

# Canada Research Chairs Program - Transparency Statement

February 2, 2026

## Emergency Retention Mechanism – Canada Research Chairs Program

The University of Windsor hereby gives public notice of its intention to nominate an individual for a Tier 1 Canada Research Chair using the emergency retention mechanism, in accordance with the [Requirements for Recruiting and Nominating Canada Research Chairs](#).

### Justification for the Use of the Emergency Retention Mechanism

The University of Windsor is utilizing the emergency retention mechanism in response to exceptional and time-sensitive circumstances that present a significant risk of losing a senior, highly accomplished, and internationally recognized researcher whose work is of strategic importance to the institution.

The individual currently holds a critical research leadership role and leads a highly effective and impactful research team at the University of Windsor. They have received a competing external offer that, if accepted, would result in their departure. Given the potential impact on the University's research capacity, graduate training, mentorship, external funding success, and institutional research leadership in a priority area of scholarship, it is imperative that the University employ the emergency retention mechanism to retain the individual. Due to the immediacy of the situation, the timeframe of a competitive recruitment process is not feasible.

The decision to pursue an emergency retention nomination was made following careful institutional review and in recognition that this mechanism is reserved for very limited and exceptional circumstances. The use of the emergency retention mechanism is therefore necessary to ensure continuity of research excellence and to retain a researcher whose contributions are central to the University of Windsor's research and academic mission. This nomination reflects the Canada Research Chairs Program's provision for emergency retention in very exceptional circumstances.

### Equity Considerations

The University of Windsor confirms that equity targets under the Canada Research Chairs Program have been taken into consideration in the decision to use the emergency retention mechanism. The institution is currently meeting its Canada Research Chair equity targets in accordance with program requirements.

The University is committed to equity, diversity, and inclusion in research and recruitment and hiring practices. Equity, diversity, and inclusion considerations are integrated into the University's Canada Research Chair decision-making processes, including oversight, monitoring, and accountability mechanisms. This decision aligns with the University's broader institutional commitments to equity, diversity, and inclusion, as articulated in its [Canada Research Chairs Equity, Diversity and Inclusion Action Plan](#).

### Approval Authority

This decision has been reviewed and approved by the following senior-level university official with authority over Canada Research Chairs nominations:

Dr. Shanthi Johnson, PhD, RD, FDC, FACSM, FGSA  
Vice-President, Research and Innovation  
University of Windsor  
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**Contact for Questions or Concerns**

Questions or concerns regarding this proposed nomination may be directed to:

Amy Taylor  
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