



Posted Date: April 4, 2024

### **Transparency Statement Emergency Retention Mechanism**

The University of Toronto intends to apply the emergency retention mechanism to nominate one of our faculty members for a Tier 1 Canada Research Chair in the Faculty of Kinesiology & Physical Education (KPE).

The nominee is an exceptional researcher who is being actively recruited and offered a Tier 1 CRC by another institution. The CRC nomination will allow us to retain this faculty member, and recognize and further support their ongoing contributions to an important area of research. Given the specific knowledge, networks and leadership abilities of this nominee, losing this exceptional scholar to another institution would represent a significant setback for the University.

The decision to apply a Chair to this emergency retention was made in consultation with the Vice-President, Research, & Innovation and Strategic Initiatives. The University of Toronto has taken our diversity targets into consideration for this decision.

This decision has been approved by:

Leah Cowen  
Vice-President, Research & Innovation and Strategic Initiatives  
University of Toronto  
[VP.Research@utoronto.ca](mailto:VP.Research@utoronto.ca)  
416-978-4649

A University representative who can respond to questions or concerns regarding this nomination:

Judith Chadwick  
Assistant Vice-President, Research Services  
University of Toronto  
[j.chadwick@utoronto.ca](mailto:j.chadwick@utoronto.ca)  
416-978-5129

### **University of Toronto's Employment Equity Statement:**

*The University of Toronto embraces diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.*