

**Incremental Project Grants (IPG) Program
Concordia University Institutional Performance Outcomes
2022-2023**

Projects	IPG Priority Area	Expected Outputs (investment of IPG grant funds)	Performance Objectives	Performance Indicators and Target Outcomes	Outcomes reported for 2022-2023
<p>Supporting Equity, Diversity and Inclusion Awareness at Concordia University</p>	<p>Equity, diversity and faculty renewal</p>	<p>\$40,000 invested to cover part of the remuneration costs associated with diverse efforts to develop and implement parameters of inclusive excellence throughout the University, including establishing and supporting the work of a Task Force on inclusive excellence, supporting and raising awareness around indigenous and community research, and implementing equitable mentorship programs for new faculty hires.</p>	<p>IPG funding was first allocated for EDI-related activities in 2018-2019 with the aim to increase EDI awareness in external recruitment practices for CRCs and other external hires. With the recruitment of many new CRCs currently in process, improving EDI awareness at Concordia and establishing a culture of inclusive excellence is a priority for the research sector.</p>	<p>Increased participation in funding and recognition of community-based research, Indigenous-led research, and large-scale interdisciplinary collaborations are some ways to measure the effectiveness of this IPG initiative. Development and implementation of new-hire mentorship programs will also provide such a measure, as will Task Force activities and recommendations, and inter-university agreements in principle on inclusive excellence.</p>	<p>In Progress: Concordia had great success with large-scale interdisciplinary collaborations in 2022-2023, notably through the new SSHRC Partnership Grant “Partnership for Abundant Intelligences” and the related NFRF-T project “Abundant Intelligences”. Other highlights include the creation of a Standing Committee on Equity to oversee the implementation of the recommendations of the Working Group on EDI and the release of a new Policy on Accessibility and Accommodation for Students and Employees, inclusive of all Concordia community members and outlining the university’s commitment to preventing, identifying and/or removing barriers for persons with disabilities. A new Accessibility Change Lead was also hired, working across the university to foster more accessible and inclusive physical and digital spaces and the provision of appropriate technology and services. The university also established a new admissions pathway for First Nations, Inuit and Métis students. The Kaié:ri Nikawerà:ke Indigenous Bridging Program, a Quebec first, will help deliver university prerequisite courses to Indigenous students.</p>

<p>Supporting Open Access Infrastructure at Concordia University</p>	<p>Information resources, including digital resources, open access and databases</p>	<p>\$40,000 invested to cover a significant share of the remuneration costs of the Concordia library personnel that are involved, part-time, in the operation and maintenance of Spectrum, Concordia University's open access research repository.</p>	<p>Spectrum provides access to and preserves research created at Concordia. By depositing in Spectrum, Concordia scholars provide free and immediate access to their work and thus increase the visibility of both their own research and their university's intellectual output.</p> <p>Open access leads to the increased research profile and impact of scholars by bringing about greater levels of readership and citation of their publications.</p>	<p>It is expected that usage of Spectrum will continue to increase as more and more research publications are deposited in the repository. Increase in the number of publications and downloads are ways to measure the effectiveness of these programs.</p>	<p>Completed: In 2022-2023, there have been more than 507,000 downloads from the Spectrum repository, a small increase from the 506,000 total of 2021-2022 (but significant compared to the 402,000 of 2020-2021). 949 items were added to the repository in 2022-2023, 89% of these in open access.</p>
<p>Research Infrastructure Renewal at Concordia University</p>	<p>Facilities renewal, including deferred maintenance</p>	<p>\$323,930 invested for the renewal of research infrastructure of Concordia University recognized research units and infrastructure platforms.</p>	<p>It is essential to renew older supporting research infrastructure before it becomes obsolete or fails. Limiting such events and situations is a key element to ensure a high quality research environment for our researchers, helping support their research activities so that these can have the most impact and benefits.</p>	<p>The demand for funding as well as the investments made to renew research infrastructure of university recognized research units and infrastructure platforms.</p>	<p>In Progress: Investments made in 2022-2023 include notably the following:</p> <ul style="list-style-type: none"> - funding to cover maintenance activities of the fermentation infrastructure in the Applied Science Hub; - funding of critical repairs to NMR equipment managed by the Centre for Nanoscience Research (CeNSR); - funding for operational software upgrade for microscopy equipment in the Centre for Microscopy and Cellular Imaging (CMCI); and - funding for the replacement of defective spectrophotometer equipment in the Centre for the Study of Behavioural Neurobiology CSBN).

<p>Improving Intellectual Property and Research Commercialization Services at Concordia's Office of Research</p>	<p>Innovation and commercialization activities</p>	<p>\$50,000 invested towards the expansion of support and services for intellectual property management and research commercialization at the Office of Research, including the creation of an innovation broker position.</p>	<p>The model for evaluation of declarations of invention and commercialization opportunities is changing in Quebec from a centralized model handled by an external valorization body to a more decentralized pay for service model. During this transition, we aim to improve the capacity of our technology transfer unit, housed within the Partnerships and Innovation office, to be able to do preliminary evaluations of our researchers' technologies internally and provide some support for technology maturation activities. We will also develop outreach activities with the research community to inform about new processes, and encourage the submissions of technologies for evaluation.</p>	<p>We will develop new internal processes for the initial triage and evaluation of applications. The outcome would be the successful implementation of a new capacity to support intellectual property management and research commercialization, which will be reflected in the number of declarations of invention evaluated internally.</p>	<p>Completed: We finalized the implementation of a new tool for professional patent search and analytics. We also supported staff costs related to intellectual property management and research commercialization at the Office of Research.</p>
<p>Development of Research Support for Computing and Information Technology at Concordia University</p>	<p>Information resources, including digital resources, open access and databases</p>	<p>\$130,000 invested for improved IT support to our recognized research units and infrastructure platforms</p>	<p>To support two full-time resources dedicated entirely to researcher support of high performance computing and advanced research computing infrastructure and applications.</p>	<p>The number of researchers, research units and infrastructure platforms benefitting from the new support (i.e. their buy-in in the new service offer) as well as time spent by the new IITS dedicated personnel on research support needs and high performance computing needs will be key indicators to monitor the impact of this investment.</p>	<p>In Progress: While support was provided to many of our 25 university recognized research units and infrastructure platforms by the IT research support group, as well as to the research community as a whole, there were again some vacant positions for a portion of the year in the group, which were only filled at year end.</p>