

## Emergency Retention Mechanism Statement

Canada Research Chair – Tier 2

Cumming School of Medicine

The University of Calgary intends to nominate an emerging leader for a CRC Tier 2 Canada Research Chair in the Cumming School of Medicine. This Chair position is an emergency retention.

This researcher has been offered a CRC position at another institution, and the University of Calgary wishes to retain this Faculty member. The loss of this individual would be detrimental to strategic priority areas of the University, including *Human Dynamics in a Changing World*, the Indigenous Strategy *ii'taa'poh'to'p*, and the *Clinical, Health Services and Population Health Research Platform Strategy*.

The University of Calgary continues to track and monitor its equity targets 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 give careful consideration to, 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:  
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If you have any questions or concerns regarding this decision please contact:  
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