

The Rehabilitation Sciences Institute (RSI) is committed to supporting its Early Career Faculty in the tenure stream appointments during the initial stages of developing their research supervision skills. This policy aims to accelerate their growth as mentors through targeted funding and mentorship, to promotion to Full Graduate Faculty Membership (GFM) with the School of Graduate Studies (SGS).

Early Career Faculty are advised to apply for their RSI Associate GFM as early as possible in the first year of their academic appointment at the University of Toronto following procedures described on the [RSI website](#).

Funding Policy for Early Career Researchers

For the purposes of this policy, Early Career Faculty is defined as an Assistant Professor in their first three full academic years of Associate GFM at RSI. Only those in the rank of Assistant Professor - tenure stream or status-only - with primary research supervision responsibilities at RSI will qualify.

As Faculty are appointed at different times throughout the academic year, the three-year funding window begins on September 1st, following their RSI appointment. Those who served as primary supervisors 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 of two domestic MSc students for the duration of the students' program (aka funded period of two years). Co-supervision of PhD students would not qualify for this funding as those at the Associate GFM level may not serve as their primary supervisors.

As part of this policy, Early Career 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, if sufficient funds exist at RSI. If there are not enough RSI funds, priority will be given to Faculty recruiting their first MSc student.

Early Career Researchers who have already obtained research grants with a budget for student funding (e.g., Tri- Council, NIH, etc.) are required to report this funding to RSI and use it to fund their students at levels above \$8,000.

To receive the designated RSI Early Career Faculty funding, the RSI director is required to sign off on the funds following a meeting with the faculty member. Prior to the meeting, the faculty members should familiarize themselves with the following key policies to review and discuss with the RSI director at the meeting:

- [RSI Graduate Supervision Policy](#)
- [RSI Student Funding Policy](#)

- [RSI Supervisory Committee Policy](#)
- [RSI Good Standing and Satisfactory Progress Policy](#)

Early Career Faculty Training and Mentorship

Early Career Faculty are strongly encouraged to identify a senior faculty member as a mentor. Many University departments have established formal mentorship procedures as part of their Early Career Faculty support. If the mentorship is not available at your home department, it can be facilitated through RSI. Please discuss mentorship options with the RSI director. Early Career Researchers are also encouraged to attend the RSI Academic Community of Practice for the duration of their Associate Graduate Membership appointment and beyond.

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 to qualify for the second year of student funding. A certificate of completion should be sent to rsi.director@utoronto.ca at the time of funding request.

Promotion to Full GFM

Early Career Researchers 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 GFM at RSI.

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