



Rehabilitation Sciences Institute Junior Faculty Funding Policy: 2023-24

The **Rehabilitation Sciences Institute (RSI)** is committed to supporting Junior Faculty at the earliest stages of their research supervision skill development. The goal of this policy is to jumpstart student recruitment and build relevant experiences as early as possible. Only those Faculty who are in the rank of Assistant Professor (research-stream, tenure stream or status-only) will qualify.

Junior Faculty are advised to apply for their RSI Graduate Faculty Membership (GFM) as early as possible in the first year of their academic appointment at the University of Toronto as described in the [RSI Graduate Faculty Membership webpage](#). Junior Faculty are also advised to familiarize themselves with RSI policies and procedures, and to participate in the RSI Mentorship Circle as well as the RSI Faculty meetings, prior to student recruitment.

For the purposes of this policy, RSI Junior Faculty is defined as Assistant Professors in their **first three full academic years** of Associate Graduate Membership at RSI. As Faculty are appointed at different times through the academic year, the Junior Faculty three-year funding window begins on September 1st, following their RSI appointment.

Those with prior supervisory experiences at the MSc/PhD levels at other institutes at the University of Toronto and/or other universities do not qualify for this funding support.

Funding support is provided for a maximum two **Domestic MSc students** for the duration of the students' program. Co-supervision of PhD students would not qualify for this funding as those at the Associate Graduate Membership level with the School of Graduate Studies (SGS) may not serve as primary supervisors for PhD students.

As part of this policy, RSI Junior Faculty supervisors are expected to provide **a minimum of \$8,000** towards a yearly MSc student stipend; RSI will make every effort to augment the supervisor's stipend to the full amount of the required minimum, as long as sufficient funds exist at RSI. If there are not enough RSI funds, priority will be given to Faculty recruiting their first MSc student. Please see the current [RSI Student Funding Policy](#) for details.

Those Junior Faculty members who have obtained research grants with student funding (e.g., Tri-Council, NIH, etc.) are required to report this funding to RSI and use it to fund their student at levels above \$8,000.

In order to receive the designated RSI Junior Faculty funding, the RSI Director is required to **sign off on the funds** following a meeting with the Junior Faculty member. Junior Faculty members are encouraged to attend the **RSI Mentorship Circle** for the duration of their Associate Graduate Membership appointment status. They will also have to demonstrate completion of **at least one**

supervisory training workshop offered by SGS within the first year of their supervisory experience, in order to qualify for the second year of funding.

Junior Faculty are encouraged to apply for Full GFM status after the successful program completion by their first MSc student. They must reflect on their experiences as a supervisor and their supervisory skill development in the application to the Full Graduate Faculty Membership at RSI.

Note that this policy is subject to annual review and change.

Approved: MAR 31, 2023

Updated: MAR 31, 2023