Incremental Project Grants (IPG) Program
Concordia University Institutional Performance Outcomes
2023-2024

Projects	IPG Priority Area	Outputs (investment of IPG grant funds)	Performance Objectives	Performance Indicators and Target Outcomes	Outcomes reported for 2023-2024
Supporting Equity, Diversity and Inclusion Awareness at Concordia University	Equity, diversity and faculty renewal	$18,627 invested to cover part of the remuneration costs associated with diverse efforts to develop and implement parameters of inclusive excellence throughout the University, including supporting and raising awareness around Indigenous and community research, and implementing equitable mentorship programs for new faculty hires and early career researchers.	IPG funding was first allocated for EDI-related activities five years ago 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, and with new funding received for the Electrifying Society: Towards Decarbonized Resilient Communities CFREF project, continuing improving EDI awareness at Concordia and establishing a culture of inclusive excellence is a priority for the research sector.	Increased participation in and 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 early career researcher mentorship programs and awareness activities will also provide such a measure.	**Completed**: In continuation to the IPG investments made in previous years for this project, Concordia continued to have great success with large-scale interdisciplinary collaborations in 2023-2024, notably through the Concordia-led $123 million "Electrifying Society: Towards Decarbonized Resilient Communities" Canada First Research Excellence Fund and our participation to the "Migrant Integration in the Mid-21st Century: Bridging Divides" grant funded by the same program. Other highlights include: - the development of tailored online and in-person 2-hour workshops on developing EDI recruitment and training programs targeted to individual research environments. - the development of an online, self-guided toolkit for researchers who are developing such EDI programs for their labs and research programs. - the development of a comprehensive suite of workshops covering EDI, decolonization, and accessibility in all aspects of teaching and learning environments and in community engagement. - the development of EDI-RD and GBA+ workshops for guiding researchers through the processes of considering EDI, decolonization, and accessibility in all aspects of their research design, community engagement, and knowledge mobilization.

Research Infrastructure Renewal at Concordia University	Facilities renewal, including deferred maintenance	$517,862 invested for the renewal of research infrastructure of Concordia University recognized research units and infrastructure platforms and of other research infrastructure managed centrally.	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 maintain a high-quality research environment for our researchers and HQPs, helping support their research activities so that these can have the most impact and benefits to the research community.	Key indicators would be the demand for usage of the infrastructure, the demand for funding from the program, and the investments made to renew research infrastructure of University-recognized research units and infrastructure platforms.	**In Progress**: We received requests for funding from 8 of our university-recognized research units and infrastructure platforms in the 2023-2024 academic year. Five research infrastructure renewal projects were supported: - At the Center for Studies in Behavioral Neurobiology (CSBN), funding provided to renew end-of-life components of high-usage equipment platforms to increase its efficiency and improve its safety; - Funding for maintenance and repair of research equipment installed at the Genome Foundry of our Centre for Applied Synthetic Biology (CASB); - Funding to repair liquid chromatography equipment installed at the Centre for Biological Applications of Mass Spectrometry (CBAMS); and - Funding to maintain and renew components of various research equipment systems at the Concordia Institute for Water, energy and Sustainable Systems (CIWESS) and the Centre for Microscopy and Cellular Imaging (CMCI).
Development of Research Support for Computing and Information Technology at Concordia University	Information resources, including digital resources, open access and databases	$26,485 invested for improved IT support to our recognized research units and infrastructure platforms	To help support two full-time resources dedicated entirely to researcher support of high-performance computing and advanced research computing infrastructure and applications.	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 IT dedicated personnel on research support needs and high-performance computing needs will be key indicators to monitor the impact of this investment.	**Completed**: The two full-time positions were occupied for almost the entirety of the reporting period. Support was provided to many of our 25 university recognized research units and infrastructure platforms, as well as to our Research Institutes and to the research community as a whole. On the advanced research computing aspects only, in the 2023-2024 fiscal year, the support has been important for 17 Concordia researchers, who together received over $10.6 M in external research funding and supported 120 graduate students.