

Holland Bloorview Kids Rehabilitation Hospital	Manual Corporate	Cluster Bloorview Research Institute
	Theme Roles and Responsibilities	Number 00123
Endowed Chair		

Preamble

Policy Statement

The purpose of an Endowed Research Chair at Holland Bloorview Kids Rehabilitation Hospital is to facilitate the recruitment, retention, and support of outstanding individuals who will advance knowledge in a research area of strategic importance to Holland Bloorview.

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Procedure:

1.0 Policy

The purpose of an Endowed Research Chair at Holland Bloorview Kids Rehabilitation Hospital is to facilitate the recruitment, retention, and support of outstanding individuals who will advance knowledge in a research area of strategic importance to Holland Bloorview.

2.0 Definitions

2.1 Endowed Chairs (also referred to as "Chairs")

Endowed Chairs are awarded to support the research and academic endeavors of leading scientists, clinician-scientists or clinician-investigators within the Bloorview Research Institute. Normally, seventy percent of the funding for each chair is provided to the Chair holder to support his or her research program while the remaining thirty percent is used by BRI to support the strategic research directions of the research institute, usually in relation to the Chair holder’s research program (e.g., chair holder’s salary).

3.0 Procedure

3.1 Policy Development

Policies regarding Endowed Chairs are developed so as to complement and to be consistent with the policies of the University of Toronto regarding Endowed Chairs.

3.2 Creation of Endowed Chairs

3.2.1 Interests of Donors

The Vice President, Research at Holland Bloorview Kids Rehabilitation Hospital works with the Holland Bloorview Kids Rehabilitation Hospital Foundation to match Endowed Chairs with the interests of donors. However, a donor may not direct the use of the funds, the selection of the Chair holder, or the academic policies related to the Chair. The relationship with the donor should be stewarded by the foundation and should include the chair holder providing regular reports and/or participating in annual meetings with the donor.


3.2.2 Flexibility

Endowments for Chairs must allow maximum flexibility for the future, acknowledging that disciplines change as science advances. The wording of the endowment should not be so restrictive as to limit the application of the funds in future years.

3.2.3 Strategic Direction and Priorities

While the creation of a specific Chair shall support the strategic research direction of Holland Bloorview, the naming shall not necessarily determine the strategic priorities of Holland Bloorview.

3.2.4 Appointment

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The appointment of a Chair is recognition of outstanding performance and/or potential, and does not entitle the nominee to additional benefits or compensation beyond those entitled by the Chair. The appointment and re-appointment process of a Chair will follow the University of Toronto Policy on Endowed and Limited Term Chairs, Professorships, Distinguished Scholars and Program Initiatives.

3.3 Process of Appointment

The purpose of all Endowed Research Chairs is to support the strategic research priorities of Holland Bloorview. All Chair holders must be eligible for and receive an appointment in the Bloorview Research Institute, normally with a minimum of 0.4FTE protected research time. Exceptions will be considered on a case-by-case basis. All Chair holders must be eligible and receive an appointment in an appropriate faculty at the University of Toronto.

3.3.1 Notification to the Board of Trustees

The President and CEO shall inform the Board of Trustees of all appointments to Endowed Chairs, the rationale for such appointments, and the relationship of the appointments to the Strategic Plan.

3.4 Renewal Process

All appointments to Chairs will be term-limited and subject to review at the end of each term. Each limited term is defined by the award and is normally terminated upon retirement. During the final year, the Chair holder will be asked to provide a dossier including curriculum vitae along with a written report describing accomplishments achieved during the tenure of the award and goals/expectations for the upcoming term. The Chair holder will also provide any other documents requested as part of the dossier. If renewal is not recommended, the Chair holder will complete the term and a new Chair holder will be selected in accordance with Bloorview and the University of Toronto policies. Normally, the Chair holder is eligible for a maximum of one renewal. This restriction creates opportunities for emerging, stellar scientists to substantially advance their research programs through discretionary chair funds. In exceptional circumstances, where an incumbent has demonstrated sustained, outstanding accomplishments, subsequent terms of renewal may be considered. In such cases, a mandatory external review will be conducted as per BRI's periodic review of scientists and investigators policy. As per the aforementioned University of Toronto policy, the decision to grant the incumbent a third or further term will be made on a case-by-case basis jointly by the President and CEO of the hospital or his/her designate, the Dean of the Faculty of Medicine, the relevant University Department Chair and the Chair of the Holland Bloorview Board of Trustees. The renewal decision will be based in large part on the external review.

3.5 Criteria for Appointment and Renewal of Endowed Chairs

Appointment to and renewal of endowed chairs not linked to a Hospital Leadership Position will be based on the candidate's/incumbent's achievements, usually in more than one of the following areas:

3.5.1 Research Productivity

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There should be evidence of a thriving research environment with a steady output of publications in major peer-reviewed journals along with steady peer-reviewed external grant support. As the chair holder is expected to be among the most outstanding scientists at Holland Bloorview (or has the potential to be so within the first term of appointment), his/her level of productivity and funding would be expected to be among the top at Bloorview Research Institute (or has the potential to be so within the first term of appointment).

3.5.2 Training Activities

There should be evidence of a productive and well-established training program that includes individuals receiving advanced training at the graduate and post-doctoral levels and may also, where appropriate, include undergraduates.

3.5.3 Academic Prominence

There should be evidence of international prominence in the field of the chair holder as reflected by national and international awards and distinctions (e.g., elected fellow in prestigious scientific societies), formal keynote invitations to national and international scientific conferences, invitations to present named lectures both nationally and internationally, leadership in conference organization (e.g., as conference chair or co-chair), membership on editorial boards (e.g., as Editor-in-Chief), and service on grant review panels (e.g., as Committee Chair).

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Nadia Lise Tanel	Feb 26, 2013
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Tom Chau	Oct 03, 2017
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Authorizer's Signature	