

Natural Sciences and Engineering Research Council of Canada

NSERC *Contact*

Investing in people, discovery and innovation

Learning at the Workshops

Editorial by NSERC President Tom Brzustowski

Four NSERC workshops on Highly Qualified People have already been held in Halifax, Toronto, Calgary, and Vancouver, with the final one in Montréal scheduled for mid-June. NSERC had put up a planning target of doubling the graduation rate of people with advanced degrees in science and engineering, and in these workshops we set out to start learning how NSERC could help the universities achieve such a goal. The context for this process is the great increase in HQP implied in the government's Innovation Strategy published in February; the NSERC workshops are complementary to the much broader national summits on innovation being conducted by Industry Canada in 36 locations across the country.

It quickly became evident that the prospect of a big increase in the throughput of graduate education in science and engineering raised very important issues for many people. So far, about two hundred professors, students, university officers, private sector managers, and provincial and federal officials from four regions have devoted a day to exploring them. A panellist from industry and one from a university responded to my initial problem statement at each meeting. Four university presidents, Drs. Axel Meisen of Memorial, Paul Davenport of Western Ontario, Harvey Weingarten of Calgary, and Martha Piper of British Columbia delivered thoughtful and energetic luncheon speeches at the workshops in their respective regions. They all labelled the increase in the graduation rates of HQP as urgent, described various challenges that it posed to the universities, and presented some constructive suggestions for action. While their speeches largely dealt with different issues, they were entirely complementary in their analysis and proposed solutions, and they gave us important insights. We are grateful to the presidents for their contributions and we look forward to hearing from Dr. Robert Lacroix of U. de Montréal at the final workshop.

Something else that became evident is that the demand for HQP in science and engineering is not seen in the same way in all parts of the country. The prospect of a looming shortage was readily accepted in Toronto and Vancouver, less readily in Halifax, and was viewed with some skepticism in Calgary. By the time you read this, we will also have heard from Montréal.

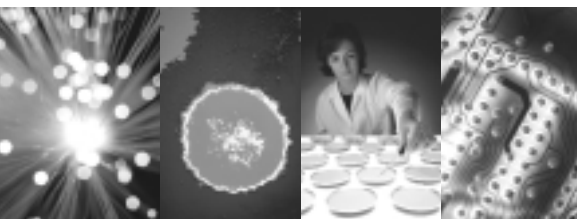
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www.nserc.ca



Ottawa, Canada
K1A 1H5



Contact is published by:

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Ottawa, Ontario
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Tel.: (613) 995-5992
Fax: (613) 943-0742

It is also published on
the Internet at
www.nserc.ca/publicat.htm.

Please send address
changes by e-mail to
distribution@nserc.ca.

NSERC is Canada's
instrument for promoting
and supporting university
research in the natural
sciences and engineering,
other than the health
sciences.

NSERC supports both basic
university research through
research grants and project
research through partner-
ships among universities,
governments and the
private sector, as well as
the advanced training of
highly qualified people.

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It is too early to summarize the ideas presented at the workshops, as they were very numerous, and most were inter-related. It will take some staff work over the next few weeks to analyze what we heard and prepare a summary of lessons learned. The results will be communicated to the workshop participants and then to the research community in the usual ways.

However, there were some points that I heard made repeatedly and with great emphasis. I think they are so important that they must figure prominently in any report on the workshops. Here are several that suggest actions by NSERC that could be practical with additional resources:

- The Undergraduate Student Research Awards give very good undergraduate students their first serious taste of research, and often motivate them to consider graduate study. It is likely that a big increase in the number of USRA's could quickly increase the pool of potential graduate students.
- The economic barriers to graduate study might be lowered significantly if Postgraduate Scholarships are offered to many more students, and if their value is increased to the point that they again represent a reasonable fraction of the starting salary available to people graduating with the Bachelor's degree. This could both attract more graduate students and improve completion rates, i.e., the fraction of admitted graduate students who complete their degree.
- There must be more professors to teach and supervise the much larger graduate enrolment and to handle the increase in workload due to higher graduation rates; these professors must have larger research grants that will enable them to do research that is more competitive by international standards.
- The current average grant of \$32k is much too small if principal investigators are to support more graduate students paid from grants as part of the greater throughput of

HQP, and the current value of the maximum stipend paid from a grant is too low to attract good graduate students. Therefore, both the average grant and the stipend have to be increased significantly and consistently.

- If many of the new HQP are to contribute to increased R&D in industry, there must be qualitative as well as quantitative changes in graduate education in the NSE. Education to develop the "soft" skills (e.g., teamwork, effective communications, project management, negotiating, developing a business plan, elements of entrepreneurship, IP management, reaching outside of one's own discipline to find needed knowledge, etc. etc.) must become part of the curriculum, but not necessarily through formal courses.
- NSERC must develop ways to influence K-12 education and improve the quality of math and science education in Canada. Two suggestions in this "constitutionally delicate" area had the ring of feasibility to them: NSERC should provide grants to people doing research on the teaching of math and science, regardless of where they are located; students in faculties of education who are preparing to become math or science teachers should be eligible for the USRA.

There was general agreement that the universities had to reduce completion times for graduate degrees in order to increase graduation rates of HQP in science and engineering, but it's still not clear what practical actions NSERC could take to help that happen.

Finally, many people made the point that the federal and provincial governments are not consistent in dealing with the universities, and many examples were given in illustration. The federal government is expecting more and more from the universities in return for its growing investment in research. But the capacity of the universities to meet those expectations

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is declining as a result of the provincial policies for the core funding of university operations. NSERC will do all it can to develop fruitful partnerships with the provinces in the area of our mandate, but our reach is limited. For the Innovation Strategy to succeed, Canada needs nothing less than coherent and consistent federal and provincial strategies for university education and research. I hope that point is made so often and so forcefully during the national meetings on the Innovation Strategy that both orders of government will feel compelled to develop that strategic coherence.

Rey Pagtakhan Named to Secretary of State Position

When Prime Minister Jean Chrétien shuffled his Cabinet May 26, Allan Rock retained his position as Minister of Industry and Minister responsible for NSERC. Rey Pagtakhan, was named Secretary of State (Science, Research and Development), replacing Maurizio Bevilacqua, who now becomes Secretary of State (International Financial Institutions).



Rey Pagtakhan

Dr. Pagtakhan, who represents the riding of Winnipeg North — St. Paul, Manitoba, and who is also Minister of Veterans Affairs, was first elected to the House of Commons in 1988. He graduated in medicine from the University of the Philippines and holds an M.Sc. in Perinatal Physiology from the University of Manitoba. Prior to entering politics, he was a full Professor of Pediatrics and Child Health in the Faculty of Medicine at the University of Manitoba, Director of the Manitoba Cystic Fibrosis Centre, and a lung specialist for children.

Changes at NSERC

NSERC President Tom Brzustowski recently announced three promotions: **Nigel Lloyd** was appointed to the newly created position of Executive Vice-President of NSERC; **Michel Cavallin** was promoted to Director General, Common Administrative Services; and **Isabelle Blain** was promoted to Vice-President, Research Grants and Scholarships. (Note: at its June meeting Council adopted the title Vice-President for its two top program positions, mirroring the terminology used by the two other granting agencies.)

As Executive Vice-President, Dr. Lloyd takes over responsibility for the smooth functioning of the Council's operations and its external and internal communications, and for co-ordinating corporate projects. He was formerly responsible for Research Grants and Scholarships.



Isabelle Blain

Previously Director of Human Resources, Mr. Cavallin now leads the five divisions that provide financial, human resource, administrative, information and integrated management services to both NSERC and SSHRC.

Ms. Blain, formerly the Corporate Secretary, now has responsibility for Council's more than \$400 million investment in programs promoting discovery and the training of highly qualified people.

As a result of the renaming of the program positions, **Janet Walden** becomes Vice-President, Research Partnerships. She is responsible for both the Research Partnerships Programs and the Networks of Centres of Excellence.



Nigel Lloyd

Stephen Fenn Photography



Michel Cavallin

Stephen Fenn Photography



Janet Walden

Stephen Fenn Photography

Speak Up!

On May 9, Industry Minister Allan Rock announced his department's engagement plan for Canada's Innovation Strategy, which was launched in February. He called on business, labour, academia, the volunteer sector and all Canadians to work together to define an action plan to achieve Canada's Innovation Strategy. To this end, Industry Canada has organized many regional and sectoral consultations for the summer and early fall.

This call for input is a great opportunity for the NSE community. All of us have ideas on how we can make Canada more innovative and how we can train enough scientists and engineers to make Canada an international leader in research and development. Since we play a fundamental role in this area, it is important that we put our best ideas forward.

The simplest way to do this is by writing directly to the Government of Canada (using the "Do It Yourself" kit that can be obtained through our Web site, www.nserc.ca/innovation/index_e.htm).

Competition News

Research Grants Programs

In February, NSERC's Grant Selection Committees reviewed 4,333 applications for Research and Equipment Grants, and recommended 83 per cent of the Research and 30 per cent of the Equipment applications (including Major Equipment and Major Installation Grants) for support.

Here is a summary of commitments from the 2002 competition and instalments of grants awarded in previous competitions. It excludes a small number of awards still waiting for a final decision.

For a detailed list of awards and statistics, visit NSERC's Web site at www.nserc.ca/programs/result/2002/rg/index_e.htm.

TIPS...

For tips on how to write a winning research grant proposal, visit our Web site at www.nserc.ca/programs/winprop_e.htm.



The announcement of 2,914 new research grants worth almost \$361 million took place at the University of Western Ontario May 24. In the NSERC- and CFI/OIT-funded NMR Laboratory in the Chemistry Department, graduate student Collin Kowalchuk (a joint student with Professors Yining Huang and John Corrigan) shows visitors a spectrum of a zeolite obtained by solid state nuclear magnetic resonance. The zeolite is a variant of a class of compounds used in catalysis in the oil industry. Standing (from left) are: Nils Petersen, Vice President (Research), UWO; Joe Fontana, MP for London North Centre; and Maurizio Bevilacqua, then Secretary of State for Science, Research and Development.

Collaborative Health Research Projects and Genomics Projects

Collaborative Health Research Projects

The Selection Committee reviewed 63 applications requesting \$7.5 million in year one. Nineteen were approved (totalling \$2.1 million in funding), for a success rate of 30 per cent and an average annual award of \$108,500. The new projects cover a wide range of topics, from language problems to the detection of breast cancer and tissue engineering.

Genomics Projects

NSERC received 57 proposals requesting \$8 million in year one; nine applications were approved for funding totalling \$1.5 million. The success rate was 16 per cent and the average annual award \$142,000. The results of this research will have practical applications in the environment, agriculture, and health. For instance, some of the work will lead to the identification of new molecular targets for antibiotics or characterize new immunoglobulin genes; other projects are more fundamental in nature, such as genetic mapping of green algae or yeast, leading to a better understanding of the evolution of living organisms.

A detailed list of awards is available at www.nserc.ca/programs/result/2002/chrp-genomics/chrp-genomics_e.htm.

2002 Grants Awarded, Including Instalments (in \$000)

Grant Selection Committee	Research Grants ¹		Equipment ²	
	No.	\$	No.	\$
Animal Biology ³	127	4,264	–	–
Animal Physiology ³	126	4,944	–	–
Integrative Animal Biology	131	5,213	33	1,082
Cell Biology	303	11,833	31	1,042
Molecular & Developmental Genetics	212	9,057	19	543
Plant Biology & Food Science ⁴	292	12,097	31	1,153
Evolution & Ecology	470	15,343	31	949
Psychology: Brain, Behav. & Cog. Sci.	382	11,391	12	424
Analytical & Physical Chemistry	271	13,336	14	1,380
Inorganic & Organic Chemistry	268	15,457	32	2,526
General Physics	130	5,313	4	381
Condensed Matter Physics	212	7,631	9	966
Space & Astronomy	160	6,513	4	142
Solid Earth Sciences	314	10,888	9	453
Environmental Earth Sciences	310	9,228	20	1,105
Statistical Sciences	257	5,424	6	236
Pure & Applied Mathematics - A	296	5,047	4	75
Pure & Applied Mathematics - B	215	4,279	4	66
Chemical & Metallurgical Engineering	490	16,347	34	2,617
Civil Engineering	490	12,633	23	1,063
Communications, Computers, & Components Engineering	337	9,539	7	324
Electromagnetics & Electrical Systems Engineering	257	8,837	14	539
Mechanical Engineering	513	13,311	20	1,023
Industrial Engineering	230	5,363	4	140
Computing & Information Science ³	144	3,601	–	–
Computing & Information Science A	214	5,381	10	536
Computing & Information Science B	295	8,602	7	346
Interdisciplinary	83	2,325	4	170
Selection Committee on Research Grants			16	5,424
Sub-Total	7,529	243,197	402	24,708
Subatomic Physics	123	16,006	16	1,259
Total	7,652	259,203	418	25,967

¹ Includes individual, group, projects, institutes, and grants to holders of Women's Faculty Awards.

² Includes Equipment, Major Equipment and Major Installations Grants.

³ Historical committees.

⁴ Includes multidisciplinary network group grants.

Scholarships and Fellowships

In February, the Council's six scholarship and fellowship selection committees reviewed more than 3,000 applications and recommended 1,887 people for Postgraduate Scholarships (PGS) and 234 for Postdoctoral Fellowships (PDF). These numbers reflect an additional 200 awards at the postgraduate level, made possible by an increase NSERC received from the most recent federal budget.

NSERC scholarships and fellowships are awarded to some of Canada's best young researchers — people who will make a valuable contribution to the highly qualified personnel (HQP) targets identified in Canada's Innovation Strategy.



NSERC President Tom Brzustowski and Maurizio Bevilacqua, then Secretary of State for Science, Research and Development, with NSERC scholarship winners from the six Montréal-area universities at the March 27 announcement of the Council's 2002 scholarship and fellowship awards.

The students are (from left): Jean-François Brazeau, Université du Québec à Montréal; François Duchaine, École de technologie supérieure; Yi Lu, Concordia University;

Jacinthe Granger-Piché, Université de Montréal; Narahari Narasiah Kramadhati, McGill University, and Olivier Riffon, École Polytechnique.

TIPS...

For tips on how to prepare a winning scholarship or fellowship proposal, visit our Web site at www.nserc.ca/programs/sf/pgs_pdf_tips_e.htm.

Postgraduate Scholarships and Postdoctoral Fellowships

2002 Applications and Awards

Selection Committee	Award Type	Number of Applications	Number of Awards	Success Rate (%)
Engineering	PGS	519	362	69.7
	PDF	118	40	33.9
Computer and Mathematical Sciences	PGS	485	336	69.3
	PDF	93	32	34.4
Physics and Chemistry	PGS	357	250	70.0
	PDF	134	47	35.1
Earth Sciences and Ecology	PGS	383	266	69.5
	PDF	127	45	35.4
Cellular and Molecular Biology	PGS	502	350	69.7
	PDF	87	31	35.6
Life Sciences and Psychology	PGS	463	323	69.8
	PDF	112	39	34.8
Total	PGS	2709	1887	69.7
	PDF	671	234	34.9

Canadians Collaborating Around the World

The selection committees for Collaborative Research Opportunities (CRO) competitions held last year recommended eight new awards costing \$1,757,000 in the first year and \$7.5M over the duration of the projects. The success rate was 16.3 per cent and the funding rate was 18.3 per cent.

All of these projects have international partners — most frequently from the United States, France, the United Kingdom, and Japan — or are part of an international initiative.

Two of the projects that deal with aspects of space science will be supported by both NSERC and the Canadian Space Agency.

The CRO awards for 2001-2002 are listed on NSERC's Web site at www.nserc.ca/programs/result/2002/rg/index_e.htm.

Julie Payette-NSERC Research Scholarships

NSERC recently awarded the prestigious Julie Payette-NSERC Research Scholarship to 24 outstanding graduate students. Valued at \$25,000 per year for two years, the scholarships are awarded to the four top candidates evaluated by each of the six scholarship and fellowship selection committees.

The 2002 winners are listed on NSERC's Web site at www.nserc.ca/programs/julie_e.htm.

New Chairs to Boost Research in Canada's North

NSERC will contribute \$6.1 million over the next five years to expand research efforts in Canada's North.

The Chair program, the result of a recommendation by the Joint NSERC/SSHRC Task Force on Northern Research, supports Canada's Innovation Strategy by promoting and expanding Canada's capabilities in northern science. The Chair proposals were made with the support of northern communities and other partners concerned with northern research, after a national competition. The funded chairs are:

- Dr. Christopher Burn, Carleton University
Permafrost in the Yukon and Northwest Territories
- Dr. Laurie Chan, McGill University
Environmental contaminants, food security and their relation to the indigenous peoples of the North
- Dr. Terry Dick, University of Manitoba
Aquatic and northern ecosystems: freshwater and marine environments
- Dr. John England, University of Alberta
Environmental change in Arctic Canada: Ice Age to present
- Dr. Serge Payette, Université Laval
Ecology of subarctic forests
- Dr. Brent Wolfe, Wilfrid Laurier University/University of Waterloo
Paleohydrological and paleoecological reconstruction of the Mackenzie Basin Deltas.

Do You Know Your NSERC Rep?

There are now NSERC Representatives at 51 postsecondary institutions. In response to our invitation last fall, they were named by their university or college to work with NSERC, providing two-way communications with the researchers and interacting with the local community.

NSERC Reps have been active participants in both the NSERC workshops on Highly Qualified People (see Editorial in this issue) and the government's consultations on Canada's Innovation Strategy (see page 3). Some Reps have also been active in arranging acknowledgement events for local grant and award winners, and others have made the case for increased funding for researchers to local decision-makers and have published articles on the importance of research in local media.

To find out who your NSERC Rep is, visit www.nserc.ca/about/rep_list_e.htm.

And the Envelope, Please....

The Canadian Council for the Advancement of Education (CCAE) every year gives awards that recognize the best achievements of university communicators, and this year they've added a new category for articles about research performed by faculty.

NSERC staff who attended last year's awards ceremony noted the lack of a category about research among CCAE's *Prix d'excellence*. When approached about this, CCAE planners agreed that research is at the heart of the university enterprise, and added the category in time for the 2002 awards.

The first prizes for articles "on a Subject Related to University Research in Natural Sciences and Engineering" were presented in Saskatoon June 9.

eSubmission on the Way

NSERC's eBusiness Project has the ambitious goal of developing a broad range of easy-to-use electronic services to lighten the administrative load on researchers, facilitate research collaboration and communication, enhance accountability and transparency, and deliver services to its communities more efficiently and effectively.

Volunteers are now being recruited from the university community to test the modules that form part of the Council's new on-line application submission system. The full system will be available at the beginning of September.

For the latest on the eBusiness Project, visit www.nserc.ca/e/index_e.htm.

A SPARKling Success

Brock, McGill and Ryerson universities were the successful applicants in this year's SPARK competition. They join the eight institutions now receiving NSERC SPARK funding.

SPARK is a program through which students are recruited, trained and paid to write stories based on the NSERC-supported research at their institutions. Most SPARK "alumni" — those whose three-year NSERC SPARK grant has run its course — have continued the program using their own resources.

Visit www.nserc.ca/science/spark/index.htm for information on the program and a sampling of the stories SPARK writers have produced.



Innovation Platform News

McGill's Peter Grütter to Head Up NanoIP

NSERC President Tom Brzustowski recently announced that Dr. Peter Grütter has been appointed Research Director of NSERC's Nano Innovation Platform (NanoIP).

An associate professor of physics at McGill University, Dr. Grütter is also an NSERC Steacie Fellow (2001). He is now forming an Advisory Committee to help him determine how best to invest the \$1 million annual budget NSERC has initially dedicated to the NanoIP.

For more information, visit www.nserc.ca/news/2002/p020523.htm.



Dr. Peter Grütter

NSERC and eMPOWER Offer Support to High-Tech Students

eMPOWER and NSERC have launched a new \$1million program to spur graduate studies in information technology hardware.

Professors will compete for funds to support students in microelectronics, photonics, optoelectronics, wireless and radio. Each grant will provide up to \$20,000 for a master's or doctoral student or \$5,000 for an undergraduate.

The first competitions for the awards will be conducted over the next three months by the three Networks of Centres of Excellence in the eMPOWER fields, specifically CIPI, CITR and Micronet R&D. Professors who are not members of these networks and who wish to be considered should contact Dr. William Coderre, NSERC, at (613) 996-1403.

Owen Egan

NSERC Renames Research Grants Program

Changing a name is never easy, especially when the program involved is the Council's biggest. Why then, you might ask, is NSERC now calling "Research Grants" "Discovery Grants"?

NSERC offers a wide variety of grants. They range from grants to support very fundamental research to grants for pre-commercial projects involving industrial partners. All of them are in fact "Research Grants," but in our former usage, we restricted this term to just one type of grant. This proved to be confusing. By introducing the term "Discovery Grants" for grants that allow university professors to explore fundamental questions of their own choosing, we believe we are more accurately describing the nature of the research that is envisioned. A Discovery Grant is exactly what you knew formerly as a Research Grant; the program itself has not changed.

We've changed the name of our Equipment, Major Equipment and Major Installation Grants as well, to reflect more accurately what our funds support. They're now Research Tools and Instruments Grants, or RTI's, Categories 1, 2, and 3, respectively, depending on the before-tax value of the item (see table below):

Old Name	New Name	Value
Equipment Grants	Research Tools and Instruments Grants Category 1	\$7,001 to \$150,000
Major Equipment Grants	Research Tools and Instruments Grants Category 2	\$150,001 to \$325,000
Major Installation Grants	Research Tools and Instruments Grants Category 3	More than \$325,000



Annie Boudreau, Convergences

Dr. Michel Aubertin (left) and Dr. Bruno Bussière at the Mar. 27 launch of the NSERC-École Polytechnique-Université du Québec en Abitibi-Témiscamingue Industrial Research Chair in the Environmental Management of Mining Wastes (www.nserc.ca/news/2002/p020327_2.htm).

New Source of Research Funding for Defence Research

You may be interested in applying for research funding under the federal government's new **C**BRN **R**esearch and **T**echnology **I**nitiative (CRTI). The five-year, \$170 million initiative is part of the \$7.7 billion national security package announced in the 2002 federal budget.

The objective of the CRTI is to increase Canada's ability to respond to chemical, biological, radiological and nuclear (CBRN) incidents.

For more information, visit the CRTI Web site at www.crti.drdc-rddc.gc.ca.

New Council Members from Québec and BC

Allan Rock, Minister of Industry, and Dr. Rey Pagtakhan, Secretary of State (Science, Research & Development), recently announced the appointments of Mrs. Claude Benoit, President and Managing Director of the Old Port of Montréal Corporation Inc., and Dr. Max Blouw, Vice President (Research), University of Northern British Columbia, to three-year terms on NSERC's Council.

For biographical sketches, visit www.nserc.ca/media_e.htm.

Opportunities for Life Scientists

NSERC is joining other government agencies in contributing to the Human Frontier Science Program (HFSP). This program will allow Canadians to participate in international collaborations with the world's best life scientists, and provide training opportunities in foreign laboratories. Visit the HFSP Web site at www.hfsp.org for more information.

Newsbureau Activities

On May 24, at the University of Western Ontario, the then Secretary of State Maurizio Bevilacqua announced the 2002 NSERC Research Grants. It was one of his last official duties before being appointed Junior Finance Minister. Stories about this funding appeared on local TV and in at least 18 dailies across Canada.

During March, April and May, CBC TV's *CountryWide* featured four NSERC researchers. The University of New Brunswick's Eric Hildebrand, Marc-André Villard of the Université de Moncton, Queen's University's John Smol and David Miller of Carleton University were featured.

May 28-31, Discovery Channel's *@Discovery.ca* featured four NSERC researchers, who delved into the workings of host Jay Ingram's brain. University of Toronto's Konstantine Zakzanis monitored Jay's brain as he tested his sense of direction in a virtual city; Alan Kingstone of the University of British Columbia confused Jay's brain with tactile stimuli; University of Western Ontario researcher Mel Goodale put Jay's brain-vision connections through their paces; and Vinod Goel of York University explored the role of humour in the TV host's brain.

Luring Back Our Far-Flung PDFs

Many of NSERC's Postdoctoral Fellows pursue their studies outside of Canada — and for the very best of reasons. But we wouldn't want all of these people to live the rest of their lives abroad, so NSERC has begun to think how we can lure them back.

One approach is to let them know about opportunities in Canada, and to get this message across in a very personal way, NSERC staff travelling outside Canada on other business now regularly meet with PDFs.

"I happened to be in Germany on holiday in February, and I took off a little time from sightseeing to talk to one of our fellows working in Bayreuth. He was interested to know about all the opportunities opening up thanks to the Canada Foundation for Innovation, the Canada Research Chairs and increased NSERC funding. What's more, he was touched that someone from NSERC cared enough to seek him out. If there's a job for him here, I'm sure he'll come back," said Communications Director Tim Nau.

Other senior staff have contacted PDFs in the U.S., Japan and France.

Fall Visits Coming Up

NSERC's Research Grants and Scholarships and Fellowships Divisions are gearing up for their annual fall visits.

- In September, members of some Grant Selection Committees (GSCs) and NSERC **Research Grants** staff will visit the institutions named on our Web site (www.nserc.ca/programs/rgvisit2002_e.htm).
- Staff from the **Scholarships and Fellowships** Division will be visiting Vancouver and Halifax on September 13, and Toronto and Montreal on September 17, to promote NSERC scholarships and fellowships programs and talk about recent developments. They will also visit universities holding orientation sessions for students planning to apply for NSERC scholarships and fellowships.

To get more information, call Louise Benoit, the NSERC Site Visit Coordinator, at (613) 996-2985 or e-mail her at louise.benoit@nserc.ca.