zoom platform

***Voting Members***

Robert Thompson, Co-Chair Designate  
Dora Tam, Academic Co-Chair  
Lyndsay Campbell  
Ariel Ducey  
David Eaton – left during Item 5  
Carolyn Emery  
Sabine Gilch  
Claire Kamaliddin  
Alex Paquette  
Renzo Pereyra  
Mary-Jo Romaniuk – left during Item 5  
Shelly Russell-Mayhew  
Cathryn Ryan – left during Item 5  
Shane Sinclair  
Piers Steel  
Martin Wagner – left during Item 5

***Non-Voting Members***

Hamid Habibi  
Thomas Oldenburg  
Cristina Rai

***Secretary and Scribe***

Elizabeth Sjogren

***Staff***

Tasha Hodzic

***Regrets***

Raafat El-Hacha  
Michael Hill  
Tom Keenan

***Guests***

Paul Barclay, Quantum Nanophotonics Lab, Institute for Quantum Science and Technology – present for Item 4  
William Ghali, Vice-President (Research) – present for Items 1-5 (left during Item 5)  
Erin O’Toole, Specialist, Research Awards and Chairs – present for Item 5  
Barry Sanders, Director, Institute for Quantum Science and Technology – present for Item 4  
Leslie Reid, Vice-Provost (Teaching and Learning) – present for Item 5 (left during Item 5)  
Malinda Smith, Vice-Provost (Equity, Diversity and Inclusion) – present for Item 5

The Co-Chair called the meeting to order at 2:04 p.m. and confirmed quorum.

**1. Approval of the Agenda**

**Moved/Seconded**

That the Agenda for the November 18, 2021 Research and Scholarship Committee meeting be approved.

**Carried**

## **2. Remarks of the Co-Chair and Academic Co-Chair**

The Co-Chair included the following in his remarks:

- Ariel Ducey, member of the Faculty of Graduate Studies Council appointed by the Dean, was welcomed on this occasion of her first meeting
- Items are being brought to the committee in a more proactive manner this year, while they are in the development phase. An example of this is the Pilot Plan for Equity, Diversity and Inclusion (EDI) in Research and Teaching Awards, which is on the agenda for discussion today.
- Current information on various funding programs is available on the Research at Ucalgary website

The Academic Co-Chair expressed concern for the people in British Columbia who are dealing with the aftermath of flooding at this time.

In response to questions, it was reported that:

- Investment in research by the federal government has gone up during the pandemic, including special COVID-19 related funding and the ramping up of existing programs
- Cuts to the University's Campus Alberta grant were 5% in 2019, 6% in 2020, and 5% in 2021, and another 6% cut is expected for 2022. Some programs, including Alberta Innovates, have received increases in funding, and so the University has had opportunities that way. There was concern about continued provincial matching of Canada Foundation for Innovation (CFI) grants, but matching has been occurring recently.

## **3. Approval of the October 21, 2021 Meeting Minutes**

Documentation for this item was circulated with the Agenda.

<b>Moved/Seconded</b>
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That the Minutes of the Research and Scholarship Committee meeting held on October 21, 2021 be approved.
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<b>Carried</b>
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## **4. Quantum City**

Documentation for this item was circulated with the Agenda. William Ghali, Vice-President (Research), Rob Thompson, Associate Vice-President (Research), Barry Sanders, Director, Institute for Quantum Science and Technology, and Paul Barclay, Quantum Nanophotonics Lab, Institute for Quantum Science and Technology, presented this item.

Highlights:

- The presenters gave a presentation on quantum initiatives at the University, including that:
  - The University has excellence in quantum research, including the Institute for Quantum Science and Technology and partnership in the Quantum Alberta Consortium, and because quantum is currently an area of investment at the provincial and federal levels the University is positioned to grow its quantum enterprises

- Quantum science includes focus areas of Quantum Optics, Quantum Sensing, Molecular Modelling, Nanotechnology, Quantum Information, Quantum Communication, and Quantum Computing
- In June 2021, the University, government of Alberta, and technology company Mphasis announced the launch of the Quantum City initiative, which is a partnership that has the potential to create jobs, grow and diversify the local economy, provide experiential learning programs, stimulate research, and create a hub for the commercial development of quantum technologies in the University Innovation Quarter
- Funding has been secured to hire two Canada Research Chairs, in Quantum Chemistry and Quantum Machine Learning
- Quantum-related Masters degree programs are currently being developed by the Schulich School of Engineering
- In response to questions, it was reported that:
  - Quantum initiatives are far reaching, and include applications to health data, petroleum engineering, energy systems, telecommunications, and cybersecurity
  - The quantum initiatives fit with several of the areas of focus of the University's Growth Through Focus plan
- The Committee discussed that recently announced Calgary-based ventures, including an Amazon Web Services Regional Data Center and an RBC Innovation Hub, may recruit from the University's graduates

## **5. Pilot Plan: Equity, Diversity and Inclusion (EDI) in Research and Teaching Awards**

Documentation for this item was circulated with the Agenda. Leslie Reid, Vice-Provost (Teaching and Learning), Rob Thompson, Associate Vice-President (Research), Malinda Smith, Vice-Provost (Equity, Diversity and Inclusion), and Erin O'Toole, Specialist, Research Awards and Chairs, presented this item.

### Highlights:

- The presenters gave a presentation on the Pilot Plan for EDI in Research and Teaching Awards, including that:
  - The Plan is a joint initiative of the Vice-Provost (Equity, Diversity and Inclusion), Associate Vice-President (Research), and Vice-Provost (Teaching and Learning), and the Plan was developed by an inclusive drafting committee
  - The Plan is structured to identify barriers and address recommended practices through the stages of the awards nomination process. The application pool should be diverse and there should be EDI in the selection process too. All of the University's committees working on awards, research and teaching-related, should be following these inclusive practices.
  - There is an accompanying Guide to the Plan, which summarizes the challenges at all stages of the awards cycle, and sets out practices that can be enacted by nominators, nominees and selection committees
  - The Plan has launched as a pilot, and is now undergoing a broad consultation phase in order that improvements can be made

- In response to questions, it was conveyed that:
  - The University's hiring practices must also be inclusive
  - External stakeholders are asking how the diversity of the University's population compares to that of Calgary, which is known to be a relatively diverse city, and the broader society. Census data makes these comparisons possible.
  - The Canada Research Chairs program provides best practices guidelines for equitable, diverse and inclusive hiring, and these guidelines also speak to the need to consider EDI in recognizing excellence. The Centre for Global Inclusion has established Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World, and the Canada Research Chairs program refers to this.
  - Reverse discrimination is feared, and so it is important to be clear that promoting EDI in awards means that everybody should be included
- Discussion included:
  - The awards process has great potential for there to be issues with EDI, and so it is applauded that the University is prioritizing focus on the best practices in this area
  - Purposeful efforts toward EDI in awards and other areas will be a journey
  - Some systemic barriers to awards success can be structural (e.g. access to daycare) and not social (e.g. bias)
  - There is opinion that implicit bias training and the setting of quotas can have unintended negative impacts, and so any methods used to improve the University's systemic inequities must be carefully and deliberately chosen
  - There may be discipline-specific factors impacting the inclusivity of some awards
  - Some equity seeking groups, such as women or racial minorities, are easier to identify than others, and so guidelines for how to include less visible groups are needed
  - It is important for the membership of selection committees to be diverse as well

## 6. Other Business

There was no other business.

## 7. Adjournment

<b>Moved/Seconded</b>
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That the Research and Scholarship Committee adjourn the November 18, 2021 meeting.
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<b>Carried</b>
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The meeting was adjourned at 3:38 p.m.