

	s Outcomes Re	port		File Number	P0021
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Statement of A	Account				
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Total Indirect (	Costs Funds availab	le in 2012-2013	А		\$6.236.075
	Costs Funds availab		Α		\$6,236,075
Expenditures	Costs Funds availab incurred in 2012-2		A		
Expenditures Facilities			A		\$2,024,705
Expenditures Facilities Resources	incurred in 2012-2		A		\$2,024,705 \$2,231,294
Expenditures Facilities Resources Management a	incurred in 2012-2 and Administration	013	A		\$2,024,705 \$2,231,294 \$1,581,878
Expenditures Facilities Resources Management a	incurred in 2012-2	013	A		\$2,024,705 \$2,231,294 \$1,581,878 \$255,697
Expenditures Facilities Resources Management a	incurred in 2012-2 and Administration quirements and Acc	013	A		\$2,024,705 \$2,231,294 \$1,581,878
Expenditures Facilities Resources Management a Regulatory Re Intellectual Pro	incurred in 2012-2 and Administration quirements and Acc	reditation			\$2,024,705 \$2,231,294 \$1,581,878 \$255,697
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Expenditures Facilities Resources Management a Regulatory Re Intellectual Pro Total Indirect O Outstanding C Health Resear For organizations your health resear Facilities Resources	incurred in 2012-2 and Administration quirements and Acc operty Costs expenditures i ommitments (The expend paid before ch Affiliates with health research affiliat ch affiliates.	ereditation	13 B was not paid in the period ending March 31, but was mmitments in the appropriate area(s) above.) \$0	012-2013 grant that	\$2,024,705 \$2,231,294 \$1,581,878 \$255,697 \$142,501 \$6,236,075 was spent by \$0 \$0
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Expenditures Facilities Resources Management a Regulatory Re Intellectual Pro Total Indirect O Outstanding C Health Resear For organizations your health resear Facilities Resources Management a	incurred in 2012-2 and Administration quirements and Acc operty Costs expenditures i ommitments (The expend paid before ch Affiliates with health research affiliat ch affiliates.	reditation mcurred in 2012-20 diture was incurred but the invoice June 30. Be sure to include the co	13 B was not paid in the period ending March 31, but was mmitments in the appropriate area(s) above.) \$0	D12-2013 grant that	\$2,024,705 \$2,231,294 \$1,581,878 \$255,697 \$142,501 \$6,236,075 was spent by \$0 \$0





# **Section I - Facilities**

File Number

### P0021

### Expenditures

Was your grant invested, completely or partially, in any of the following ways? Note that A and B are not exclusive (i.e. for any given category, if you have covered both existing and new Expenditures, you would check both A or B).				
Expenditure category	A) The grant covered existing expenditures	B) The grant covered new expenditures (not previously covered by grant)	C) The grant did not cover this category	In which category was the largest proportion of your 2012-2013 grant invested?
1. Renovation and maintenance of research facilities (excluding expenditures incurred to meet regulatory requirements - see Section IV)			X	
2. Upgrade, operations and maintenance of equipment			X	
3. Operating costs (custodial, security, maintenance, utilities, leasing, capital planning, insurance on research space)	X			X
4. Technical support for laboratories, offices and other facilities (excluding technical support for animal care - see section IV)			X	





### Section I - Facilities (continued)

### Impact Statement

Please explain how the expenditures made in this priority area have allowed your institution (and its health research affiliates, where applicable) to maintain and/or enhance the capacity of its research enterprise. The following questions can help guide your answer:

- what difference have your grant investments made?
- are there significant changes from the previous year?
- why are these investments vital for researchers?
- why are these expenditures vital to the university research administration?
- what would have happened if expenditures hadn't been possible?
- what are the major cost drivers in this category?
- what percentage of your O&M expenditure supports CFI-funded equipment?

Since its inception, the ICP grant has become a critical component in both enhancing and maintaining the University of Guelph's capacity for research. The ICP grant has made it possible for the University to fund the costs of growth in a number of critical support facilities. These facilities constitute the major cost drivers in this category. Included in this category are the basic operating costs of buildings that house research facilities. Major cost categories are building maintenance, utilities and waste and chemical controls and related disposal costs. As we continue to establish innovative new infrastructure to support high demand areas of priority research, these funds provide critical life blood in support of operational excellence. Without them, it is unlikely that we could maintain our leading edge research capacity.

Operating our research buildings: Recent major facilities such as the University's science complex building (completed in 2009) and the Biodiversity Institute (completed in 2012) continue to have significant portions of space dedicated to federally sponsored research. These state-of-the-art buildings have many building support systems including complex continuous air-flow generation, full emergency power backup, energy efficient growth chambers, which ensure the safe and effective operation of research activities. The ICP has enabled the University to maximize the implementation and operations of all aspects of these facilities - without it we would have had to defer commissioning of portions of the research space, severely limiting our ability to compete for, and conduct, critical research particularly in the physical, biological and engineering sciences areas. These are only two major examples of research space that we have been able to fully utilize for the delivery of federally funded (and related leveraged funding from other sources) research.

Campus infrastructure in support of Research: As in previous years, a continuing challenge for the University's research program is to meet the ongoing demand for new, reliable and efficient utility and physical infrastructure delivery systems. The increasingly complex nature of research equipment and related operating demands of research operations have exposed the limitations of older support services. These include a number of utility and operational support services ranging from the delivery of distilled water, reliable power (electricity, natural gas), waste disposal, custodial and security services for research space etc, as well as a push to develop more sustainable and energy efficient long-term approaches to managing our costs. The ICP enables the University to not only maintain existing capacity but also to undertake improved services that focus on both reliability and efficient delivery. Without this infrastructure "platform", researchers would be exposed to a significant decline of support service levels and, of a more serious nature, loss or disruption of vital services. The ICP has greatly reduced this risk and encouraged and promoted research activity by providing reliable and effective facilities.



File Number



Indirect (	Costs	Outcomes	Report
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# Section II - Research Resources

P0021

### Expenditures

#### Was your grant invested, completely or partially, in any of the following ways?

Note that A and B are not exclusive (i.e. for any given category, if you have covered both existing and new expenditures, you would check both A or B).

Expenditure category	A) The grant covered existing expenditures	B) The grant covered new expenditures (not previously covered by grant)	C) The grant did not cover this category	In which category was the largest proportion of your 2012-2013 grant invested?
1. Acquisition of library holdings (journals, books, collections, periodicals, Canada National Site Licensing project, etc.)	X			
2. Improvements to electronic information resources (access to databases, telecommunications systems, information technology systems, and research tools) (excluding technology to track grants and to provide financial services - see Section III)	X			
3. Library operating costs and administration (custodial, security, maintenance, utilities, leasing, capital planning, staff salaries)	X			X
4. Insurance on research equipment and vehicles	X			





Section II - Research Resources (continued)

File Number

#### Impact Statement

Please explain how the expenditures made in this priority area have allowed your institution (and its health research affiliates, where applicable) to maintain and/or enhance the capacity of its research enterprise. The following questions can help guide your answer:

- what difference have your grant investments made?
- are there significant changes from the previous year?
- why are these investments vital for researchers?
- why are theses expenditures vital to the university research administration?
- what would have happened if expenditures hadn't been possible?
- what are the major cost drivers in this category?
- what proportion of the acquisitions and operating budget of the library is covered by the Indirect Costs Program?
- do you participate in inter-institutional consortia or partnerships to assist in cost reduction in this expenditure category?

The ICP grant in this category contributes to two major elements of our research infrastructure; •Information technologies are crucial contributors to successful research. High speed wireless connectivity, highly secure communication traffic and adequate bandwidth are absolutely essential to achieving research successes, to foster collaborations, and for overall effective communications. Much of our state-of-the-art equipment generates large amounts of complex data that must be transmitted on campus and to external partners. The University supports on-going investments in this area and maintains these services for access by all of our researchers. The ICP grant has made it possible for the University to continue to enhance our capacity, security and reliability of our communications and data transfer and storage services to researchers. In the grant's absence, we could not invest in this technology and related support services and second, over time we would see a major deterioration of communication and data transmission and storage capacities. Although server storage capacity costs have declined in relative terms over the last several years, the cost of maintaining secure and confidential systems, free from security breaches has gone up considerably. The effect of loss of ICP support would be a significant loss in our ability to conduct research in a productive and cost effective manner and perhaps as importantly, to seamlessly access and distribute data and research outcomes to colleagues, students and the other organizations in a secure fashion.

•The library, and its constant evolution in the digital community, remains the backbone upon which new discoveries are contextualized, and the place where researchers can remain abreast of new information arising anywhere in the world. The University's library has been able to maintain first class positioning in spite of constant inflationary challenges, as a result of the on-going investment of the ICP in maintaining research support services in the library. In the absence of this investment we would see a significant erosion of our capacity to deliver this critical element of successful research, particularly in some of our cloud computing environment. Researchers' (both faculty and graduate students) access to new information would become limited and difficult to retrieve placing them at a major competitive disadvantage relative to peers (both domestic and internationally). ICP is key to maintaining information resources that are vital in building our competitive position and capacity to attract and grow research activity at the University. Currently the ICP supports about 12% of the university's total acquisitions and library operations budget. In managing the total overall costs the University is part of a tri-university consortium that shares the costs of library technology (shared information database and retrieval processes), physical storage (shared warehousing for collections storage) and the sharing of common information requirements. This effort has helped to contain cost increases for all participants and will remain an important initiative in meeting future the information needs of researchers.





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P0021

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Section III - Management and Administration

### Expenditures

#### Was your grant invested, completely or partially, in any of the following ways?

Note that A and B are not exclusive (i.e. for any given category, if you have covered both existing and new expenditures, you would check both A and B).

Expenditure category	A) The grant covered existing expenditures	B) The grant covered new expenditures (not previously covered by grant)	C) The grant did not cover this category	In which category was the largest proportion of your 2012-2013 grant invested?
1. Institutional support for the completion of grant applications / research proposals.	X			X
2. Acquisition, maintenance and/or upgrade of information systems to track grant applications, certifications, and awards.	X			
3. Eligible training of faculty and research personnel (excluding training to meet regulatory requirements - see Section IV)	X			
4. Human resources and payroll	X			
5. Financial and audit costs	X			
6. Research planning and promotion, public relations	X			





### Section III - Management and Administration (continued)

### Impact Statement

Please explain how the expenditures made in this priority area have allowed your institution (and its health research affiliates, where applicable) to maintain and/or enhance the capacity of its research enterprise. The following questions can help guide your answer:

- what difference have your grant investments made?
- are there significant changes from the previous year?
- why are these investments vital for researchers?
- why are theses expenditures vital to the university research administration?
- what would have happened if expenditures hadn't been possible?
- what are the major cost drivers in this category?
- do you participate in inter-institutional consortia or partnerships that assist in cost reduction in this expenditure category?

The ICP grant was directly responsible for increased capacity in a wide range of research services that our university faculty have come to rely upon. Services supported by the grant include the administration of grants and contracts, and legal review and triage, an activity that is core to any research intensive university. The major cost drivers in the category are personnel costs including professional and support staff that are dedicated in the Office of Research and other key central support service units as well as staff located in major college/research units across the campus.

In the Office of Research, the grants and contracts office is able to provide assistance on proposal preparation and submission, manage issues around intellectual property and regulatory compliance, and coordinate efforts to provide training to faculty on how to conduct federally-supported research in a manner that is compliant with federal guidelines (for example in ethics and animal use protocols). We have a number of staff throughout research services who track applications and awards. The ICP grant contributes to the maintenance of this capacity. We continue to be engaged in the design of a multi-year major project to introduce on-line application and tracking of research proposals for all of our researchers which will greatly improve the efficiency and level of service to our researchers. It is an essential part of what we do, and helps us ensure that we can effectively provide services and effectively interact with our research sponsors. To this end, the Office of Research hired a business analyst who focused this past year on preparing a business case to acquire funding for an electronic research administrative and information management system.
The Office of Research provides various levels of support and orientation for new and continuing

faculty/researchers. This includes workshops on grant preparation, research ethics, regulatory requirements, etc., for the tri-council programs in particular. Our Research Ethics Coordinator provides a variety of programs to assist those who engage human participants in their research. The Business Development Office provides support and workshops on various aspects of partnerships and commercialization. New this past year was the offering of a monthly seminar series for faculty focused on topics in support of their research programs. Topics included animal care, research ethics, financial administration, etc. In addition, a 10 week non-credit research and project management course was offered by the Office of Research to graduate students.

•The research office has an active communications team focused on dissemination of results to external audiences. We place a priority on being able to translate research discoveries into messages that the broader public can understand and appreciate.

•In the area of research financial reporting, we have expanded both the skill levels of our staff and developing our systems with a focus on improving both reporting and control of federally funded research. We have continued with training for our faculty and department administrators to improve compliance particularly as it relates to tri-council funding and showing them the improvements made to our financial system. The financial system now includes a budget field that will indicate if funding is available. We have also enhanced our system by automatically closing accounts past their end date and have a \$0.00 balance. These improvements will enhance both service provided by Research Financial Services and internal control over the use of research funds, especially for our tri-council funding.

All of these enhanced services are a direct result of funding received under the ICP grant. Without it, we would have to either eliminate or seriously curtail these activities, including a downloading of administrative responsibilities to researchers, reducing their time and focus dedicated to direct research activities and outcomes. This is already a



File Number



Section III - Management and Administration (continued)

### Impact Statement

growing challenge in a gradually decentralizing environment, and the ICP funds are essential to maintain functioning at the current level.

In terms of inter-institutional consortia or partnerships that assist in cost reduction in this expenditure category, while only a very small component of this category, our purchasing services actively participates in inter organizational consortia to reduce the overall costs of procurement and related services. Some examples include laboratory supplies, customs clearances and shipping serves and duplication, photocopying and printing services. These cooperative activities improved both pricing and services to researchers.



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### Section IV - Regulatory Requirements and Accreditation

### Expenditures

#### Was your grant invested, completely or partially, in any of the following ways? Note that A and B are not exclusive (i.e. for any given category, if you have covered both existing and new expenditures, you would check both A and B). In which category was the Expenditure category A) The grant covered B) The grant covered new C) The grant did not largest proportion of your existing expenditures expenditures (not previously cover this category 2012-2013 grant invested? covered by grant) 1. Creation and support of Χ Χ regulatory bodies 2. Training of faculty and Χ other research personnel in health and safety, animal care, ethics review, handling radiation and biohazards, and environmental assessments 3. International accreditation Χ costs related to research capacity 4. Upgrades to, and Χ maintenance of facilities and equipment to meet requirements 5. Technical support for Χ animal care, handling of dangerous substances and biohazards

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### Section IV - Regulatory Requirements and Accreditation (continued)

### Impact Statement

Please explain how the expenditures made in this priority area have allowed your institution (and its health research affiliates, where applicable) to maintain and/or enhance the capacity of its research enterprise. The following questions can help guide your answer:

- what difference have your grant investments made?
- are there significant changes from the previous year?
- why are these investments vital for researchers?
- why are theses expenditures vital to the university research administration?
- what would have happened if expenditures hadn't been possible?
- what are the major cost drivers in this category?
- to what extent is compliance with Canadian and international regulations required to access research funds from international sources?

The University has many research programs that are subject to detailed and stringent regulatory oversight (eg. biohazards, transgenics, environmental guidelines, animal use protocols). In addition, some of our research capacity contributes to our ability to meet standards of accreditation, particularly with respect to animal care services, and other related activities in our veterinary college. Like all veterinary schools, the Ontario Veterinary College requires accreditation by professional bodies for it to offer full services and continue to confer degrees. The ICP support that goes toward animal care at the University of Guelph plays an important role in helping us to meet the required standards. This past year we used a small portion of the ICP grant (4.1%) to help support key staff positions dedicated to regulatory matters and risk management, including a Director, Research Risk Management. This is enabling us to place a greater emphasis on environmental health and safety issues associated with research, on identification of research activities that have regulatory compliance needs, and on animal care services. Over the past year, significant resources were allocated towards the University's compliance with the Tri-Agency Framework: Responsible Conduct of Research.

All of these efforts are helping us to minimize risk to researchers and to the University, and helping us to ensure that research funds are used only on projects that meet regulatory and other compliance guidelines.



File Number



# Section V - Intellectual Property

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#### P0021

Expenditures	,
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### Was your grant invested, completely or partially, in any of the following ways?

Note that A and B are not exclusive (i.e. for any given category, if you have covered both existing and new expenditures, you would check both A and B).

Expenditure category	A) The grant covered existing expenditures	B) The grant covered new expenditures (not previously covered by grant)	C) The grant did not cover this category	In which category was the largest proportion of your 2012-2013 grant invested?
1. Creation, expansion, or sustenance of a technology transfer office or similar function	X			X
2. Administration of invention patent applications	X			
3. Support for technology licensing	X			
4. Administration of agreements and partnerships with industry	X			
5.Administration of agreements and partnerships with the public sector (federal, provincial, municipal governments; including health, education, and social services)	X			





Section V - Intellectual Property (continued)

File Number

### Impact Statement

Please explain how the expenditures made in this priority area have allowed your institution (and its health research affiliates, where applicable) to maintain and/or enhance the capacity of its research enterprise. The following questions can help guide your answer:

- what difference have your grant investments made?
- are there significant changes from the previous year?
- why are these investments vital for researchers?
- why are theses expenditures vital to the university research administration?
- what would have happened if expenditures hadn't been possible?
- what are the major cost drivers in this category?

The University places a very high priority on maximizing the social, economic and environmental benefits of its research for society. We're proud to announce that the Business Development Office has been renamed the Catalyst Centre to better reflect our role in transforming the University of Guelph's world-class research into innovations that change lives and improve life. The Catalyst Centre actively promotes the commercialization of research outcomes. To this end, we have located the Catalyst Centre within our Research Park, where we have ready access to SMEs (small & medium sized companies), as well as large multinationals with an interest in University of Guelph research. We work with all levels of government to ensure that we are taking advantage of opportunities to leverage industry research funding with government R&D support programs (e.g. FedDev ARC program, OCE Proof of Principle and NSERC Engage). The University of Guelph also works with other universities to find strategies to broaden the commercialization pipeline that links discoveries to outcomes for society through a collaborative approach to intellectual property management. The connections made through the C4 Technology Transfer Network continue to benefit the Catalyst Centre as Technology Transfer Managers are able to call on colleagues with various expertise at other institutions to help guide the best course for commercialization for a particular technology.

The ICP grant supports the operations of the Catalyst Centre, as well as staff in both Technology Transfer and Industry Liaison functions. The Technology Transfer team works with faculty to generate and evaluate inventions disclosures, to seek patent protection when necessary, to negotiate licensing agreements, and to work with entrepreneurial third party partners to facilitate the creation of spin-off companies. The Catalyst Centre is responsible for protecting the intellectual property rights of inventors by the filing appropriate patent protection (i.e. provisional patents for early stage technology disclosures). Ensuring that this process operates effectively, and that inventors and research sponsors are apprised of the process, is a crucial activity within the Office of Research. The increase in the number of invention disclosures received by the Catalyst Centre over the last 5 years is a reflection of the increased interest in applied commercial opportunities related to research outcomes. Without ICP funds it would not be possible to provide the necessary support at the earliest stages of commercialization (i.e. research proposal creation, identification of applicable research outcomes, invention disclosure and provisional patent protection).

The Catalyst Centre provides an important link between industry partners, and University research expertise. In recognition of this vital support service, the Catalyst Centre has adopted a team of Industry Liaison Officers who connect U of G expertise and resources with the R&D needs of companies and entrepreneurs to form valuable research partnerships and leverage funding opportunities. This support is a critical area of activity, and often leads to valuable new partnerships and collaborations.

Existing partnerships and collaborations also benefit from the services provided by the Catalyst Centre. The value of these relationships is enhanced through support in negotiating IP arrangements, leveraging funding and securing additional investments in research including the establishment of Industrial Research Chairs. The IP Academy was established as a teaching and resource tool for faculty, students and staff to gain a better understanding of intellectual property management, rules and application. The Catalyst Centre organized 19 IP Academy sessions (round table discussions, lectures, panel discussions, presentations, and case studies) which reached a broad audience.





<b>Indirect Costs</b>	<b>Outcomes Report</b>
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### Section VI - Overall Impacts

We strongly recommend that the Vice-President of research (or equivalent) answer the following questions pertaining to the overall impacts of the Indirect Costs grant.

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### 1. Attraction and retention of researchers

Has the Indirect Costs grant contributed to the attraction and retention of high-quality researchers at your institution?

X Yes

If "yes", please provide an explanation.

1. Enhanced service and support to faculty: The University of Guelph has placed a significant emphasis on "building the front end" to enhance the level of service and support to faculty in the development of their research programs. Since 2007-08 the Associate Vice-President Research Service position has been oriented towards both academic and administrative leadership to the enhancement of the research enterprise. As a result of a review of the Office of Research, several new positions were established this past year, including a Managing Director, Research Operations and a Business Analyst. This enhanced capacity has allowed for the completion of a 5 year strategic plan for the Office of Research. This plan outlines several project to enhance services to research over the next 5 years.

No

2. Associate Deans for Research have been added for each of the Colleges through support in part provided by the Office of the Vice-President Research. Four Research Managers are now in place in the College of Arts and College of Social and Applied Human Sciences, College of Management and Economics and Ontario Agricultural College. These positions are critical in the mentoring of new faculty and provide a level of focused support at the College level.

3. Interface between the Colleges and the Office of Research: A collaborative and coordinated effort to support faculty occurs through the Research Services Council which provides an interface between the colleges and the Office of Research. The RSC strategies for the recruitment and retention of researchers are explored through the ability to maintain leadership in research as a result of the level of support and services provided by the University.

### 2. Attraction of additional funding

Has the Indirect Costs grant contributed directly to your institution's ability to attract additional funding to support the research environment?

[	Х	Yes		No
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If "yes", please provide an explanation.

1. Enhanced Service and Support to Faculty: this occurs as indicated in the responses above through additional staffing who are available to support faculty initiatives. This level of support exists within the Office of Research and at the College level through either the Associate Deans or Research Managers.

2. Communication: Improving our internal communication strategy through the Director of Communications in the Office of Research and in the development of improved information management are contributing significantly to the University's ability to inform researchers on a timely basis of opportunities, initiatives, and the status of their research funds. The latter initiative is taking place over a 2 year period in collaboration with the Chief Information Officer and Central Computing Services. A Senior Business Analyst was hired July 2012 who is identifying ways for improving operational efficiencies and effectiveness by analyzing/automating processes and ultimately establishing a Management Information System.

Other Investments: The Office of Research has provided targeted administrative support in the development of large multi-year and multi-partner proposals. The establishment of Project Managers who report through the Office of Research has been a significant benefit to large research programs and their ability to attract further funding and to better manage the resources. The Office of Research has also added an Executive Director, Global Development, Innovation, and Research who reports directly to the VP Research. This role is intended to help advance the University's mission in terms of forging new partnerships across government, industry, and academia. The Biodiversity Institute of Ontario (BIO) is a current initiative of this position – helping to create a sustainable future, from funding to governance.





### Section VI - Overall Impacts

#### 3. Redirection of funds

In the case of a number of institutions, the incremental impact of the Indirect Costs Program includes not only the results of investing the grant itself, but also the results of the other investments the institution is able to make by re-directing its own funds away from the areas covered with the grant. These impacts may be in the area of research support or also in the institution's renewed ability to meet the other aspects of its mandate.

Has your institution redirected some of its own operating funds as a result of the Indirect Costs Program?

Yes

Yes	X	No

If "yes", please provide an explanation.

The ICP along with overhead and indirect costs associated with other government and with private sector funds invested in research at the University of Guelph do not fully address the total indirect costs associated with the research enterprise across our campuses. It has not been possible with the level of ICP funds received at this time to redirect funds in a significant way to meet other aspects of our mandate.

#### 4. Other overall impacts

If the Indirect Costs Program has had other overall impacts on your institution, which were not listed in the previous questions, please provide details.

n/a - no additional info provided



File Number



Section VII - Public Disclosure Requirement for Institutions

As of June 30, 2012, institutions are required to post a few elements of information on the indirect costs of research and the Program on their website. Please copy and paste below the URL of the webpage where this information is posted.

File Number

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https://www.uoguelph.ca/finance/report/federal-indirect-costs-program-ficp

### **Section VIII - Your comments**

Describe any problem you have experienced with the Indirect Costs Program, suggest improvements to the program, or highlight particular successes of the program at your institution.

The indirect costs program is a critical program and one in which recognition is given to the total costs associated with a research enterprise at a research intensive institution such as the University of Guelph. Continued emphasis must be given to raising the level of support to reflect more accurately, the true overhead or indirect costs associated with the research enterprise which exceed 50% of direct cost.

Equally important, a uniform and consistent policy and commitment to the support of indirect costs across all federally funded research programs and contributions to research and development activities at universities is needed. The inconsistency and lack of recognition of the total costs associated with research in various ministries and departments provides considerable challenges to our ability to work collaboratively with our federal partners.

