

DATE: July 6, 2021

SUBJECT: Emergency Retention Mechanism Statement – Canada Research Chair (Tier 1)

The Canada Research Chairs program allows institutions to engage an Emergency Retention Mechanism in very exceptional circumstances 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 intends to nominate an exceptional scholar for a CRC Tier 1 Canada Research Chair in the Faculty of Arts and Science.

There have been active efforts by other institutions to recruit this researcher for a CRC position, and the University of Lethbridge wishes to retain this individual. The loss of this individual would be detrimental to strategic priority areas of the University, including *Expand Research, Scholarly Inquiry, and Creative Activity; Prepare the Next Generation for a Changing World; Enhance Community Outreach and Engagement; and Engage Cross-sector Industry Partnerships for Knowledge Mobilization*.

The Office of Research and Innovation Services (ORIS) has considered the implications of this decision for our future equity, diversity, and inclusion (EDI) plan and targets for both the CRC program and the institution as a whole. The retention of this individual would benefit numerous EDI objectives and goals, including a contribution to research and academic reform.

Posting this transparency statement fulfills the requirements set out by the Canada Research Chair Tri-Agency Secretariat (See [Requirements for recruiting and nominating Canada Research Chairs](#)).

This decision has been approved by:
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Please direct your questions or concerns regarding this decision to:

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