



Arthur B. McDonald  
Canadian Astroparticle Physics Research Institute

## Guidelines for HQP Pooled Resource Competition

This is an opportunity to provide support and to help accomplish the goal of adjoining various communities in the field of astrophysics research.

Applications will be scored on scientific merit, need, and alignment with the objectives of the McDonald Institute. It also an opportunity to address equity needs and to ensure that consistent steps are taken in the hiring process.

Successful applicants will be granted one ticket for each successful position. Candidates do not need to be identified beforehand. Tickets are valid for six months with the possibility of renewal.

### Eligibility

The applicant must be associated with a Canadian academic institution. The HQP position must be related to the field of astroparticle physics. Proposals should be in line with the McDonald Institute's vision and scientific goals (for further information, please see the 'McDonald Institute Research Strategy Guidelines'). Final submissions must be made by the member of faculty who will supervise the position.

### Proposal Submission

Complete a separate application form for each position. Where applicable, certain information may be copied between applications, though each position is unique and will be considered on its own merits. Completed applications may be sent to [mcdonald.institute@queensu.ca](mailto:mcdonald.institute@queensu.ca)

### Equity, Diversity, and Inclusion

Equity, diversity and inclusion considerations in the recruitment and research environment are scored evaluation criteria significantly weighted in the application. Applicants will be scored on the equity, diversity and inclusion considerations in the recruitment of research personnel as well as the research environment planned/in place for the HQP to thrive. Points considered include the applicant's track record on creating diversity and/or enabling equity in the current research group; how the applicant will expand approaches to attract candidates from equity seeking groups; and how accommodations will be provided to individuals from equity seeking groups.

### Scientific Advisory Committee

The Scientific Advisory Committee adjudicates applications and forwards recommendations to the Scientific Director. The Scientific Advisory Committee has representation across a large number of institutions with both early career and established researchers involved in both theory and experiment. Applications will be scored on scientific merit, need, and alignment with the objectives of the McDonald Institute.