

Emergency Retention – NSERC Tier 1

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 candidate has received an offer for a Tier 1 CRC from another university
- The candidate is on a remarkable career trajectory, has received a number of significant honours and awards over the past 2 years, and is well qualified for a Tier 1 CRC
- The Advisory Committee, and the VPR and Provost have taken equity, diversity, and inclusion into consideration
- The candidate's research aligns strongly with University strengths and strategic research priorities. The candidate has built important relationships with partners and a strong international network of research collaborations
- The University is meeting its CRC Equity Targets
- The candidate has demonstrated their commitment to the principles of equity, diversity and inclusion, and their trainees routinely secure excellent positions in academic and industry. Their training plans are recognized by peer reviewers for "a very thoughtful approach to equity, diversity, and inclusion.
- Their HQP training has been recognized as "exceptional" by peer reviewers

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.