

**Report of the SRC Committee of Academic Council – F2003-1
October 31, 2003**

The SRC Committee is a standing committee of Academic Council concerned with ensuring that Ryerson's academic policies support the University's mission of engaging in Scholarly, Research and Creative activity (SRC).

The SRC Committee is comprised of the Associate Vice President Academic, the Director of ORS, the members of the SRC Reps Group, an additional representative from each Faculty, a representative of the Library, the Dean of Graduate Studies, one graduate student and one undergraduate student. The terms of reference for this committee specify that the committee shall:

- Receive reports regarding SRC activity, funding, and accomplishments at Ryerson.
- Provide input into the strategic planning process and recommend to Academic Council those plans requiring the University's approval.
- Review issues pertaining to SRC at Ryerson and identify areas where university policy is required.
- Formulate and recommend to Academic Council policies that promote and support SRC at Ryerson.
- Review existing SRC policies periodically and recommend any revisions to Academic Council.

As has been noted, the membership of the SRC Committee is intertwined with that of the SRC Reps Group. The rationale for this structure (agreed to after much discussion) is that the large SRC Committee meets once or twice a semester to focus primarily on policy issues while the much smaller SRC Reps Group is a "working group" that meets much more frequently to problem solve and to provide advice and feedback on a variety of SRC issues. The terms of reference of the SRC Reps Group (provided here for information and to assist Council members to understand the how these two work together) are:

- Solicit and co-ordinate the SRC issues and concerns of their respective Faculties.
- Provide a forum for the exchange of information and the discussion of SRC issues and concerns.
- Provide input and advice to the AVPA and Director of Research Services regarding strategies for enhancing SRC activity at Ryerson.
- Review the effectiveness of existing SRC initiatives and to recommend changes as required.
- Receive periodic reports from the Director of Research Services on the University's performance in major grant competitions in relation to other university comparators.
- Act as the adjudicator committee for the Sarwan Sahota Distinguished Scholar Award.
- Function as an internal peer review committee for institutional research applications;

- Meet periodically with representatives of various units within the University that play an essential role in realizing the SRC mission of the University;
- Co-ordinate periodic reviews of the University's Strategic Research Plans (SRPs) and to recommend revisions as required;
- Draft and/or review SRC related policies in preparation for submission to the SRC Committee of Academic Council;
- Assist with the planning of the annual Faculty Conference.

The SRC Committee met twice in 2002-2003, in November and February. Consistent with the terms of reference, the committee received reports regarding SRC activity, funding, and accomplishments at Ryerson. This included information on the issues that the SRC Reps Group had been discussing. Some of the items reported to the group included: the Sarwan Sahota Award, the summer student research assistants program, SRC development initiatives, PREAs, the NSERC Synergy Award, the Michael Smith award, the Spark Award, the very successful NSERC lunch, the issue of research performance indicators, the role of SRC Reps within their Faculty, SRC Accomplishments, AUCC targets, the impact of the Federal budget, MaRS, and CRCs.

While SRC Committee members had the opportunity to provide input on the issues noted above, the central focus of both meetings was the review of and revisions to our Strategic Research Plan (SRP). Members of Council may recall that developing a SRP was a requirement for being able to submit nominations for CRCs. In 2002-2003, the CRC Secretariat required all universities to revise their plans to include a section on how they intended to address issues of gender equity. We decided to take this opportunity to review our plan to ensure that it was up-to-date. As well, as allowed by CRC and the Canada Foundation for Innovation, we combined the CRC and CFI plans into one. In fact, while there was some "tweaking" of the plan, in the end there were no major substantive changes to the plan itself and in particular to the six themes that had been identified. The six themes are as follows:

1. Communications
2. Technological Innovation
3. Organizational Effectiveness and Productivity
4. The Environment
 - 4.1 The Built Environment
 - 4.2 The Natural Environment
5. Civil Society
6. Health and Well-Being

In terms of addressing the issue of gender, the SRP plan includes the following:

ACHIEVING GENDER BALANCE

The number of CRCs allocated to Ryerson and the fact that the recruitment process for many of them has now been completed means that there is insufficient room in which make a significant impact on the gender distribution of CRCs at Ryerson. Nevertheless the university has, and will continue to make every effort to recruit qualified women for CRCs (as well as for other faculty positions). Specific steps include:

- Broad advertising of all CRC positions.
- Utilization of existing networks to identify qualified women candidates.
- University policies that emphasize the need for achieving gender equity.
- Development of training and orientation to hiring committees regarding the importance of gender equity and strategies for ensuring a fair hiring process.
- Ensuring that the most qualified women candidates are included in the “short list” (Note: two of the four CRC candidates most recently interviewed were women).
- Ensuring that some CRC positions have been allocated to theme areas where there are likely to be more qualified women candidates.

The plan is available through the ORS website <http://www.ryerson.ca/ors/>.

The next meeting of the SRC committee is scheduled for November 17, 2003, when the main topic of discussion will be the policy around the establishment of Research Centres. We anticipate that this policy will come to Academic Council in January.

For 2002-2003, the members of the committee were (those marked with an asterisk were also members of the SRC Reps Group):

Sandys, Judith (Chair)*	Beanlands, Heather
Cody, Susan*	Devine, Irene*
Dirstein, Robert*	El-Rabbany, Ahmed
Joppe, Marion	Granfield, Diane
Guervich, Maria	Hunter, Andrew*
Liss, Stephen*	Mazerolle, Maurice*
Snyder, Don	Wilson, Sue*
Yates, Maurice	Abalos, Byron
Govindraddi, Meti	Schulman, Diane (<i>ex officio</i> , non-voting)

Submitted by:

Dr. Judith Sandys
Associate Vice President, Academic