



## **Emergency Retention Mechanism Statement**

### **Canada Research Chair – Tier 1**

#### **Faculty of Arts**

The University of Calgary intends to nominate an exceptional research leader for a Tier I Canada Research Chair (CRC) in the Faculty of Arts. This Chair position is an Emergency Retention.

This researcher has been actively recruited by other institutions for a CRC position, and the University of Calgary wishes to retain this Faculty member. The loss of this individual would be detrimental to the university's Ahead of Tomorrow Research Plan and the strategic priority areas of *Health and Life* and *Cities and Societies*.

The University of Calgary continues to track and monitor its equity targets and gaps for CRC allocations. The decision to apply the Emergency Retention mechanism was taken in anticipation of future equity and diversity targets.

The University of Calgary recognizes that candidates have varying career paths and that career interruptions can be part of an excellent academic record. Assessment committees have been instructed to carefully consider and be sensitive to the impact of career interruptions when assessing the candidate's research productivity. All nominations are subject to review and approval by the Canada Research Chairs Tri-Agency Institutional Programs Secretariat.

This transparency statement has been posted to fulfill the requirements of the Canada Research Chairs Program (See [Requirements for recruiting and nominating Canada Research Chairs](#)).

This decision was approved by:

Dr. William Ghali, Vice-President (Research)

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If you have any questions or concerns regarding this decision, please contact:

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