

Transparency Statement for Using Emergency Retention Mechanism

Ryerson University intends to use the emergency retention mechanism to nominate one of its faculty members for a NSERC Tier 2 Canada Research Chair. The Executive Committee for CRC Planning through a competitive process has allocated a NSERC CRC Tier 2 to the Faculty of Engineering and Architectural Science. This CRC appointment allocation is in support of the University's [Strategic Research Plan](#), specifically its continuing investment in the priority area of Technology and Intelligent Systems in order to build critical mass in this area.

The Nominee is an exceptional early career researcher who has been approached for recruitment by several other institutions within the last 12 months. Additionally, this faculty member's research interests not only support the mandate of Ryerson's strategic research plan but also engages in multi-disciplinary research activities across the University. As such, it would be detrimental to the University and the Faculty to lose such an excellent emerging scholar.

While Ryerson currently meets its CRC equity targets, representation of equity groups among chairholders is not equally distributed across the University. Additionally, it is important to pay attention to the representation of designated equity groups among CRCs across the university in order to maintain our levels of representation with new targets. This appointment will serve to address the underrepresentation of equity deserving groups among chairholders within the Faculty of Engineering and Architectural Science and position the University to meet upcoming equity targets in future years.

The Vice-President, Equity and Community Inclusion, who is a member of the Executive Committee for CRC Planning at Ryerson University was consulted on this decision.

This decision has been approved by:

Steven N. Liss

Vice-President, Research and Innovation

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A university representative who can respond to questions or concerns regarding the nomination is:

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