

share of the direct and indirect costs of research than has been traditionally the case in order to fill the widening gap in the overall financial support structure. This expansion is in line with a recommendation to that effect made by the Wright Task Force, the Canadian Manufacturers Association and others to the effect that the Councils should be funded to meet all of the costs of the research they support. What is proposed by NSERC, however, is only a modest step in that direction and involves largely the acceptance of a greater share of the direct costs.

I would like to highlight three NSERC programs that are designed specifically to bridge the widening gap in the federal/provincial support structure and to fill the vacuum left by the gradual and forced withdrawal of university funding from these important areas.

The first program, introduced in 1980, is the program of University Research Fellowships. In 1979, when we were developing our first Five-Year Plan, we identified and quantified the serious attrition rate of the existing professoriate which will commence in earnest about 1990 and accelerate rapidly through the 90s. This fact, coupled with a lack of faculty positions for young people during the 1980s, translates into critical shortages of professors in the decade ahead. Furthermore, similar situations in almost every western industrialized nation suggest that our past dependence on immigration to alleviate such problems is no longer available to us to anything near the same extent.

Because of the lack of sufficient funds and the almost complete absence of new faculty openings at the present time in many disciplines, universities themselves are in no position to implement plans to meet the serious faculty shortages anticipated for the 1990s and to provide new career opportunities for young faculty. To help meet the universities staffing requirements, NSERC has developed a temporary pool of truly outstanding young doctorates, most of whom will hopefully end up in a tenured university position once those positions will become available. This program, which provides salary support and research grants for an initial 5-year period, is extremely successful: although it is not unique, it is probably the most ambitious initiative of its type in the world.

Since 1980 we have received 1,739 nominations and we have offered over 400 fellowships of which 369 have been accepted. Almost one-third of the recipients of these awards returned from abroad to take up their awards, which implies a significant "brain gain" for Canada.

Figure 6 shows what happened to the first group of fellows who received their awards in 1980 and who reached the end of their first term in 1985. Of the original 94 recipients, 72 fellows are now in tenure track positions in a Canadian university. This represents a very high success rate and obviously we are very pleased with the program.