

DATE: April 16, 2019
SUBJECT: CRC Tier 2 Emergency Retention Mechanism

The Canada Research Chairs program allows institutions to engage an Emergency Retention Mechanism in very exceptional circumstances in order to assist us in the retention of outstanding scholars who will help ensure that the University continues to grow its leadership capacity in research, performance, innovation, discovery, and graduate studies. The University of Lethbridge will be engaging this mechanism in 2019 in order to nominate an exceptional scholar to a vacant Tier II Canada Research Chair position. This memo has been posted to fulfill the requirements set out by the Canada Research Chair Tri-Agency Secretariat (TIPS; [see section 8](#)).

In early 2019, the Office of Research and Innovation Services (ORIS) was notified by the Interim Dean of Fine Arts that an individual within their ranks had interviewed for, and received a verbal offer of a CRC Tier II Research Chair position by a competing institution. At this time, in consultation with the CRC, ORIS conducted a capacity review of the CRC program and determined that as a result of the recent reallocation exercise conducted by the Tri-Agency Secretariat (conducted every three years by TIPS) in the late Fall of 2018, that we had the capacity required to engage the Emergency Retention Mechanism. Additionally, ORIS and the Interim Dean conducted a Merit Review and determined the candidate was eligible for the program and had demonstrated a track record of both academic and creative excellence, as well as had a proven commitment to mentorship and service to both the discipline and the community that would ensure a competitive nomination package could be compiled.

In alignment with the CRC program guidelines, this decision was not made lightly; a number of factors were considered before moving forward. First, ORIS referenced the Strategic Research Plan (SRP) and CRC Strategic Plan Summary to ensure the strategic fit of the nomination within the institutions research and program priorities. Second, ORIS considered the implications of such a decision on our equity, diversity, and inclusion (EDI) plan and targets for both the CRC program and the institution more broadly. It was determined that the retention of this individual would positively affect our EDI targets and objectives on numerous levels, including a contribution to research and academic reform. Upon completion of these reviews, it was determined that this was an appropriate use of program capacity and as a result, the decision was made to engage the Emergency Retention Mechanism.

This decision has been approved by:

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If you have any questions or concerns regarding this decision, all inquiries can be directed to:

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