

**Incremental Project Grants (IPG) Program  
Concordia University Institutional Performance Outcomes  
2020-2021**

Projects	IPG Priority Area	Expected Outputs (investment of IPG grant funds)	Performance Objectives	Performance Indicators and Target Outcomes	Outcomes reported for 2020-2021
<b>Supporting Equity, Diversity and Inclusion Awareness at Concordia University</b>	Equity, diversity and faculty renewal	\$50,000 invested to support the activities of Concordia's Equity and Diversity office in relation to its role in our Equity, Diversity and Inclusion (EDI) Action Plan for the Canada Research Chairs Program.	At Concordia, Canada Research Chairs program allocations are used solely for external recruitment. The Equity and Diversity Office supports the training of hiring committees for these research hires, as well as the development of broader initiatives regarding EDI at Concordia.	Successful nominations of Canada Research Chairs to help meet Concordia's EDI targets for the Canada Research Chairs program.	<b>In Progress:</b> Five Canada Research Chairs nominations were submitted in the reporting period, all for nominees from one or more designated groups. As of March 31, 2021, results were not known yet for these nominations. Three other CRC-position specific hires were also made; their nominations are expected to be submitted in the next fiscal year.
<b>Supporting Open Access Infrastructure at Concordia University</b>	Information resources, including digital resources, open access and databases	\$60,000 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.	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. Open access leads to the increased research profile and impact of scholars by bringing about greater levels of readership and citation of their publications.	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.	<b>In Progress:</b> In 2020-2021, there have been more than 402,000 downloads from the Spectrum repository (significant increase from the 359,000 in the previous year). 633 new items were added to the repository in 2020-2021, 96% of these in open access.

<p><b>Research Infrastructure Renewal at Concordia University</b></p>	<p>Facilities renewal, including deferred maintenance</p>	<p>\$188,351 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><b>In Progress (Delayed):</b> Main investments made in 2020-2021 include the repair of a -80°C freezer, the retrofit of the fermentation suite in the Centre for Structural and Functional Genomics; and the upgrade and insulation of fish tanks that were moved to the new Applied Science Hub.</p> <p>It is important to note that some of these activities were delayed significantly because of the COVID-19 pandemic (limited access to research facilities, other priorities for research unit and infrastructure platform directors in the pandemic context, delays with suppliers for the procurement activities, etc.).</p>
<p><b>Development of Research Support for Computing and Information Technology at Concordia University</b></p>	<p>Information resources, including digital resources, open access and databases</p>	<p>\$160,000 invested for improved IT support to our recognized research units and infrastructure platforms</p>	<p>To support three full-time resources dedicated entirely for researcher support, to help deploy the infrastructure and the service offerings. It is also expected that the university will recruit personnel for high performance computing support and applications.</p>	<p>The number of research units and platforms benefitting from the new support as well as time spent by the new IITS dedicated personnel on research support needs will be key indicators to monitor the impact of this investment.</p>	<p><b>In Progress (Delayed):</b> While great 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 some vacant positions for a portion of the year in the group. There were also delays in creating new positions to support high performance computing at the university. It is expected that these will be established in the next fiscal year.</p>