

Emergency Retention Mechanism Statement

Posted on March 19th, 2024

The Canada Research Chairs program allows institutions to engage an Emergency Retention Mechanism in very exceptional circumstances to assist institutions in the retention of outstanding scholars. The University of Victoria intends to use the emergency retention mechanism to nominate an exceptional UVic researcher for a Tier 1 Canada Research Chair.

Justification:

- The candidate has been recently approached for recruitment by several other institutions, within and outside Canada.
- The candidate is well qualified for a Tier 1 CRC with a remarkable career trajectory, being recognized as a world-class leader in their area.
- The candidate's research aligns strongly with UVic's strategic research priorities and impact areas. The loss of this individual would be detrimental to strategic priority areas of the University, including advancement of equity, diversity and inclusion goals.
- This retention is being done in careful consideration of current and future equity and diversity targets for the allocation of CRCs, especially in regards to underrepresentation in the Tier 1 category.
- The utilization of the Emergency Retention mechanism was done in compliance with the Canada Research Chairs Program requirements (refer to [Requirements for recruiting and nominating Canada Research Chairs](#)).

All CRC nominations are subject to review and approval by the Tri-Agency Institutional Programs Secretariat.

This decision was approved by:

Dr. Lisa Kalynchuk, Vice-President Research and Innovation

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If you have any questions or concerns regarding this decision please contact:

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