



Emergency Retention – CIHR Tier 2

The VPR and Provost have approved a request for use of the emergency retention mechanism to retain an excellent U of G faculty member. The request and approval comply with the [University's CRC Procedures](#) for use of emergency retention which state:

Decisions to use a CRC for emergency retention will be made by the Provost & VPA and VPR in consultation with the CRC Advisory Committee and in accordance with CRC [guidelines for ensuring a fair and transparent recruitment and nomination process](#). CRCs designated for emergency retention will be posted on the Office of Research CRC page, with a justification for emergency retention and explication of the decision-making process.

Justification

The emergency retention mechanism is being used in this instance because this faculty member, who is a significant asset to the University, has recently been invited to apply to several different tenure-track positions at well-renowned institutions in Canada and internationally.

The individual is an exceptional early career scholar, who is highly sought after for their expertise in their discipline. There are very few scholars in this area of research, creating a significant retention risk as academic institutions across Canada and globally expand their academic and research investments in this area. The candidate will advance numerous aspects of the University's Strategic Research Plan (SRP) 2023-2028, bringing together two Themes (Fundamental: Discovery and One Health) and two of the University's Discipline areas of research strength: Veterinary Medicine and STEM. This candidate's research is also a central component of the U of G's growing strengths in translational health research. Retaining this individual and their growing program would provide essential research leadership and research strengths that will further our research goals.

The University has taken into consideration its equity and diversity targets when making this decision. While the University is currently meeting its targets, the retention of this individual will continue to support institutional EDI initiatives and diversity in the pool of chairholders across the institution.

Decision making process

The request for use of the emergency retention mechanism was submitted to the VPR and Provost. The University's CRC Advisory Committee reviewed the request which included a rationale and the candidate's CV and recommended that the request for emergency retention be approved. The VPR and Provost reviewed the request and the committee's recommendation and approved the request.