



## **MBC MIDTERM REVIEW: 2007-2009**

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## 1) EXECUTIVE SUMMARY

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Metropolis British Columbia (MBC), formerly Research on Immigration and Integration in the Metropolis (RIIM), has, in its current and former incarnation, operated for nearly 14 years as a research centre focused on policy issues related to immigration and ethnic diversity in Canada. This long history has lent the research centre gravitas and credibility, and has allowed the creation of a solid and evolving network of scholars, policy-makers and practitioners committed to using research knowledge in the creation and implementation of social and economic policy.

This *Midterm Review* document is part of SSHRC's renewal process for each of the five Metropolis Centres in Canada, and gives each centre the opportunity to present data and interpretation on its progress in meeting the goals outlined in the original proposal to SSHRC made in 2007. Since MBC represents the third Phase of a 16 year project, we divide this executive summary into a description of our progress on core goals, which have been in place throughout the history of the centre, and new goals emphasized in Phase III.

### A) Core Goals: Research

Over the 13 years of the Metropolis Project so far, MBC/RIIM has produced research resulting in nearly 250 working papers, supported a vibrant research network with an even broader research footprint, and maintained a commitment to high-quality and policy-relevant research. In Phase III, we ran 3 Calls for Proposals (CFPs) for research projects, which attracted nearly 50 applications for funding. We supported 32 of these research projects, committing a total of \$587,000 to research through our CFPs. Given a total SSHRC commitment of \$900,000 over the relevant period, this is a high rate of pass-through to research projects.

The research projects supported by MBC always have 2 written outputs: a research paper posted in our Working Paper (WP) Series, and a one-page Policy Briefing Note (PBN). During Phase III, we have posted 33 working papers (with 39 accepted for posting), each of which has an associated PBN. More than 40 papers that started out as MBC/RIIM working papers made their way into the pages of refereed journals during 2007-2009. An additional 20 ended up as chapters in refereed books. In addition to the publication flow resulting from MBC-funded research projects, MBC researchers have a very large body of published research. We have a total research output of the MBC community exceeding 500 publications in refereed journals, 25 refereed books, and nearly 600 chapters in refereed books.

### B) Core Goals: Dissemination and Knowledge Transfer

MBC has a long history of running seminars, workshops and conferences. Events such as these offer researchers the chance to network with each other and, importantly, to network with other stakeholders. These other stakeholders include most obviously policy-makers in the Provincial and Federal Governments, but also people working in municipal governments and non-governmental organisations, and practitioners in the immigrant services sector.

During the first part of Phase III, MBC put on 22 events (with 3 more planned for Spring 2010). These included 5 workshops, which variously targeted knowledge transfer among academic researchers, between researchers and policy-makers, and between researchers and immigrant service sector practitioners. Another notable event was an international conference on the Economics of Immigration co-sponsored by MBC, the Province of British Columbia, the UK-based Centre for Research and Analysis of Migration, Social Sciences and Humanities Research Council of Canada, and Simon Fraser University. This event brought together leading scholars, representatives of municipal, provincial, and federal government as well as NGOs for a two-day research symposium on the economics of immigration. There were 69 participants representing seven countries, laying the foundation for future collaboration.

**C) Core Goals: Training**

More than 250 students were involved in MBC research projects during the first half of Phase III. About half of these were undergraduate students and half graduate students. In addition, 4 postdoctoral students have worked at MBC during Phase III. Finally, we have coordinated with the MITACS Network of Centres of Excellence to provide internships of \$15,000 for 4-6 graduate students per year. Basically, MBC serves as a clearing house and coordinator for students, faculty and non-university partners to connect researchers with stakeholders who require research to be undertaken. By definition, these internships generate research that is highly relevant to policy makers and/or our partners in the NGO sector. MITACS provides half of the \$15,000. With public- and private-sector partners, the community partner provides the other half of the \$15,000. With NGO partners, MBC and the community partner split that half. Consequently, from our point of view, MBC's activities as a coordinator acts as a conduit to free, or greatly subsidized, graduate student support.

**D) New Goals: Research**

The Domain structure of MBC changed in Phase III. We proposed to SSHRC an invigorated Economics Domain, and two new Domains: Settlement, Integration and Welcoming Communities (SIWC); and Justice, Policing and Security (JPS). A major success in Phase III has been the strengthening of our Economics domain. With the appointment of a new Domain Leader, and the corralling of at least 9 new researchers in the Economics domain, we have produced a large number of research projects and working papers over the first part of Phase III. The SIWC Domain has also been quite successful, attracting a large number of proposals, and, significantly, a large block of external funding through the Province of British Columbia. The JPS Domain has been less successful thus far, but we have as of September 2009, appointed a young and energetic new Domain Leader, and allocated substantial resources to his efforts to bring this domain to life.

In each Phase of Metropolis, the core funding commitment from SSHRC has declined in nominal terms, and declined strongly in real terms. Since our ability to support research is directly correlated with the funding we have available for research projects, we sought external funding for Phase III. We successfully engaged the Province of British Columbia in that effort, and they provide, through their Ministry of Advanced Education, \$100,000 per year in core funding to MBC. Since our overhead has not increased, this expansion of our financial envelope has nearly doubled our ability to fund research and dissemination projects. In addition, the major sponsor universities (UBC and SFU) contribute \$82,000 per year in cash for MBC activities and \$80,000 per year in research time stipends to the Co-Directors and Domain Leaders. This high level of non-SSHRC funding has enabled MBC to maintain a large research footprint in our areas of responsibility.

**E) New Goals: Dissemination and Knowledge Transfer**

MBC's working paper series has historically underpinned its knowledge transfer activities. In addition, Phase III has created the Policy Briefing Note as a dissemination tool. They are nontechnical one-page summaries of the research findings in the associated WP. PBNs are written by the researchers themselves, and directed at nontechnical users of the research. These are very popular downloads: the average PBN is downloaded 5 times as much as its corresponding working paper. In addition, they substantially speed up the research process for secondary research users. For example, research users in the Government of British Columbia have found PBNs to be effective substitutes for WPs.

The second new tool we introduced in the area of dissemination was the *master class*, typically a half- or full-day topical workshop aimed at our broad community of stakeholders. These workshops are aimed directly at improving the level of understanding of specific issues relevant to the research and policy areas of MBC. In June 2009, we ran our first master class on the Economics of Poverty. Nearly 150 people attended this workshop, and the feedback was very positive, essentially focused on encouraging us to offer more of the same. In October 2009 and November 2009, we have 3 more master classes on qualitative and quantitative reasoning (with about 30 registrants each).

## 2) RESEARCH

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In this section, we briefly describe the research outputs of MBC over the first 32 months of Phase III, that is, between April 2007 and December 2009.

MBC has two major functions important to the creation of new research. First, as a small granting institution, we fund new research projects. Second, and at least as importantly, we support a network of scholars in their research generation and promotion.

### A) Quantity, Quality and Variety of MBC Funded Research Projects

Over the 13 years of the Metropolis Project, MBC/RIIM has produced research resulting in nearly 250 working papers, supported a vibrant research network with an even broader research footprint, and maintained a commitment to high-quality and policy-relevant research. In this section, we offer some detail as to the quantity, quality and variety of research produced by MBC in the first half of Phase III.

#### *i) Quantity*

We ran and adjudicated 4 separate Calls for Proposals (CFPs) over the first half of Phase III. (We have 2 CFPs underway right now, and these will be adjudicated in February 2010.) Of these 4 CFPs, 3 were calls for research proposals, and 1 was a call for dissemination proposals. In this section, we discuss the results of the research CFPs, and we will return to our dissemination CFPs below.

Our 3 research CFPs attracted nearly 50 applications for funding. These proposals requested from \$10,000 to \$60,000, and were for projects lasting 1-2 years. This is a large supply of proposals. For comparison, the SSRHC standard grants program in Economics typically attracts about 150 proposals per year. We maintain high standards in our funding choices: our support rate is approximately 50%. Interestingly, a pattern that has emerged in our adjudication process is that whereas the majority of submissions pass the test of academic merit, only about half of them are demonstrably of policy interest. Our new CFPs have emphasized this pattern, and offered a route by which applicants can get pre-submission advice from policy-makers to improve their submissions.

Over the first half of Phase III, MBC funded 32 research projects. These projects had an average cost of more than \$18,000, and the total research funding among all these projects was \$587,000. This direct expenditure on research projects gives MBC a comparatively large research footprint. In particular, SSHRC's commitment of \$300,000 per year has yielded nearly \$200,000 per year in direct research funding. (We discuss our indirect support of research below.) This high rate of pass-through is possible at MBC because we have leveraged a large amount of external funding, including the support of the Government of British Columbia.

The research projects supported by MBC always have 2 written outputs: a research paper posted in our Working Paper (WP) Series, and a one-page Policy Briefing Note (PBN). These outputs of course come with a lag, typically of 12-24 months after the funding is delivered. Thus, the current flow of WPs represents the output of past funded projects. During Phase III, we have posted 33 working papers (with 39 accepted for posting), each of which has an associated PBN.

Policy Briefing Notes are a new research output produced by MBC for Phase III. They are nontechnical one-page summaries of the research findings in the associated WP. PBNs are written by the researchers themselves, and directed at nontechnical users of the research. Interestingly, and encouragingly, we have found substantial evidence that PBNs are a useful research output. First, they are very popular downloads: the average PBN is

downloaded 5 times as much as its corresponding working paper. Second, they substantially speed up the research process for secondary research users. For example, researchers in the Government of B.C. have found PBNs to be effective substitutes for WPs.

*ii) Quality*

Academic researchers often use publication in refereed journals and books as a measure of research quality. More than 40 papers that started out as MBC/RIIM working papers made their way into the pages of refereed journals during 2007-2009. An additional 20 ended up as chapters in refereed books. These numbers are slightly slippery due to title changes, breaking large working papers into small papers, and aggregating working papers into single published papers. This is a lot of quality output. In particular, given a total funding envelope of less than \$1 million over these 3 years, this is good value for money.

In addition to the publication flow resulting from MBC-funded research projects, MBC researchers have a very large footprint of published research. Aggregating the results from the annual reports from Years 1 and 2 of Phase III, and interpolating through 2/3 of Year 3, we have a total research output of the MBC community exceeding 500 publications in refereed journals, 25 refereed books, and nearly 600 chapters in refereed books.

**B) Self Assessment**

Phase III of the Metropolis Project brought MBC into being. The research centre changed in more than just its name. In our proposal to SSHRC, we identified 6 specific areas of improvement that we deemed critical to the meeting to the objective of producing research that could and would be used by policy-makers. These objectives included: (1) emphasizing the production of high-quality research even at the cost of a lower quantity of output; (2) reinforcing the policy-relevance of our research production; (3) creating mechanisms to disseminate our knowledge base among our stakeholders; (4) strengthening the Economics and Justice domains while maintaining the quality of our already strong Housing and Citizenship domains; (5) integrating the Government of British Columbia into our community; and (6) engaging the NGO community.

*i) Quality Research Output*

Phase III of MBC has resulted in some very high-quality pieces of research. Our objective of funding a smaller number of better and larger projects has come to fruition. We have funded 10 two-year projects, which is a step in the right direction. In addition, we funded 4 projects at a level of \$30,000/year, which is twice the typical support level.

*ii) Policy-Relevant Output*

In Phase III, we introduced a new adjudication process for both research and dissemination projects. This process is a two-hurdle approach, wherein projects have to meet a threshold on *both* scholarly merit *and* policy interest. The adjudications thus all have two teams, an academic team (led by the co-directors and domain leaders) and a policy team, led by nominees of the Board of Directors of MBC. Each funded proposal must pass both in terms of scholarly merit and in terms of policy interest and merit.

This has had two important results. Firstly, the integration of policy stakeholders into our adjudication process has tightened our links with those stakeholders, and allowed for a substantive two-way conversation on what constitutes interesting and useful research. Secondly, proposals that lack policy relevance have not been funded.

An interesting turn of events here is that, in general, it has been the policy team that has rejected proposals. Consequently, in our new CFPs (currently underway), we have a designated policy liaison person who can help academics writing proposals connect more clearly and obviously with policy-oriented readers.

*iii) Dissemination of our Knowledge Base*

MBC introduced a few new tools in Phase III in the area of dissemination. First, we now have an annual Call for Proposals for Dissemination Projects. The projects are solely oriented towards dissemination of the existing knowledge base of MBC working papers, or more broadly, the research produced by the Metropolis Project in general. In the first round (held last year), we funded 3 dissemination projects. At this time, only one of those projects has been completed. This project was to create topical fact-sheets on immigration issues using the knowledge base of MBC, and to host these fact sheets on a one-stop-shopping immigration information service. This service, hosted by AMSSA, is now up and running, and represents a major success of our dissemination project strategy.

We currently have a dissemination CFP underway (closing 29 January 2010). One feature of the last CFP was the low supply of submissions---we funded approximately \$25,000 worth of dissemination projects, even though we had allocated \$40,000 to that type of project. For the current CFP, we have engaged the services of a marketing contractor whose purpose is to get us a bigger and better supply of proposals for funding. We will have information on the success of this effort in early February.

The second new tool we introduced in the area of dissemination was the aforementioned *master class*. A master class is typically a half- or full-day topical workshop aimed at our broad community of stakeholders, including policy-makers, practitioners, NGO personnel and the general lay public. These workshops are aimed directly at improving the level of understanding of specific issues relevant to the research and policy areas of MBC. As already noted, in June 2009, we ran our first master class on the Economics of Poverty. Nearly 150 people attended this workshop, and the feedback was very positive, essentially focused on encouraging us to offer more of the same. In October 2009, we ran a smaller master class on community-university partnerships in research production. In November 2009, there is a pair of master classes on quantitative reasoning (with 30 registrants each at press time). We are hopeful that we can continue to offer master classes on topics of sufficient interest to attract large numbers of our stakeholders. In addition, we have experimented with charging for these events, with an eye to using them as a revenue source to support other MBC dissemination activities.

The third major new dissemination tool introduced in Phase III was the *policy briefing note*. These are very popular downloads. Our most popular PBNs have been downloaded more than 4,000 times. In part, they are popular because they allow researchers to quickly get a sense of papers, and of whether or not they need to read them. This may substantially speed up the research process for nonacademic users of the research. Indeed, the midterm review filed by the Province of British Columbia emphasizes that the policy briefing note format is widely useful among their policy researchers, and they request that we go back and make PBNs for our entire stock of working papers produced up to 2007. We are currently working on generating funding for the production of those 'historical' PBNs.

*iv) Strengthening Economics and Justice Domains*

A major success in Phase III has been the strengthening of our Economics domain. With the appointment of David Jacks as Domain Leader, and the corralling of several new researchers in the Economics domain, we have produced a large number of research projects and working papers over the first part of Phase III. A very nice example of this strengthening is a project by Phil Oreopoulos (University of Toronto). This project secured a \$30,000 grant from MBC in our first research CFP, and used nearly \$100,000 worth of work-study students from the University of Toronto, to conduct an audit study of employer discrimination against immigrant workers. Because studies like this are so expensive, the last studies of this sort in Canada were conducted in the 1980s. The study found that much of our received wisdom about immigrant disparity is simply wrong: for example, the

study found no evidence of under-valuation of foreign educational credentials, but strong evidence of under-valuation of foreign work experience, and very compelling evidence of name-based discrimination.

This particular study exemplifies 3 aspects of the invigoration of the Economics Domain. First, Professor Oreopoulous is a top young labour economist, who strengthens our national and international reputation. Second, we went 'outside the box' and sought out economists from across Canada, and did not see Oreopoulous' tie to the University of Toronto as an obstacle. Indeed, in our current research CFP, we actively encourage cross-centre applications for funding. Third, we looked outside 'traditional' regression-based labour economics for new energy in the Economics Domain. Oreopoulous' field experiments, Arifovic's lab experiments, Friesen and Krauth's natural experiments, and Mongrain's theoretical work all highlight the way in which MBC's economics of immigration is working on margins that are newly emergent onto the 'economics of immigration' scene.

Finally, we have been trying to weave the economics research and researchers at MBC into the international research effort on international migration. In aid of this, MBC (jointly with the Government of British Columbia) ran a conference on the Economics of Immigration during May 2009. The call for papers for the conference attracted more than 50 submissions, and less than half were accepted for presentation. The conference itself attracted about 60 participants from our researcher and stakeholder community, and we anticipate that the connections made therein will underlie a new set of research agendas in the future.

The Justice, Policing and Security domain was a new one for Phase III. We recognized at the time that creating a new research domain represented a significant challenge, and we mobilized resources to face that challenge. In the first year of Phase III, we held workshops at the Universities of British Columbia and Victoria and at Simon Fraser University to try to energize researchers in this area and to generate a supply of proposals for our CFPs. This effort was somewhat successful: 6 proposals were submitted in the JPS domain over the first 3 research CFPs, and 4 projects were given MBC research grants.

While these numbers suggest that the domain is alive, it is clear that there is still a long ways to go before we can legitimately call it 'lively'. To this end, we have recently appointed a new Domain Leader, Ben Perrin, to take on the job of creating a research community at MBC in this area. His first task has been to construct a list of potential researchers, comprised of university faculty in a variety of departments not typically tapped by the Metropolis network. These include the Faculty of Law at UBC, the Department of Criminology at SFU, and other academic units with interests in the areas of diversity and law.

A second task undertaken by Professor Perrin is to offer a series of workshops at UVic, UBC and SFU to introduce researchers to the possibilities offered by the Metropolis Network in general and by MBC in particular. These workshops will be held in late November 2009, and will emphasise the current research and dissemination CFPs. We are quite hopeful that our new domain leader in Justice, Policing and Security will bring this domain up to its full potential.

*v) Integrating the Government of British Columbia into the Research Centre*

Immigration and settlement is a jointly managed area of responsibility between the Federal and Provincial governments of Canada. As such, it was natural to involve the Province of British Columbia in the management and funding of MBC in Phase III. The Government of British Columbia has members on our Board of Directors and all of its constituted subcommittees, including the research and dissemination committees which handle CFPs. The Province of British Columbia also contributes directly to the core funding of MBC in the amount of \$100,000 per year. Our midterm review with the Province is currently underway, and we are confident that they will find in favour of continuing with the existing funding arrangement.

*vi) Engaging the NGO Community*

MBC was constituted in Phase III with an explicit charter governing its relationship with its community partners. This charter is included as an appendix in our original submission to SSHRC. It specifies, among other things, that dissemination of research should be a funded priority and that our NGO and community partners should be consulted and involved at all stages of the research process.

As detailed above in Section 2-B-iii), we have made much progress in the direction of dissemination, especially with respect to our NGO and community partners. The integration of these partners into our research process has been a long road, beginning with the inclusion of NGO representatives on our Board of Directors more than a decade ago, and culminating more recently with NGO-led dissemination projects. A basic building block for this activity is trust. Our community partners have to trust that we won't just use them to justify our requests for funding and to act as a source of primary data. We have to trust them to have a stake in the production of unbiased and impartial knowledge, rather than just supporting advocacy-oriented research.

This trust takes a long time to build, and we are now seeing the results of that trust. We have NGO representatives on all of our subcommittees that manage and adjudicate our CFPs. We have NGO partners in many of our proposals for research and dissemination grants. We are running Master Classes and other workshops in collaboration with community partners, especially the Affiliation of Multicultural Service Societies Agencies of British Columbia.

### **3) TRAINING: RESEARCH PROJECTS, CONFERENCES, KNOWLEDGE TRANSFER, RESEARCH NETWORKS AND EVALUATION**

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#### **A) Student Training in Research**

Our annual reports give detailed information on the numbers of students working on projects in each of our research domains. To get a sense of the numbers, we present here just the overall magnitudes. More than 250 students were involved in MBC research projects during the first half of Phase III. About half of these were undergraduate students and half graduate students. In addition, 4 postdoctoral students have worked at MBC during Phase III. Approximately half of our student researchers were paid, the other half were unpaid researchers.

MBC has a very large presence in the training and supervision of students. These numbers reveal that MBC engages in as much training as a medium-sized high-profile university department. Our relative footprint in graduate training is even larger than a typical university department.

A key measure of our training impact is in the current size of immigration and diversity as a subdiscipline in various social science disciplines. When the Metropolis Project began in the early 1990s, immigration was essentially a nonissue in some social sciences (for example, in Economics). Now, we see courses on immigration and diversity in many departments. This is because young faculty members, who trained under Metropolis in its early years, are now movers and shakers in a large number of Canadian universities.

#### **B) Other Training**

MBC supports graduate students through Master's- and PhD-level supervision. Of course, one might argue that university faculty would do this with or without MBC's funding. MBC also supports graduate training through several other mechanisms. Firstly, we offer one of the few ways that graduate students can get funding to go to conferences. MBC has supported the attendance of 10-20 graduate students per year at the annual Canadian Metropolis conferences. This support has taken the form of funding the travel and research expenses of graduate students

presenting papers at these conferences. A consequence of this is that graduate students involved with MBC have an opportunity to present their research much earlier in their research careers than is typical.

Secondly, MBC has historically supported several graduate student research networks, including the Graduate Students Network of Migration Studies at UBC. The support of graduate student networks lying at the periphery of the Metropolis sphere has the added advantage of increasing the supply of proposals to MBC in the long term.

MBC offers several innovative forms of training that are new to Phase III. Most importantly, we have coordinated with the MITACS Network of Centres of Excellence to provide internships for 4-6 graduate students per year. As noted earlier, these internships are in the amount of \$15,000 and serve to match graduate student research interests with private-, public- and NGO-sector needs for research. Basically, MBC serves as a clearinghouse and coordinator for students, faculty and non-university partners to connect researchers with stakeholders who need research done. Then, MITACS provides half of the \$15,000. With public- and private-sector partners, the community partner provides the other half of the \$15,000. With NGO partners, MBC and the community partner split that half. Consequently, from our point of view, MBC's activities as a coordinator acts as a conduit to free, or greatly subsidized, graduate student support.

Finally, MBC has supported 3 post-doctoral students over the first part of Phase III. These post-docs have based their operations at UBC, and have all produced working papers for MBC.

#### **4) RESEARCH CAPACITY/ NETWORKS: EXCHANGES, PARTNERSHIPS, NETWORKS, PLANNING, EVALUATION**

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##### **A) Networks**

Built upon the previous two Phases, MBC has functionally networked with different levels of governments, NGOs and the research community across Canada. Federal departments have participated in our major meetings and adjudications. Specifically, Citizenship and Immigrant Canada, Canada Mortgage and Housing Corporation, Human Research and Development Canada, Canada Heritage, both at the head office and local office, have had members on our Board of Directors and its subcommittees, including the research and dissemination subcommittees. The City of Vancouver, a major city where immigrants to Canada tend to settle, is another major supporter of MBC. The B.C. government has long been a major player of MBC in terms of governance and participation. In Phase III, we have further consolidated our partnership with the B.C. government.

Since B.C. is one of the three provinces which signed an agreement with the Federal government for co-operation on immigration, the involvement of the B.C. government in issues related to immigration and multiculturalism is direct and influential. As one of the top three cities receiving immigrants in Canada, Metro-Vancouver naturally becomes a major site of research on immigration and multiculturalism. One of the measures to strengthen this relationship is financial support in the amount of \$100,000 per year for a renewable three year term, from the B.C. government to MBC. As part of the effort to include the Province in our Centre's mandate, we set up the Settlement, Integration and Welcoming Community domain which targets mainly, though not solely, provincially-based research issues. As indicated in Appendix 1, in the last three CFP, about 30% of the funded projects are designated for research priorities set by this domain. The provincial government also generously supported other events of MBC including co-sponsored our policy symposia, providing \$20,000 in the last three years for NGOs to attend Metropolis Conference, and hiring interns through MITACS program. With this important commitment, we have been able to support more high quality research projects, and to introduce calls for proposals for dissemination projects, which circulate the data that have been generated in the last thirteen years.

Over time, MBC has been recognized as the designated research institute to provide advice to different levels of government. For instance, MBC has been invited to send representatives to attend many standing committees, such as the B.C.-CIC Joint Committee on Immigration, and the City of Vancouver Mayor's Working Group on Immigration. One Co-Director currently sits on the Research Committee of the Welcoming and Inclusive Community and Workplace Program of the Province of British Columbia.

MBC encourages cross-province and cross-centre research. Since our affiliation is open to researchers from any university in Canada, we have attracted some researchers from outside B.C. to join us. In addition to contributing to our research outputs, they have brought in a national comparative dimension to our work. Meanwhile, they also help us to tap into other resources to enrich our research output. For instance, we provided critical financial support to Philip Oreopoulos to conduct a field experiment on resume discrimination. He already had secured nearly \$100,000 worth of in-kind (work-study student) support from his home institution, but lacked financial resources to actually mail out the resumes. Our support provided the stimulus which enabled the research, which from our point of view, was a bargain.

### **B) Partnerships**

NGOs are the backbone of Canada's immigrant settlement services. MBC has a close partnership with the provincial umbrella organization, The Affiliation of Multicultural Societies and Service Agencies of B.C. (AMSSA), and individual NGOs in the sector. In Phase III, we adopted a charter on community participation to encourage genuine collaboration with the NGOs to generate knowledge that can contribute to their programming and practice. 17 out of the 35 projects (including both research and dissemination) have involved NGOs as early as at the application stage. Meanwhile, the Co-directors and two domain leaders had attended the regional meetings of AMSSA to solicit research ideas and needs from its members. MBC also co-sponsored two e-symposia initiated and organized by AMSSA. Three of our researchers presented in the two symposia.

MBC has actively engaged our stakeholders in planning, exchange of information and decision making. Our board of directors is comprised of members from these different stakeholders. MBC holds an annual retreat in which we invite different stakeholders to review and envision policy contexts that may affect our research direction. The retreat also includes a domain-based small group dialogue which provides an opportunity for our researchers to discuss MBC's research priorities with members from different sectors and levels of government. These priorities are used to guide the annual CFP. MBC has established a dual process to adjudicate our CFP with a research committee comprising representatives from different stakeholders. In the dual process, a proposal will be assessed by academic assessors on its research rigor and by representatives from governments and NGOs on its policy/practice relevance. Finally, in Phase III, MBC has induced some measures to ensure information exchange among all these stakeholders in our policy symposia which are seen as a platform to share research findings and best practice in policy and practice on current issues.

### **C) Evaluation**

So far, MBC does not have a formal evaluation mechanism to collect feedback from the stakeholders although the Co-Directors and domain leaders will solicit informal feedback from our stakeholders. In our recent retreat (September 2009), the Assistant Deputy Minister of Advanced Education and Labour Market Development, which is in charge of the settlement service file, had openly acknowledged the contributions of MBC. Meanwhile, to determine possible future commitment of funding to MBC, the B.C. provincial government has conducted an evaluation on MBC. The results are positive. In brief, they have concluded that MBC has met the contract requirements in terms of quality and quantity of research output. The feedback from provincial staff and NGOs who have different encounters with MBC has been largely positive. We were also told that the research data generated by MBC were disseminated effectively,

particularly through the research symposia and workshops and are useful in helping the provincial government to validate its policy and programming.

We foresee that this consolidated relationship with our stakeholders will be further strengthened with the expansion of our dissemination efforts. In March 2010, we will organize the first policy symposium in Victoria. This will bring MBC research information to potential stakeholders, including policy branch staff and small NGOs, on Vancouver Island. Also, the 2011 Metropolis Conference, in which all the stakeholders will have an important role to play, will further this functional and positive partnership.

## **5) KNOWLEDGE FACILITATION (PLANNING, EVALUATION)**

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### **A) Knowledge Transfer Tools**

In Phase III, we have used multiple strategies to disseminate our knowledge to our stakeholders. First and foremost, the working paper series (WPS) is the major venue we use to report new research findings generated by our funded projects. The reputation of our WPS has also attracted submission from authors who have not received our funding. Occasionally, we reviewed and chose to publish some of these high quality papers that can contribute new knowledge to immigration and multiculturalism studies. So far we have accepted 39 papers and published 33 of them. In this Phase, to further connect with our stakeholders at the policy and NGO communities, we developed a one-page template of a policy briefing note (PBN). So far, we have very positive feedback from both communities. The PBN is praised for its relevance, conciseness and precision. Both the working papers and the PBN are popular according to the numbers of hits that we recorded. We foresee that by the end of this Phase, we will have another 40 new entries adding to our WPS.

As indicated in the provincial evaluation of MBC, people from the policy and NGO communities felt strongly that policy symposia and workshops are the most effective ways of knowledge transfer. Face-to-face presentations provide opportunities for them to listen and discuss findings with the researchers. So far, in Phase III we have organized and sponsored on average at least four policy symposia and workshops per year (See Appendix III). Topics of these symposia and workshops evenly covered issues concerning the five different domains. To reach out to a larger community, in this Phase, we have tried to extend the locations of our symposia and workshops to other parts of B.C.. With the effort of our Housing and Neighbourhood and Citizenship and Integration domain leaders, we held policy symposia in Kelowna and Victoria. Meanwhile, we have also worked with AMSSA, one of our key community partners, to extend the idea of e-symposia which by making use of teleconference technology, reaches audiences across the province.

To better disseminate the rich information generated in the last thirteen years, MBC has taken the advantage of the financial support from the provincial government and developed a new funding opportunity to solicit creative and innovative knowledge transfer initiatives from our members and stakeholders. In our first dissemination call for proposals, we received eight proposals and three were funded. Two of them were dissemination projects proposed by our community partners. The one by AMSSA has established a research E-Portal (<http://www.amssa.org/arc/>) which provides an interactive and systematic search engine connecting with all MBC materials. To publicize this new funding opportunity and to generate more innovative projects, we hired a marketing consultant to promote this dissemination CFP. We anticipate in our recent call which will be due on January 29, 2010, we will generate four to six dissemination projects that can further transfer the rich pool of research findings to knowledge that will be useful to not only our stakeholders but also the general public.

## **B) Knowledge Mobilization and Receptor Capacity**

We also realize that members of our stakeholder communities may not be able to understand some of the technicality of our projects. This may create barriers for them to access to our findings. Therefore, we had included in the work plan of Phase III an idea of master classes which will provide basic knowledge of how to appreciate social research. This past summer, one of our Co-Directors offered a master class on how to understand poverty with statistics for more than 120 participants who came from antipoverty NGOs. In October, we invited Dr. Uzo Anucha from York University to offer a master class workshop on “Community Engagement as a Methodological Practice in Research with Newcomer Communities”. Twenty people attended. Working with our colleagues in the provincial government, we are putting on two more master classes on how statistics and qualitative research, respectively, can inform the policy process. These workshops will be held both in Vancouver and Victoria.

Other than these major activities, members of MBC have actively taken part in different venues, such as academic conferences, community meetings and policy consultations, to present findings of their studies MBC has also actively been supporting other migration research networks. For instance, this year, we have collaborated with UBC Liu’s Institute of Global Security by sponsoring the visits of two experts on international migration and environmental issues who presented their research findings to different groups of audiences during their visits. Meanwhile, to foster a new generation of researchers, we have been sponsoring the graduate students’ conference of migration studies. In 2011, MBC will be hosting the annual Metropolis Conference which is a significant collaboration between MBC and not only the other four Metropolis Centres of Excellence, but also our local stakeholders. We have already started a consultation among our local stakeholders on the theme of the 2011 conference. We hope to ensure that as a major knowledge-transfer vehicle, this conference can facilitate a fruitful and productive exchange of ideas among different stakeholders of the various Metropolis networks.

## **6) MBC'S RESEARCH DOMAINS**

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MBC has 5 research domains: (1) Citizenship and Social, Cultural & Civic Integration; (2) Economic & Labour Market Integration; (3) Housing and Neighbourhoods; (4) Justice, Policing and Security; and (5) Settlement, Integration and Welcoming Communities. Our research projects have been distributed roughly equally across the domains other than Justice. The Justice domain has not attracted many proposals, and so we have only funded 3 projects in this domain. We consider the research and dissemination outputs and highlights of each domain in turn.

### *A) Citizenship and Social, Cultural & Civic Integration*

In the current funding period the Citizenship Domain was successful in launching initiatives designed to meet the general goals of MBC since 2007. Most importantly it has: i) widened the network of scholars and stakeholders in the community; included more fully universities and other stakeholders outside of Greater Vancouver (most notably the University of Victoria and immigrant associations on Vancouver Island); ii) focused on key concerns for practitioners, the scholarly and policy community addressing issues of cultural and religious diversity in particular in an urban context, civic and community engagement, the multicultural opening of key institutions in Canadian society, and the situation of immigrant youth; iii) attracted new and very experienced researchers to the Metropolis network; and iv) provided platforms for effective and engaging dissemination of research on social, cultural and civic integration.

In terms of its concrete accomplishments in Years 1 and 2, the Citizenship Domain succeeded in a number of ways. First, we have solicited high-quality proposals for the Metropolis sponsored research that target the priorities put forward by the domain. Research projects funded in years 1 and 2 focus on citizenship and community engagement, African immigrant youth, immigrant children in an urban environment, integration in the school system, the situation of refugees in BC, and Diaspora strategies of the PRC. In addition, we published 12 working papers in the MBC series related to the Citizenship domain.

Second, we have built new partnerships for the dissemination of research, for example with the SSHRC-funded knowledge mobilization Canada-Europe Transatlantic Dialogue ([www.carleton.ca/europecluster](http://www.carleton.ca/europecluster)). This resulted in two of the domain's affiliates presenting on issues of integrating immigrants at a conference at the Canadian Embassy in Berlin in June 2009.

Third, several workshops related to the domain were run over 2007-2009. Notably, we supported a policy workshop on "Immigration and Integration Policies in a System of Multi-Level Governance: an Urban Perspective" at the University of Victoria in March 2009. Domain participants also organized panels at the national and international Metropolis conferences, and also at the conferences of professional organizations such as the Canadian Political Science Association (The Politics and the Public Policy of Immigration in Advanced Industrialized States)

For the first half of Year 3, we expect 4 more working papers (they are in-process, or expected) to appear in the 2009 calendar year. One key event planned for the Citizenship Domain is a policy workshop on "Governing Immigration and Diversity on the Ground". This event is scheduled to take place in Victoria in March 2010. The BC government has already indicated its commitment to co-sponsoring the event. In order to attract participation from the policy community and stakeholders in the community the policy workshop is planned to be held at City Hall.

#### *B) Economic & Labour Market Integration (ELMI)*

In our proposal to SSHRC, we emphasized the question of how to unlock the economic potential of Canada's immigrants through their successful integration into the national labour market. The key to this integration process was thought to lie somewhere in the nexus of immigrants' occupational choice, language skills, foreign credentials and experience, and social networks on the one hand and the ability of Canadian firms to identify and fully utilize the unique potential afforded by immigrants.

Since 2007, MBC has sponsored eight projects which, although strictly falling in the economics domain, overlap with many of the concerns of other domains and which directly bear on the themes highlighted above. For example, Sylvia Fuller (Sociology, UBC) is investigating immigrant job mobility in the initial years after settlement and its implications for wages, immigrant career paths, and income dynamics. Likewise, Simon Woodcock (Economics, SFU) considers the question of whether immigrants and visible minority workers earn relatively low wages because they are concentrated in employment at low-wage firms or because they are concentrated in low-wage jobs within firms?

A number of projects funded under earlier calls for research have also yielded papers for inclusion in the Metropolis Working Paper series, fulfilling one of our basic mandates with respect to knowledge transfer. First, Jane Friesen (SFU) and Brian Krauth (SFU) explore peer effects in local enclaves and find that attending an enclave school provides minor benefits to Chinese home language students and major costs to Punjabi home language students, suggesting a potential role for the human capital and cultural norms of peers. Fernando Mata (Canadian Heritage) documents the extent to which the completion of post-secondary training in Canada or abroad may have facilitate workers' integration into the Canadian workforce while also detecting noticeable differences in labour market integration between those trained in Western versus non-Western educational systems. Dominique Gross (SFU) and Nicolas Schmitt (SFU) find that the inter-provincial adjustment mechanism through wage and labour mobility has been slowed down by the recent extension of the temporary-foreign-worker program to unskilled occupations. Finally, Philip Oreopoulos (UBC) uses resume-audits to provide evidence on the factors affecting interview request rates for immigrants versus non-immigrants, finding marked differences in English-named versus non-English-named applicants with similar education and experience. This last finding generated considerable public interest with Oreopoulos' research being featured in outlets such as the *Vancouver Sun* and *Globe and Mail*.

Another notable event in the past year with respect to knowledge transfer was a conference co-sponsored by MBC, the Province of British Columbia, the Centre for Research and Analysis of Migration, Social Sciences and Humanities Research Council of Canada, and Simon Fraser University. The organizational effort was spearheaded by MBC Co-director, Krishna Pendakur, and brought together leading scholars, representatives of municipal, provincial, and federal government as well as NGOs for a two-day research symposium on the economics of immigration. In sum, there were sixty-nine participants representing seven countries, laying the foundation for future collaboration.

### *C) Housing and Neighbourhoods*

In recent years, there has been increasing attention paid to the relationship between access to affordable housing and the residential concentrations of newcomers and minorities on the one hand, and their successful integration and inclusion on the other. Both the type of housing and the neighbourhood in which it is found affect social networks, access to employment opportunities, participation in and access to public social spaces, the nature and availability of social services, and general sense of security. In this domain, we seek to better understand the relationship between housing, neighbourhoods and integration into Canadian society.

Canadian and non-Canadian scholars/researchers affiliated with the Metropolis British Columbia have published 15 working papers (10 – 2007/08 and 5 – 2008/09) during the period 2007-2009 dealing with a range of issues related to “housing and neighbourhoods”. In addition, the researchers associated with the domain published more than 100 items just over 2008/9. Of these, 5 (4.8%) were books, 25 (23.8%) book chapters, 57 (54.3%) articles in research journals and 18 (17.1) were “other publications” (peer and non-peer reviewed).

We funded 7 projects, under the “Housing and Neighbourhoods” research domain during the first half of Phase III. These included: “Settlement Experiences in a Small City: A Joint Research Partnership between Thompson Rivers University and Kamloops Immigrant Services”; “Housing Cost-Burdens: Immigrant Families in British Columbia”; “The Socio-spatial Outcomes of Immigration to British Columbia”; “The Housing Experiences of New Immigrants and Refugees in Central Okanagan, B.C.: Does Housing Matter?”; “The Housing Crisis of Mexican Migrant Farm Workers in the Okanagan Valley”; “The Health & Housing in Transition Study: A Longitudinal Study of Health of Homelessness and Vulnerably Housed Adults in Vancouver, Toronto and Ottawa”, and “On-line Access Project – MBC Settlement Research Outcomes.”

In terms of knowledge transfer, our research affiliates did a great job by sharing their research and building extensive relationships with numerous other academics, local community researchers, government and non-government partners, policy makers, practitioners and students. This included web resources like reports from workshops/seminars/symposiums, information regarding upcoming events, as well as information on Metropolis national/international conference online conference proceedings. In addition, some innovative knowledge transfer strategies have been used in this domain. For example, a webinar (or, web-based video seminar) on ‘Finding our way: the journey from colonisation to partnership in Native/non-Native relations in Canada’, was broadcast to 60 First Nations in BC via UBC Learning Circle, Division of Aboriginal People’s Health. This webinar also led to an armchair discussion on the same topic.

### *D) Justice, Policing and Security*

With Benjamin Perrin as our new domain leader for the Justice, Policing and Security domain, there is renewed energy to build this relatively new area for Metropolis B.C. Dr. Perrin is Assistant Professor at the UBC Faculty of Law and a Faculty Fellow at the Liu Institute for Global Issues. His teaching and research interests include domestic and international criminal law, international humanitarian law, and human trafficking. He served as a law clerk to the Hon. Madam Justice Marie Deschamps of the Supreme Court of Canada, and was senior policy advisor to the Minister of Citizenship and Immigration. He is also writing a book, tentatively titled *Journey of Injustice: Canada's*

Underground World of Human Trafficking, to be published by Penguin Group (Canada) in October 2010. Benjamin Perrin's career has profitably mixed policy, practice and theory in the study of justice in our diverse community.

To actively seek out new Faculty members and graduate students to become engaged as researchers with Metropolis B.C. in the Justice, Policing and Security Domain, a series of research funding and networking information sessions are being held. In Fall 2009, information sessions were held at the two major universities in Vancouver. The events were well attended and several individuals have already approached Professor Perrin with requests for further information and to affiliate with Metropolis B.C. The MBC JPS domain has developed an email distribution list of relevant university departments beginning in the Vancouver-area to disseminate calls for proposals. Already some new researchers have affiliated with the domain and have been encouraged to apply for funding. The domain leader has also met with representative from the Liu Migration Network, a network of approximately one hundred graduate students working in the field of migration studies at UBC, to discuss future collaboration. The network, formerly called the Graduate Student Migration Network (GSMN), has been in existence since 2004. It is now affiliated with the Liu Institute, an arrangement that will provide more resources and opportunities for all members.

The JPS domain intends to continue to increase the number of senior and junior researchers with a view to increasing the number of research proposal applications made and approved. Efforts to collaborate with graduate students, like those in the Liu Migration Network, will also be pursued.

The arrival off the coast of Vancouver of a ship calling itself the "Ocean Lady" has prompted much public debate around the issues of illegal migration, human smuggling and the refugee determination process. On Wednesday October 28, 2009 the Liu Institute for Global issues at the University of British Columbia welcomed experts from both Canada and Australia to discuss the law and policy surrounding these issues. The event was co-sponsored by the Liu Institute for Global issues, the Canadian Bar Association Branch (International and Immigration Law Subsections) and the JPS domain of MBC.

#### *E) Settlement, Integration and Welcoming Communities (SIWC)*

The extent to which communities in B.C. are able to integrate/include immigrants, refugees and minorities depends on a number of societal conditions, some of which can be effectively altered by government policies. As part of the financial arrangement with the provincial government, the SIWC domain was established to focus on settlement and integration issues in, and the capacities of, local communities of British Columbia. The research priorities of this domain are given by, but not limited to, examination of: public policy instruments to enhance the capacity of cities and communities in B.C. and Canada at large for receiving and integrating immigrants, refugees, and minorities; and issues and processes of immigrant and refugee settlement and integration in communities across B.C. To accomplish these two priorities, three major strategies have been employed in coordinating research and knowledge transfer activities.

The first priority has been to engage researchers in this domain. In the first year, we focused on recruiting new members while consolidating previous affiliates who were actively engaged in the Society and Health domain of the former RIIM. To promote the first call for proposals, an invitation via email was sent mainly to colleagues in sociology and social work programs in British Columbia encouraging them to join this domain and submit research proposals. As a result, we successfully recruited several new members including two social work researchers from Thompson Rivers University. Their project, which studied immigrant settlement services in the Interior of B.C., was funded in the first CFP. This was an important breakthrough, particularly in view of the increasing interest in the regionalization of immigrant settlement by both the federal and provincial governments. In the last three CFPs, a total of 7 projects were funded under this domain.

All projects funded in the SIWC Domain have been qualitative studies. This phenomenon drew our attention to how qualitative research can inform policy and practice in view of a general sentiment that policy people tend to prefer quantitative studies. Thus, we organized a roundtable meeting of researchers and stakeholders, which attracted 12 qualitative researchers and 12 community stakeholders, in order to try to dig into this issue. The meeting successfully connected the qualitative researchers and initiated a discussion on how to connect qualitative research with the policy process.

Community organizations have traditionally been involved in the Metropolis project, although their role tended to be minimal and passive. In the spirit of greater community engagement associated with the new Phase of Metropolis, this domain has actively been trying to strengthen our university-community ties. Our aim is to increase the collaboration between community organizations and university researchers by developing various forums that bring members from both sides together. In the first two years, the Domain Leader attended the provincial meeting of the Affiliation of Multicultural Societies and Service Agencies of British Columbia (AMSSA) to solicit research ideas from its members. On behalf of the domain, the leader also contributed a brief article to AMSSA's newsletter to introduce the new mandate of MBC. With our efforts in connecting this domain with the our partners in the community, almost all the research proposals funded under this domain have had strong partnerships with community organizations.

The domain organized and participated in a number of events in Phase III. A policy symposium on refugee settlement issues was held in October 2009. More than fifty researchers and policy and program practitioners attended the symposium to share and discuss issues on housing, mental health and innovative programming and practice for refugees. We also held, in collaboration with our Housing domain leader, a symposium on "The Regionalization of Immigrant Settlement in Canada: The Attraction-Retention of New Immigrants in the Okanagan Valley". In this symposium, research findings of studies funded under this domain were presented. In March 2010, led by the Citizenship and Integration domain, a policy symposium on local governance of immigration will be held at Victoria B.C. This symposium will also explore issues related to the idea of welcoming communities. Meanwhile, as a member of the Research Advisory Committee, the domain leader has kept an active role in formulating the research agenda of the Welcoming and Inclusive Community and Workplace Project (WICWP) initiated and led by the Ministry of Advanced Education and Labour Market Development Immigrant Integration Branch.

## 7) CONCLUSIONS

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Metropolis British Columbia has absorbed \$900,000 of support from SSHRC in its first 3 years of Phase III. This report demonstrates that SSHRC, and its consortium of Federal funding departments, has received excellent value for money from its support of MBC. Nearly two-thirds of this core funding has passed straight through to funded research projects. This research funding has resulted in 39 working papers in Phase III, and nearly 60 published papers in refereed books and journals during the Phase III period. MBC has also used its resources to advance the knowledge transfer aims of SSHRC: we have run workshops and conferences, served as an organizational hub for researchers and stakeholders in the area immigration and ethnic diversity, and produced the innovative policy briefing note series. Finally, just as SSHRC is committed to supporting graduate training, MBC has spent approximately half of its core funding on graduate student research assistantships, and has leveraged additional funding for graduate student training through post-doctoral support and MITACS internships. In summary, MBC is a high-performing research centre in terms of its research production, knowledge transfer and graduate training activities. We believe that we merit funding renewal for Years 4 and 5.

**Table 1: ESTIMATED PUBLICATION FLOW from MBC Researchers**  
**April 2007-December 2009**  
 (values are interpolated from sum of 2007-8 and 2008-9 annual reports)

Policy Priority		1	2	3	4	5	6
		Citizenship and Social, Cultural and Civic Integration	Economic and Labour Market Integration	Family, Children and Youth	Housing and Neighbourhoods	Justice, Policing, and Security	Settlement, Integration and Welcoming Communities
<b>Books</b>							
Submitted	Peer-reviewed	3	0	0	7	0	1
	Non-peer reviewed	0	0	0	0	0	0
Accepted for publication	Peer-reviewed	15	0	0	8	0	0
	Non-peer reviewed	0	0	0	0	0	0
Published	Peer-reviewed	17	4	0	7	4	1
	Non-peer reviewed	1	0	0	0	1	0
<b>Book Chapters</b>							
Submitted	Peer-reviewed	8	3	0	23	1	4
	Non-peer reviewed	0	0	0	0	0	0
Accepted for publication	Peer-reviewed	37	15	0	21	9	13
	Non-peer reviewed	3	0	0	0	0	0
Published	Peer-reviewed	74	12	0	28	4	19
	Non-peer reviewed	0	0	0	0	0	3
<b>Articles in Research Journals</b>							
Submitted	Peer-reviewed	17	55	0	27	4	16
	Non-peer reviewed	0	1	0	0	0	0
Accepted for publication	Peer-reviewed	39	44	0	41	5	20
	Non-peer reviewed	0	0	0	0	3	0
Published	Peer-reviewed	64	43	0	61	15	53
	Non-peer reviewed	0	0	0	5	0	5
<b>Other Publications</b>							
Submitted	Peer-reviewed	1	0	0	1	0	1
	Non-peer reviewed	1	3	0	8	0	0
Accepted for publication	Peer-reviewed	3	5	0	19	7	9
	Non-peer reviewed	1	4	0	0	0	1
Published	Peer-reviewed	9	3	0	15	0	15
	Non-peer reviewed	36	4	0	17	4	25

Numbers

**Table 2: KNOWLEDGE DISSEMINATION ACTIVITIES April 2007-December 2009**

Use the table below to indicate the number of knowledge-dissemination events that have already been held (H) or that you plan to hold (P). Also indicate whether the events are aimed at primarily academic audiences or primarily non-academic audiences, or both.

Event Type	# Aimed at academic audiences		# Aimed at non-academic audiences		# Aimed at both academic and non-academic audiences	
	H	P	H	P	H	P
Workshop	3				2	2
Conference					1	
Congress						
Symposium			1		3	
Brown Bag Seminar	2					
Meeting	1					
Other(s) - Please specify: - Public Lecture	3				6	1



**Table 3b: ESTIMATED STUDENT INVOLVEMENT, in person-years****April 2007-December 2009****(values are interpolated from the 2008-2009 MBC annual report)**

**Students and Postdoctoral Researchers:** Indicate the total number of students and postdoctoral researchers (both paid and unpaid) that have been participating in Metropolis to date.

<b>Paid</b>	<b>Policy Priority</b>	<b># Canadian</b>	<b># Foreign</b>	<b># Unknown</b>
Undergraduate	1			64
	2			5
	3			
	4			3
	5			
	6			5
Masters	1	3		11
	2		3	5
	3			
	4			8
	5			
	6			5
Doctoral	1			13
	2	3	13	5
	3			
	4		3	11
	5			
	6			8
Postdoctoral	1			
	2			
	3			
	4			
	5			
	6			

<b>Unpaid</b>	<b>Policy Priority</b>	<b># Canadian</b>	<b># Foreign</b>	<b># Unknown</b>
Undergraduate	1			3
	2			
	3			
	4			
	5			13
	6			
Masters	1	64	24	51
	2	21	40	88
	3			
	4	11	3	51
	5	8		19
	6	11	11	72
Doctoral	1	67	69	125
	2	5	29	13
	3			
	4	16	24	72
	5	11	27	37
	6	13	19	72
Postdoctoral	1			
	2			
	3			
	4		3	
	5		3	
	6			