

MBP APPOINTMENTS AND PROMOTIONS POLICY ON JUNIOR SCIENTISTS

INTRODUCTION

The research institute appointments that are held by faculty in MBP are typically as scientists or senior scientists. These positions are granted by the research institutes to individuals with an established scientific track record and filled through a rigorous and highly competitive search process. To be eligible for an MBP appointment, these appointments must meet several criteria including being ongoing and renewable based on academic performance. Several of the research institutes, including Sunnybrook, UHN, and SickKids, also offer appointments aimed at investigators earlier in their career that do not meet these criteria for an appointment in MBP. These positions do not have the full academic autonomy accorded to scientists and are for limited terms. These “junior scientists” (or “affiliate scientists” or similar) are typically seeking promotion to scientist and would benefit from a formal university affiliation to build a track record of teaching experience and to gain access to grant funding opportunities linked to the university. The department also stands to benefit from a relationship with these individuals through their contributions to teaching and academic engagement. This proposal is to create a new type of appointment within the department that addresses these needs.

PROPOSED POLICY

MBP will create a new type of appointment aimed at junior scientists (or similar) where the appointee will hold the rank of a status-only Assistant Professor at the University of Toronto but would have a restricted appointment with the School of Graduate Studies. The holders of this new position, termed “assistant professor with restricted SGS appointment”, will be able participate in the following activities within the department:

- Course coordination and teaching
- Supervisory committee membership
- Co-supervision of M.Sc. students only
- Sit as voting members of exams ONLY for those students for whom they are on the committee or are a co-supervisor

They would NOT be able to participate in the following activities:

- Serving as a primary supervisor of a M.Sc. or Ph.D, OR as a co-supervisor of a Ph.D.
- Chair an exam

An appointment in this role is for 3 years and renewable once. If they are not promoted to scientist at their research institute at this 6-year time point, their MBP appointment will be terminated. The requirements for the appointment are as follows:

- Demonstration of scientific excellence
- 50% or more protected research time

- Evidence at the time of appointment that the applicant will develop an independent research program, typically including commitment by the research institute of salary, research space and start-up funding
- Commitment by the research institute to perform a review at least every three years that meets the following:
- An assessment of academic achievement that is performed by scientists at arms-length from the candidate, some of whom are experts in the area science of the candidate

The requirements for renewal at 3 years include all of the requirements for the initial appointment plus:

- Submission of an activity report and CV for annual review by MBP
- Participation in graduate student teaching/training and MBP events such as the student seminar series, annual retreat, and MBP Open House as defined in the Faculty Expectations policy.
- Positive outcome of research institute review (including provision of continued salary support)
- Demonstrated ability to attract external funding