



Early Career Researcher (ECR) Award

Appendix A - Glossary

"Background Intellectual Property" means any pre-existing Intellectual Property that is developed prior to, or independent of, the project but is necessary to carry out the funded project.

"Collaborators" are individuals who contribute to the delivery of activities.

"Digital Knowledge Platforms" are internet-based services where knowledge can be disseminated among various communities. Includes, but is not limited to: social media platforms, online repositories, discussion forums.

"Diversity" is about representation. It brings a focus to the representation of groups that have traditionally been under-represented and have faced systemic discrimination in spheres as varied as employment, participation in clinical research, or in attracting research funding. Diversity is a dynamic concept. Some individuals may identify in ways that do not change over time. For others, the ways in which they identify may evolve over time. For example, sexual identity may change over time.

"Early Career Researcher" (ECR) is a researcher within five years of the date of their first independent research-related appointment. Given that career progress for an ECR is particularly vulnerable to normal life circumstances, the eligibility window may be adjusted as follows:

- eligible leaves (e.g., maternity, parental, medical, family medical, bereavement) will extend ECR status (i.e., will not be counted towards the maximum) and credited as twice the amount of time taken;
- no adjustments are provided for professional leaves (e.g., training, sabbatical, administrative).
- no adjustments are provided for time spent on non-research related duties or for the pursuit of non-research related career activities.

"End Users" are individuals who use a particular product (including a knowledge product) or service. They can be, but are not limited to, a practitioner, policymaker, educator, decision-maker, health care administrator, community leader, or an individual in a charity, patient group, private sector organization, or media outlet.

"Equity" is about fairness. It is about deliberate efforts to ensure processes for allocating resources and decision-making are fair and do not discriminate on the basis of personal characteristics. Equity is a summative concept that is the outcome of deliberate efforts to create more diverse and inclusive approaches to organizational practices and to program delivery, including research. Equity results in parity of outcomes for members of under-represented groups or for those who face discrimination.

"Equity Deserving Groups" means racialized persons (including Black Canadians), persons living with disabilities (including invisible and episodic disabilities), Canadians who identify as 2SLGBTQI+, and First Nations, Inuit and Métis peoples as founding peoples of Canada who are under-represented in positions of economic influence and leadership.

"Foreground Intellectual Property" means any Intellectual Property conceived, produced, developed or reduced to practice in carrying out the project by the Recipient.

"Governance" is the framework of rules, roles, processes, and practices used to guide, manage, and oversee the activities and decision-making of a group, organization, or initiative.

"Highly Qualified Personnel" (HQP) are trainees, specialized staff, and research staff, such as undergraduate and graduate students, postdoctoral fellows, research associates, research assistants, and technicians.

"Honorarium" refers to monetary payments made on a one-time or non-routine basis to an individual as a "thank you" for a service for which fees are not traditionally paid (i.e., speeches, lectures, seminars, etc. by a guest lecturer/speaker). Honorariums should not be used if a service contract exists or would be more appropriate and are not an entitlement, as there is no expectation of payment or gift in exchange for the service rendered.

"Hospitality" consists of the provision of meals, beverages, or refreshments in events which are necessary for the effective conduct of the project's activities. These costs must follow the standards set out in the [Government of Canada's Directive on Travel, Hospitality, Conference and Event Expenditures](#).

"Inclusion" is about belonging. It is socially constructed. It brings into focus the climate or culture that fosters belonging in workplaces or when participating in activities or programs. Belonging cannot be mandated; it is experienced. While diversity is measured more objectively, inclusion relies on qualitative metrics.

"Indigenous" refers to First Nations, Inuit and Métis peoples as founding peoples of Canada.

"Intellectual Property" means all inventions, whether or not patented or patentable, all proprietary technical information, whether or not constituting trade secrets, and all copyrightable works, industrial designs, integrated circuit topographies, and trademarks, whether or not registered or registrable.

"Intellectual Property Rights" means all rights recognized by law in or to Intellectual Property, including but not limited to Intellectual Property rights protected through legislation. These shall include patents, copyrights, industrial design rights, integrated circuit topography rights, rights in trademarks and trade names, all rights in applications and registrations for any of the foregoing, and all rights in trade secrets and confidential information.

"Knowledge Mobilization" means the reciprocal and complementary flow and uptake of research knowledge between researchers, knowledge brokers and knowledge users—both within and beyond academia—in such a way that may benefit users and create positive impacts within Canada and/or internationally.

"Leveraged Funds" means existing investments being leveraged to further the objectives of the project. Includes cash or in-kind from federally-funded entities (e.g., organizations primarily funded by the federal government) and from federal departments and agencies.

Examples of leveraged funds:

- Existing NSERC, SSHRC or CIHR projects with work that are complementary to the project.
- Projects funded in collaboration with other federally funded organizations.

"Matched Funds" means new, incremental contributions (of cash or in-kind) for project costs. Eligible sources include non-federal partners or revenues (including donations). Ineligible to be considered matched funds:

- Leveraged Funds (see definition).
- Funding from federally-funded entities (e.g., organizations primarily funded by the federal government) and from federal departments and agencies.
- Funding already used to meet a matching requirement for a federal program.

Examples of matched funds:

- *Private-sector contributions earmarked to advance specific project activities*
- *Provincial awards to support the advancement of project activities or research projects in that province*

"Partner Funding", depending on the nature, can be considered either:

- Leveraged Funds (see definition)
- Matched Funds (see definition)

"Sectors" means distinct categories or divisions within society or the economy, each characterized by its own unique set of organizations, activities, and goals (e.g. academia, private sector, NGO).

"Seminars and workshops" are structured educational events designed to facilitate learning and discussion on specific topics or skills.

"Training Opportunity" means a short-to-medium term engagement that exposes trainees to new knowledge and skills that are generally intended to create or enhance professional skills. It includes but is not limited to, internships, placements, and time-limited positions in labs or organizations with specific training outcomes.

"Travel" means the movement of an authorized individual for purposes linked to operational activities, engagement with key collaborators, supporting sound governance, training, or other reasons. Costs must be aligned with the [National Joint Council's Travel Directive](#).