Canadian Cancer Society
Awards for Excellence in Cancer Research

Nomination Guide

Canadian Cancer Society

October 1, 2020
# CCS Awards for Excellence in Cancer Research Nomination Guide

## Table of Contents

- About the Canadian Cancer Society .................................................. 3
- Description of Awards ........................................................................ 4
- Nomination Instructions ..................................................................... 6
- Best Practices for Writing Letters – Nominator / Referee ................. 8
- Evaluation Criteria
  - Bernard and Francine Dorval / William E. Rawls Prizes (early career prizes): 10
  - Robert L. Noble / O. Harold Warwick Prizes (established career prizes): 13
  - Canadian Cancer Society Lifetime Contribution Prize (established career prize): 16
  - Canadian Cancer Society Inclusive Excellence Prize (any career stage prize): 19
About the Canadian Cancer Society

The Canadian Cancer Society is the only national charity that supports Canadians with all cancers in communities across the country.

Our vision is to create a world where no Canadian fears cancer. We fund ground-breaking research, provide trusted information about cancer, offer programs and services to help people with cancer and their families cope, and advocate to governments for important social change to make healthy living easier.

CCS has been funding cancer research since 1947 and is today the largest national charitable funder of cancer research in Canada. In 2019, we invested $46.24 million* in innovative and impactful research projects from coast to coast. Through our research, we aim to reduce the burden of cancer by better preventing, detecting and treating the disease so that fewer people will get cancer and more people with cancer can live longer, fuller lives.

We are a collective of people united by the same goals. Our collective includes people with cancer, their families, friends and healthcare teams, donors, scientists, advocates, CCS staff and volunteers. We couldn’t do what we do, including funding game-changing cancer research, without all of these committed individuals and partner organizations. Together, we are a force-for-life in the face of cancer.

For more information on CCS and the support system we offer, visit cancer.ca.

For more information on research funding opportunities, visit cancer.ca/research.

*including $5.58M invested by Prostate Cancer Canada, which merged with CCS on February 1, 2020.
Description of Awards

The Canadian Cancer Society Awards for Excellence in Cancer Research recognize individuals who have made, and are making, valuable contributions to the cancer research ecosystem in Canada. Recipients are leaders in their fields who exemplify excellence in science and outstanding service to the scientific community.

Winners will be recognized and receive a personalized glass plaque commemorating their award. Due to the financial impact of COVID-19 on the Canadian Cancer Society, no prize money will be awarded in 2020.

Canadian Cancer Society Inclusive Excellence Prize
The inaugural Inclusive Excellence Prize\(^1\) will be given to an individual who has demonstrated leadership in the advancement of equity, diversity and inclusion as it relates to the cancer research ecosystem\(^2\) in Canada. CCS recognizes that the best outcomes in research are derived through leveraging the diversity that is Canada’s strength. Research ecosystems that reflect a population are known to ask more diverse research questions, have more innovative approaches, ideas and solutions and are thus more likely to produce outcomes that have impact. The recipient of this award will be an individual permanently residing in Canada whose efforts in fostering inclusive excellence have led to significant, measurable improvements in the diversity of Canada’s cancer research ecosystem.

Canadian Cancer Society Lifetime Contribution Prize
The inaugural Lifetime Contribution Prize will be given to an esteemed Canadian investigator whose contributions to cancer research extend beyond traditional research accomplishments and outputs. The recipient of this award will be an individual permanently residing in Canada who has enhanced the Canadian cancer research landscape through their vision and leadership in the development of networks, collaborations, resources, infrastructure, or other contribution(s) (including advocacy work leading to policy change) that have/has significantly benefited Canadians affected by cancer.

Canadian Cancer Society Robert L. Noble Prize
The Robert L. Noble Prize is given for outstanding achievements in basic biomedical cancer research. It is named in honour of Dr Noble, an esteemed Canadian investigator whose research in the 1950s led to the discovery of vinblastine, a widely used anticancer drug. At the time, vinblastine was one of the most effective treatments available for Hodgkin lymphoma.

The recipient of this award will be an investigator permanently residing in Canada whose contributions have led to significant accomplishments in a body of work in basic biomedical cancer research and who is, normally, still engaged in the conduct of cancer research.

---

\(^1\) See [CCS Research Inclusive Excellence Action Plan](#) for additional context.

\(^2\) Cancer research ecosystem is defined as the network of cancer researchers, postdoctoral fellows, students, technical staff, knowledge users, health care providers and community stakeholders, including patients, survivors and caregivers, who are synergistically contributing to the generation, synthesis, dissemination, exchange and application of cancer research in Canada.
Canadian Cancer Society O. Harold Warwick Prize
The O. Harold Warwick Prize is given for outstanding achievements in cancer control research. It is named in honour of Dr Warwick, a pioneering researcher in cancer control and treatment, and the first executive director of the former National Cancer Institute of Canada and the Canadian Cancer Society.

The recipient of this award will be an investigator permanently residing in Canada whose contributions have led to significant advances in cancer control and who is, normally, still engaged in the conduct of cancer research.

For the purposes of this award, cancer control is meant to include clinical (including clinical trials), health services, epidemiological, behavioural, psychosocial, population-based or similarly applied research aimed at reducing the burden of cancer. Cancer control does not include research in the basic biomedical sciences.

Canadian Cancer Society Bernard and Francine Dorval Prize
The Bernard and Francine Dorval Prize is given to an early career investigator whose outstanding contributions to basic biomedical research have the potential to lead or have already led to improved understanding of cancer treatments and/or cures. It is named in honour of Bernard and Francine Dorval, whose longstanding support of CCS has helped to raise more than two million dollars in support of CCS-funded research, policy work and programs.

The recipient of this award will be an investigator permanently residing in Canada who began their independent research career within the previous 10 years (after December 31, 2009). Taking into consideration any leaves, the start of the independent career will be defined as the date that the candidate was first appointed as an independent scientist or faculty member.

Canadian Cancer Society William E. Rawls Prize
The William E. Rawls Prize is given to an early career investigator whose outstanding contributions have the potential to lead to or have already led to important advances in cancer control. It is named in honour of Dr Rawls, past president of the former National Cancer Institute of Canada. His research focused on viruses, particularly those involved in chronic diseases and cervical cancer.

The recipient of this award will be an investigator permanently residing in Canada who began their independent research career within the previous 10 years (after December 31, 2009). Taking into consideration any leaves, the start of the independent career will be defined as the date that the candidate was first appointed as an independent scientist or faculty member.

For the purposes of this award, cancer control is meant to include clinical (including clinical trials), health services, epidemiological, behavioural, psychosocial, population-based or similarly applied research aimed at reducing the burden of cancer. Cancer control does not include research in the basic biomedical sciences.
Nomination Instructions

The Nomination Deadline is December 2, 2020 at 5pm ET.

Candidates may be nominated for one award, plus the CCS Inclusive Excellence Prize. Candidates can also be nominated for the CCS Inclusive Excellence Prize alone.

For the **Lifetime Contribution, Robert L. Noble, O. Harold Warwick, Bernard and Francine Dorval, and William E. Rawls Prizes**, each nomination must include:

1. One nomination letter from an appropriate authority from the nominee’s host institution (nominator)
2. A reference letter from an individual from outside of the host institution who can attest to the impact of the nominee’s research/contributions (referee)
   - Note: for the **Lifetime Contribution** prize, this letter may be substituted with impact statements/testimonials from researchers who have benefitted from the nominee’s contributions detailing the impact these contributions have had on their own successes
3. A reference letter from a qualified expert in the nominee’s field who can attest to the international significance and impact of the nominee’s research program/contributions (referee)
4. A current curriculum vitae for the nominee including, but not limited to: honours and awards, publications, and grants held

The nomination letter (maximum 4 pages), reference letters (maximum 2 pages each) and impact statements/testimonials (maximum 3 pages total) must be submitted in PDF format, presented on official letterhead, dated and signed. Nominators and referees are to include a brief description of their credentials as well as their professional relationship with the applicant to put their recommendations into context.

The three (3) letters should collectively contain the following information:
- **for early career investigators** - the nominator’s letter should include the start date of the candidate’s first independent academic career (contact CCS research staff for questions regarding eligibility)
- a concise description of the candidate’s contributions which could be used in a public citation for the award
- a detailed description of the candidate’s contributions to cancer/cancer research in Canada and internationally where relevant
- if the candidate’s research/contributions have had a direct impact on the treatment or management of cancer, indicate the actual or potential benefits to the Canadian public, and internationally where applicable
- the candidate’s research productivity in terms of scholarly contributions, research funding track record and forged collaborations in Canada and internationally where applicable. Highlight any publications in the individual’s CV which you believe are particularly noteworthy
- highlight service to the research community and/or the Canadian Cancer Society and/or evidence of outreach efforts to the general public
- regarding consideration of circumstances which may have impacted the nominee’s career (see evaluation criteria below) – where possible, any barriers should be explained
- awardees may be asked by CCS to function as spokespersons about the importance of cancer research to the public. The nominator should address
the candidate’s ability, preferably with concrete examples, to be an "ambassador" for cancer research generally, and for the Canadian Cancer Society as appropriate.

Please submit nominations by **December 2, 2020 at 5pm ET** via the [online form](#).

**Renominations**

We encourage renominations where eligible. Packages are valid for up to 3 consecutive nomination years, but must be re-submitted by completing the renomination form and providing an updated CV. Other documents may be updated as desired (to reflect new contributions). Please ensure that submissions for nominees to the early career investigator awards remain eligible within the 10-year award window (from Dec 31, 2009).

Please submit renominations by **December 2, 2020 at 5pm ET** via the [online form](#).

For the **Inclusive Excellence Prize**, each nomination must include:

1. One nomination letter from an individual who has firsthand knowledge of the nominee’s efforts in the advancement of equity, diversity and inclusion in the cancer research ecosystem in Canada (nominator)
2. Two reference letters from individuals who have directly observed or benefitted from the nominee’s leadership in fostering inclusive excellence (referees)
   - Note: one or more of the letters may also consist of a series of impact statements/testimonials from individuals whose career trajectories, research programs, etc. have been impacted directly by the efforts of the individual.
3. A current curriculum vitae for the nominee

The nomination letter (maximum 4 pages), reference letters (maximum 2 pages) and impact statements/testimonials (maximum 3 pages if combined with 1 reference letter, or 6 pages if not) must be submitted in PDF format, presented on official letterhead (as applicable), dated and signed. Contributors are to include a brief description of their credentials / relationship with the applicant to put their comments into context.

The letters/testimonials should collectively contain the following information:
- a concise description of the candidate’s contributions which could be used in a public citation for the award
- a detailed description of the candidate’s efforts/actions towards fostering inclusive excellence in Canada’s cancer research ecosystem
- a detailed account of the specific impact(s) on Canada’s cancer research ecosystem diversity
- evidence (if applicable) that the candidate is viewed as an equity, diversity and inclusion leader in Canada
- note that the nominee does not necessarily have to be a cancer researcher themselves

Please submit nominations by **December 2, 2020 at 5pm ET** via the [online form](#).
Best Practices for Writing Letters – Nominator / Referee

Multiple studies have revealed notable differences in the language used by referees in letters of recommendation depending on the subject’s gender. For example, several research groups that compared letters written for male and female applicants found that those written for females were shorter and included ‘communal’ and ‘grindstone’ terminologies describing character (e.g. selfless, helpful, warm) and effort (e.g. tireless, diligent, committed), respectively.

Conversely, letters written for males were generally longer, emphasized achievements and included ‘standout’ and ‘agentic’ descriptors associated with leadership and power (e.g. outstanding, excellent, independent, daring, intelligent).\(^1,2,3,6,8\) Similarly, albeit less studied, several groups have reported that the subject’s race can influence the choice of words and tone used by referees when drafting letters, with fewer agentic terminologies used when describing individuals belonging to minority groups, despite similar credentials with non-minority applicants.\(^1,4,5\) Collectively, these studies attributed the differences observed to implicit biases that can positively and negatively affect an individual’s perceptions, behaviours and decisions in an unconscious manner.

Implicit bias is the unconscious association of attributes and stereotypes to people based on characteristics such as race, age, education, ability/disability, religion, socioeconomic status, and appearance. These biases are developed over time through exposure to social norms and expectations. As previously reported,\(^9\) the effects of unconscious bias can negatively impact an applicant’s overall success in obtaining research funding and reinforce further inequities in academia. It is, therefore, imperative to recognize when opportunities for bias occur and be vigilant in minimizing them.

Below, we offer best practices and resources from various sources\(^1-8\) for nominators and referees to carefully consider when drafting their letters:

- Focus comments on the candidate’s research skills and academic achievements rather than their interpersonal attributes. Address the points requested and exclude personal information not relevant to the nomination.
- Carefully consider the choice of words, tone and length of the letter and whether they would differ depending on the subject’s demographics. Consider whether the same descriptors would be used for another candidate with equivalent credentials, but of a different demographic background.
- Refer to the candidate’s formal title and surname rather than their first name.
- Avoid using language that could unintentionally raise doubt (e.g. hedges, ambiguous comments, faint praises, potentially negative language, and irrelevancies). Provide concrete examples, when applicable.

Additional resources:

- CIHR Unconscious Bias Training: [https://cihr-irsc.gc.ca/lms/e/bias/](https://cihr-irsc.gc.ca/lms/e/bias/)
- Harvard Implicit Association Test: [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)
- Gender bias calculator: [http://slowe.github.io/genderbias/](http://slowe.github.io/genderbias/)

References:
Evaluation Criteria

Bernard and Francine Dorval / William E. Rawls Prizes (early career prizes):

Nominees will be evaluated according to the criteria described below.

Overall contributions to cancer research and potential to lead to (or evidence of having led to) improved cancer prevention, diagnosis, treatments, care, support or cancer control will be considered.

Circumstances which may have impacted the nominee’s academic career progression and research productivity are taken into consideration, including but not limited to:

- Additional training requirements and career interruptions (personal (including ‘two-body’ problem3 in academia), family responsibilities, medical leaves, etc.) contributing to a non-linear or unconventional career trajectory
- Inequitable distribution of institutional resources including start-up packages, laboratory or office space and formal mentorship
- Historical policies and procedures that perpetuate biases in hiring, tenure and promotion
- Biases in assignment of authorship roles in publications (e.g. first and last author roles)
- Underrepresentation of individuals from the four designated groups (women, Indigenous peoples, persons with disabilities and members of visible minorities) among conference keynote speakers and/or panelists and invited lecturers

Expectations for excellence will be commensurate with the research discipline and relative career stage of the nominee.

Criteria:

- Research productivity: nominee’s publication record in peer-reviewed journals, quality and type of scholarly work published, degree of contribution, number of citations, and continuity of publication production (barring any interruptions); other forms of research outputs including, but not limited to, conference proceedings, policy reports, patents, and commercialization products.
- Research grant funding: as the lead investigator and as part of multi-investigator teams (noting that multi-investigator teams may require additional time/effort to generate successful outcomes); nominee’s role(s) and potential impact of contribution(s) to the team will be considered.
- Fellowships, honours, and/or awards received by the nominee; scope and relevance (i.e. provincial, national, or international) of distinctions received will be considered.
- Training the next generation of researchers: relative to career stage and other considerations (career interruptions, for example), evidence of participation in a meaningful way and to an appropriate degree towards the mentorship and support of trainees and fellows; evidence that trainees and fellows have been subsequently recognized for excellence themselves.
- Contributions made to date to scientific discipline: details of these and how critical they are/have been for advancing the knowledge in their immediate research field and the general scientific body of cancer research; potential for future contributions based on track record will be considered.

---

3 Refers to dual-academic couples facing the challenge of both individuals obtaining desirable positions within a reasonable commuting distance.
Evidence (potential) of (for) leadership on a national and international scale: senior author publications in high quality journals (and citations thereof); success in securing peer-reviewed research funding as a lead investigator; invitations to present at national and international conferences; participation on peer review panels and other professional contributions; community outreach; forging national and international collaborations; and importantly, impact (or likelihood of impact) on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and internationally.

<table>
<thead>
<tr>
<th>Score</th>
<th>Nominee Rating Scale - Bernard and Francine Dorval &amp; William E. Rawls Prizes (early career)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.7-5.0</td>
<td>• Exceptional candidate who is extremely likely to become (or has already become) a leader in cancer research in Canada and internationally</td>
</tr>
<tr>
<td></td>
<td>• Exceptional contributions made to date to their scientific discipline and potential impact of future contributions based on track record</td>
</tr>
<tr>
<td></td>
<td>• Exceptional research productivity and track record in obtaining research grant funding relative to career stage</td>
</tr>
<tr>
<td></td>
<td>• Exceptional track record in mentorship and/or potential to attract high quality personnel</td>
</tr>
<tr>
<td></td>
<td>• Exceptional track record in obtaining fellowships, honours and/or awards</td>
</tr>
<tr>
<td>4.3-4.6</td>
<td>• Excellent candidate who is likely to become (or has already become) a leader in cancer research in Canada and internationally</td>
</tr>
<tr>
<td></td>
<td>• Excellent contributions made to date to their scientific discipline and potential impact of future contributions based on track record</td>
</tr>
<tr>
<td></td>
<td>• Excellent research productivity and track record in obtaining research grant funding relative to career stage</td>
</tr>
<tr>
<td></td>
<td>• Excellent track record in mentorship and/or potential to attract high quality personnel</td>
</tr>
<tr>
<td></td>
<td>• Excellent track record in obtaining fellowships, honours and/or awards</td>
</tr>
<tr>
<td>3.9-4.2</td>
<td>• Very good candidate who has the potential to become a leader in cancer research in Canada and internationally</td>
</tr>
<tr>
<td></td>
<td>• Very good contributions made to date to their scientific discipline and potential impact of future contributions based on track record</td>
</tr>
<tr>
<td></td>
<td>• Very good research productivity and track record in obtaining research grant funding relative to career stage</td>
</tr>
<tr>
<td></td>
<td>• Very good track record in mentorship and/or potential to attract high quality personnel</td>
</tr>
<tr>
<td></td>
<td>• Very good track record in obtaining fellowships, honours and/or awards</td>
</tr>
<tr>
<td>3.5-3.8</td>
<td>• Good candidate who has some potential to become a leader in cancer research in Canada and internationally</td>
</tr>
<tr>
<td></td>
<td>• Good contributions made to date to their scientific discipline and potential impact of future contributions based on track record</td>
</tr>
<tr>
<td></td>
<td>• Good research productivity and track record in obtaining research grant funding relative to career stage</td>
</tr>
<tr>
<td></td>
<td>• Good track record in mentorship and/or potential to attract high quality personnel</td>
</tr>
<tr>
<td></td>
<td>• Good track record in obtaining fellowships, honours and/or awards</td>
</tr>
<tr>
<td>Range</td>
<td>Comments</td>
</tr>
<tr>
<td>-------</td>
<td>----------</td>
</tr>
</tbody>
</table>
| 3.0-3.4* | - Fair candidate who has limited potential to become a leader in cancer research in Canada  
- Fair contributions made to date to their scientific discipline and limited potential impact of future contributions based on track record  
- Fair research productivity and track record in obtaining research grant funding relative to career stage  
- Fair track record in mentorship and/or potential to attract high quality personnel  
- Fair track record in obtaining fellowships, honours and/or awards |
| Below 3.0 | - Poor candidate who has low potential to become a leader in cancer research in Canada  
- Poor contributions made to date to their scientific discipline and low potential to yield impactful contributions in the future based on track record  
- Poor research productivity and track record in obtaining research grant funding relative to career stage  
- Poor track record in mentorship and/or potential to attract high quality personnel  
- Poor track record in obtaining fellowships, honours and/or awards |

*Nominees scoring below 3.5 as an average of final scores will not be considered eligible to receive a prize.
Robert L. Noble / O. Harold Warwick Prizes (established career prizes):

Nominees will be evaluated according to the criteria described below.

Overall contributions to cancer research and the significance of their accomplishments to cancer prevention, diagnosis, treatment, care, support or cancer control in Canada and internationally will be considered.

Circumstances which may have impacted the nominee’s academic career progression and research productivity are taken into consideration, including but not limited to:

- Additional training requirements and career interruptions (personal (including ‘two-body’ problem\(^4\) in academia), family responsibilities, medical leaves, etc.) contributing to a non-linear or unconventional career trajectory
- Inequitable distribution of institutional resources including start-up packages, laboratory or office space and formal mentorship
- Historical policies and procedures that perpetuate biases in hiring, tenure and promotion
- Biases in assignment of authorship roles in publications (e.g. first and last author roles)
- Underrepresentation of individuals from the four designated groups (women, Indigenous peoples, persons with disabilities and members of visible minorities) among conference keynote speakers and/or panelists and invited lecturers

Criteria:

- Research productivity and outputs: nominee’s publication record in peer-reviewed journals, quality and type of scholarly work published, degree of contribution, number of citations, and continuity of publication production (barring any interruptions); other forms of research outputs including, but not limited to, conference proceedings, policy reports, patents, and commercialization products.
- Research grant funding: as the lead investigator and as part of multi-investigator teams (noting that multi-investigator teams may require additional time/effort to generate successful outcomes); nominee’s role(s) and potential impact of contribution(s) to the team will be considered.
- Honours, and/or awards received by the nominee: scope and relevance (i.e. provincial, national, or international) of distinctions received will be considered.
- Training the next generation of researchers: relative to career stage and other considerations (career interruptions, for example), evidence of participation in a meaningful way and to an appropriate degree towards the mentorship and support of trainees and fellows; evidence that trainees and fellows have been subsequently recognized for excellence themselves and/or gone on to realize cancer research impacts themselves
- Contributions/discoveries made to cancer research: details of these and how critical they have been for advancing knowledge both in their immediate research field and for the general scientific body of cancer research; the importance of resulting impacts on cancer prevention, diagnosis, treatment, care, support or cancer control in Canada and internationally will be considered.
- Evidence of leadership on a national and international scale: recognition as an expert by peers, senior author publications in high quality journals, success in securing peer-reviewed research funding as a lead investigator, invitations to present at national and international conferences, participation on peer review panels, editorial

\(^4\) Refers to dual-academic couples facing the challenge of both individuals obtaining desirable positions within a reasonable commuting distance.
boards and other professional contributions, community outreach, national and international collaborations will be considered; and importantly, demonstrated impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and internationally.

<table>
<thead>
<tr>
<th>Score</th>
<th>Nominee Rating Scale – Robert L. Noble &amp; O. Harold Warwick Prizes (established career)</th>
</tr>
</thead>
</table>
| 4.7-5.0 | • Exceptional evidence of scientific leadership on a national and international scale  
          • Exceptional contributions/discoveries made to date in their scientific discipline  
          • Exceptional research productivity and track record in obtaining research grant funding  
          • Exceptional and relevant recognition through honours and awards  
          • Exceptional track record in mentorship/training of the next generation of cancer researchers  
          • Exceptional impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and internationally |
| 4.3-4.6 | • Excellent evidence of scientific leadership on a national and international scale  
          • Excellent contributions/discoveries made to date in their scientific discipline  
          • Excellent research productivity and track record in obtaining research grant funding  
          • Excellent and relevant recognition through honours and awards  
          • Excellent track record in mentorship/training of the next generation of cancer researchers  
          • Excellent impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and internationally |
| 3.9-4.2 | • Very good evidence of scientific leadership on a national and/or international scale  
          • Very good contributions/discoveries made to date in their scientific discipline  
          • Very good research productivity and track record in obtaining research grant funding  
          • Very good recognition through honours and awards  
          • Very good track record in mentorship/training of the next generation of cancer researchers  
          • Very good impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally |
| 3.5-3.8 | • Good evidence of some scientific leadership in Canada  
          • Good contributions/discoveries made to date in their scientific discipline  
          • Good research productivity and track record in obtaining research grant funding  
          • Good recognition through honours and awards  
          • Good track record in mentorship/training of the next generation of cancer researchers  
          • Good impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally |
<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
</table>
| 3.0-3.4* | Fair candidate who has limited evidence of scientific leadership in Canada  
Fair contributions made to date to their scientific discipline  
Fair research productivity and track record in obtaining research grant funding  
Fair recognition through honours and awards  
Fair track record in mentorship/training of the next generation of cancer researchers  
Limited impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population or internationally |
| Below 3.0 | Poor candidate who has no evidence of scientific leadership in Canada  
Poor contributions made to date in their scientific discipline  
Poor research productivity and track record in obtaining research grant funding  
Poor recognition through honours and awards  
Poor track record in mentorship/training of the next generation of cancer researchers  
Limited to no impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population or internationally |

*Nominees scoring below 3.5 as an average of final scores will not be considered eligible to receive a prize.
Canadian Cancer Society Lifetime Contribution Prize (established career prize):

Nominees will be evaluated according to the criteria described below.

Primary consideration will be given to the nominee’s contributions to cancer research that extend beyond traditional research accomplishments and outputs to have a significant impact on the Canadian cancer research ecosystem.

Circumstances which may have impacted the nominee’s academic career progression and research productivity are taken into consideration, including but not limited to:
- Additional training requirements and career interruptions (personal (including ‘two-body’ problem\(^5\) in academia), family responsibilities, medical leaves, etc.) contributing to a non-linear or unconventional career trajectory
- Inequitable distribution of institutional resources including start-up packages, laboratory or office space and formal mentorship
- Historical policies and procedures that perpetuate biases in hiring, tenure and promotion
- Biases in assignment of authorship roles in publications (e.g. first and last author roles)
- Underrepresentation of individuals from the four designated groups (women, Indigenous peoples, persons with disabilities and members of visible minorities) among conference keynote speakers and/or panelists and invited lecturers

Criteria:
- Contributions to the Canadian cancer research ecosystem, and internationally, as applicable: vision and leadership in building networks, fostering collaborations, developing resources and infrastructure, and other contribution(s) that have/has significantly enhanced the cancer research ecosystem in Canada and internationally. The degree to which these contributions have impacted those affected by cancer, in Canada and internationally, as applicable, will be considered.
- Other considerations (to a lesser degree) include:
  - research productivity and outputs: publication record in peer-reviewed journals, quality and type of scholarly work published, degree of contribution, number of citations, and continuity of publication production (barring any interruptions); other forms of research outputs including, but not limited to, conference proceedings, policy reports, patents, and commercialization products
  - research grant funding: as the lead investigator and as part of multi-investigator teams (noting that multi-investigator teams may require additional time/effort to generate successful outcomes); the nominee’s role(s) and potential impact of contribution(s) to the team.
  - honours, and/or awards: scope and relevance (i.e. provincial, national, or international) of distinctions received will be considered.
  - training the next generation of researchers: relative to career stage and other considerations (career interruptions, for example), evidence that the nominee participates in a meaningful way and to an appropriate degree towards the mentorship and support of trainees and fellows; evidence that trainees and

\(^5\) Refers to dual-academic couples facing the challenge of both individuals obtaining desirable positions within a reasonable commuting distance.
fellows have been subsequently recognized for excellence themselves, including securing academic positions in cancer research, participation on peer review panels, editorial boards and other professional contributions, as well as community outreach and advocacy.

<table>
<thead>
<tr>
<th>Score</th>
<th>Nominee Rating Scale – Lifetime Contribution Prize (established career)</th>
</tr>
</thead>
</table>
| 4.7-5.0 | - Exceptional evidence of visionary leadership that has enhanced the cancer research ecosystem on a national and international level  
- Exceptional impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and internationally  
- Excellent research productivity, including publications and other outputs, grant funding, training the next generation of researchers and professional contributions  
- Excellent and relevant recognition through honours and awards |
| 4.3-4.6 | - Excellent evidence of visionary leadership that has enhanced the cancer research ecosystem on a national and/or international level  
- Excellent impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally  
- Very good research productivity, including publications and other outputs, grant funding, training the next generation of researchers and professional contributions  
- Very good and relevant recognition through honours and awards |
| 3.9-4.2 | - Very good evidence of leadership that has contributed to the cancer research ecosystem on a national and/or international level  
- Very good impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally  
- Good research productivity, including publications and other outputs, grant funding, training the next generation of researchers and professional contributions  
- Good and relevant recognition through honours and awards |
| 3.5-3.8 | - Good evidence of leadership that has contributed to the cancer research ecosystem on a national and/or international level  
- Good impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally  
- Fair research productivity, including publications and other outputs, grant funding, training the next generation of researchers and professional contributions  
- Fair recognition through honours and awards |
| 3.0-3.4* | - Fair evidence of leadership that has contributed to the cancer research ecosystem on a national and/or international level  
- Fair impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally  
- Minimal research productivity, including publications and other outputs, grant funding, training the next generation of researchers and professional contributions  
- Minimal recognition through honours and awards |
| Below 3.0 | - Limited to no evidence of leadership that has contributed to the cancer research ecosystem on a national and/or international level |
| • Limited to no impact on cancer prevention, diagnosis, treatment, care and/or support in the Canadian population and/or internationally
| • Limited to no research productivity, including publications and other outputs, grant funding, training the next generation of researchers and professional contributions
| • Limited to no recognition through honours and awards

*Nominees scoring below 3.5 as an average of final scores will not be considered eligible to receive a prize.
Canadian Cancer Society Inclusive Excellence Prize (any career stage prize):

Nominees will be evaluated according to the criteria described below.

Demonstrated leadership in the advancement of equity, diversity and inclusion leading to significant, measurable improvements in the diversity of Canada’s cancer research ecosystem will be considered.

Circumstances which may have impacted the nominee’s career progression and research productivity (where applicable) are taken into consideration, including but not limited to:

- Additional training requirements and career interruptions (personal (including ‘two-body’ problem in academia), family responsibilities, medical leaves, etc.) contributing to a non-linear or unconventional career trajectory
- Inequitable distribution of institutional resources including start-up packages, laboratory or office space and formal mentorship
- Historical policies and procedures that perpetuate biases in hiring, tenure and promotion
- Biases in assignment of authorship roles in publications (e.g. first and last author roles)
- Underrepresentation of individuals from the four designated groups (women, Indigenous peoples, persons with disabilities and members of visible minorities) among conference keynote speakers and/or panelists and invited lecturers

Criteria:

- Demonstrated leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem including but not limited to: administrative/committee work; development and implementation of programs/strategies/policies; and/or recruitment, training and mentorship activities
- Evidence of impact: measurable (i.e. tangible) improvements in the diversity of Canada’s cancer research landscape as a result of nominee’s efforts in fostering inclusive excellence

---

6 Refers to dual-academic couples facing the challenge of both individuals obtaining desirable positions within a reasonable commuting distance.
<table>
<thead>
<tr>
<th>Score</th>
<th>Nominee Rating Scale – Inclusive Excellence Prize (any career stage)</th>
</tr>
</thead>
</table>
| 4.7-5.0| • Exceptional evidence of visionary leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem  
• Exceptional (measurably demonstrated) impact on the diversity of Canada’s cancer research landscape  
• Strongly recognized as an equity, diversity and inclusion leader in Canada |
| 4.3-4.6| • Excellent evidence of visionary leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem  
• Excellent (measurably demonstrated) impact on the diversity of Canada’s cancer research landscape  
• Recognized as an equity, diversity and inclusion leader in Canada |
| 3.9-4.2| • Very good evidence of leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem  
• Very good (measurably demonstrated) impact on the diversity of Canada’s cancer research landscape  
• Acknowledged as an equity, diversity and inclusion leader in Canada |
| 3.5-3.8| • Good evidence of leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem  
• Good (measurably demonstrated) impact on the diversity of Canada’s cancer research landscape  
• Some recognition as an equity, diversity and inclusion leader in Canada |
| 3.0-3.4*| • Fair evidence of leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem  
• Fair (measurably demonstrated) impact on the diversity of Canada’s cancer research landscape  
• Limited recognition as an equity, diversity and inclusion leader in Canada |
| Below 3.0| • Limited to no evidence of leadership in the advancement of equity, diversity and inclusion as it relates to the Canadian cancer research ecosystem  
• Limited to no (measurably demonstrated) impact on the diversity of Canada’s cancer research landscape  
• Limited to no recognition as an equity, diversity and inclusion leader in Canada |

*Nominees scoring below 3.5 as an average of final scores will not be considered eligible to receive a prize.