Banting Postdoctoral Fellowship

Guide for Supervisors

Supervisor's Statement

Submitted as an attachment

Maximum of 4 pages

Pages must be 8 ½" x 11"

Margin of 2 cm (3/4 inch) around the page (top, bottom and sides)

Text can be either single- or double-spaced

Use a minimum font size of 12 point, black type. Maximum of six lines per inch. Do not use condensed/narrow font sizes, type density, or line spacing.

This document must be on the institution's letterhead and signed by the supervisor.

You must select **a primary supervisor** from the host institution. If the research co-supervisor, it may be described in the narrative of

Webpages of Importance

- Banting homepage
  - http://banting.fellowships-bourses.gc.ca/en/home-accueil.html

- Applicant and Host Institution Eligibility
  - http://banting.fellowships-bourses.gc.ca/en/app-dem_elig-adm.html

- Banting's Review process overview-Criteria
  - http://banting.fellowships-bourses.gc.ca/en/rev-eval_guide.html#g3.1.3

- Your Faculty Contact information:
  - http://www.mcgill.ca/gps/files/gps/facultycontacts2017v2.pdf

- McGill GPS-Funding-Staff information page
  - http://www.mcgill.ca/gps/funding/fac-staff/awards/banting-postdoctoral-fellowships

- McGill GPS-Funding-Applicant information page
  - http://www.mcgill.ca/gps/funding/students-postdocs/postdoc/banting

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Supervisor's Statement

This document will be used to assess the degree to which the **institution and supervisor are committed to the applicant**, their capacity to enable the applicant to become a **future leader** in their chosen field and their **potential to build upon the institution's strategic priorities**. These are the sections as indicated in the application guide:

1. Supervisor's biography

2. Appropriateness of the Supervisor

3. Research environment

4. Professional development

5. Institutional synergy

Important Note: The Letter of endorsement from McGill **is for administrative use to determine eligibility to apply to the program and will NOT be sent to the selection committee for review.**

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Review and pre-scoring of applications by Banting reviewers

Selection criteria

Applicants will be evaluated and selected based on the following three criteria, **weighted equally**:

1. Research excellence and leadership in the research domain

2. Quality of the applicant's proposed research program

3. Institutional commitment and demonstrated synergy between applicant and institutional strategic priorities

Graduate Funding Banting web page:

Evaluation Criteria 1
Research excellence and leadership in the research domain

Demonstrated capacity for research excellence **based on track record** as defined by quality of applicant's research contributions, and demonstrated capacity for leadership in the research domain defined by the sphere of influence achieved to date by the applicant.

Supporting evidence to be evaluated for this criterion:
Applicant CCV - list of contributions (research and leadership [activities and memberships])

The clarity with which the **applicant writes** their proposal to a multi-disciplinary committee (non-specialist audience)

Three referee assessments

Description of significance of up to three research contributions (maximum one page)

Description of significance of up to three leadership contributions (maximum one page)

Supervisor's statement (discussion of the significance of the applicant's contributions)

Justification for remaining in the same research environment (other than PhD) - (special circumstances - addressed by applicant). Any time an applicant proposes to remain at the same research environment that they were affiliated with at the time of application submission, they are required to justify this lack of mobility.

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Evaluation Criteria 2
Quality of applicant's proposed research program

Potential of the proposed research program to position the applicant for significant impact through a research-intensive career (potential for significant impact).

Supporting evidence to be evaluated for this criterion:

Three referee assessments

Supervisor's statement (discussion of the significance of proposed research)

Research proposal

Lay abstract of research proposal

Bibliography, citations included in the Research proposal

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Evaluation Criteria 3
Institutional commitment and demonstrated synergy between applicant and institutional strategic priorities

- **demonstrated** commitment of the institution to support the development of the applicant's research and leadership capacity through institutional support (funding, facilities, equipment, etc.) and professional development

- **demonstrated** research capacity in the area of the applicant's proposed research, which will enable the institution to provide an intellectually stimulating environment to position the candidate as a research leader

- **demonstrated** alignment and synergy between the applicant's research ambitions and the institution's potential to benefit strategically from its engagement with the applicant (alignment with institution's strategic priorities)

This should not be an assessment of the institution per se, but rather of its commitment to the applicant, its capacity to enable the applicant to become a future leader in their chosen field and its potential to build upon its strategic priorities.

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Evaluation Criteria 3
Institutional commitment and demonstrated synergy between applicant and institutional strategic priorities

Supporting evidence to be evaluated for this criterion:

Three referee assessments

Supervisor's statement - *note that the Supervisor's statement is almost the sole evidence used to evaluate criteria 3*

Review and pre-scoring of applications by Banting reviewers

Selection criteria showing where the Supervisor's statement is important

Applicants will be evaluated and selected based on the following three criteria, **weighted equally**:

1. Research excellence and leadership in the research domain
Supervisor's statement (discussion of the significance of the applicant's research contributions and leadership contributions)

2. Quality of the applicant's proposed research program
Supervisor's statement (discussion of the significance of proposed research)

3. Institutional commitment and demonstrated synergy between applicant and institutional strategic priorities
Supervisor's statement

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Supervisor's Statement - structure of the document

Preamble

Short introduction to the applicant and rationale for the choice of the applicant (no title for the preamble, but use the headings, as titles, for the sections below).

1. Supervisor's Biography

Supervisor's description of their academic and research background, key contributions/accomplishments to date (note that a full CV for the supervisor is not required) - **paragraph form.**

2. Appropriateness of the Supervisor

Clearly describe the **fit** between the research interests/background of the Supervisor and candidate, and the anticipated **mutual** benefits.

3. Research Environment

Provide details concerning the applicant's proposed **research environment**. Provide evidence that the institution and supervisor are well-positioned to provide the **required support** to the applicant **in relation to the research proposed.** The details should clearly state the institution's commitment, for example in terms of the funding, facilities/resources and personnel that will be available to support the applicant.

4. Professional Development

Describe the institution's commitment to the applicant's **professional development**, clearly indicating the resources and/or mentoring activities available through the institution to support career development.

5. Institutional Synergy

Describe the **institution's documented strategic priorities** and illustrate the **synergy** between these priorities and the applicant's proposed research program. Indicate the potential benefits to McGill of recruiting/training the applicant.

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4. Professional Development - additional info

Describe the institution's commitment to the applicant's professional leadership development, clearly indicating the resources and/or mentoring activities that are available through the institution to support career development.

These could include, but are not limited to:

- career counselling
- training in preparation of grant proposals, publications and presentations
- training in knowledge translation/mobilization
- training in intellectual property regulations
- guidance on ways to improve teaching and mentoring skills
- guidance on how to effectively collaborate with researchers and knowledge users from diverse backgrounds and disciplinary areas
- opportunities for collaboration and networking
- training in responsible professional practices
- teaching opportunities

University offers a comprehensive suite of workshops under the umbrella of ***SKILLSETS: Professional Development Workshops for Graduate Students and Postdoctoral Fellows***. These workshops provide opportunities to attain general transitional/professional skill development under the nine basic themes of communication & interpersonal skills, research management & leadership, integrity & ethical conduct (responsible conduct of research), dissemination of research & knowledge translation, critical & creative thinking, career development, teaching competence, life skills, and societal & civic responsibilities.

Postdoctoral fellows also are invited to take part in **workshops organized for McGill professors** to improve their teaching, supervisory and mentoring skills.

Career Planning Service (CaPS), for help in maximizing employment opportunities, including coaching in interview skills and preparing curriculum vitae.

Postdocs at McGill belong to the **Postgraduate Students' Society** and the affiliated Association of Postdoctoral Fellows, providing opportunities for networking and knowledge exchange with their colleagues across the university.

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5. Institutional Synergy - additional info

Describe the **institution's documented strategic priorities** and illustrate the **synergy** between these priorities and the applicant's proposed research program. Indicate the potential benefits to McGill of recruiting/training the applicant.

http://www.mcgill.ca/research/about/srp

http://www.mcgill.ca/research/files/research/mcgill_strategic_research_plan_2013-17.pdf
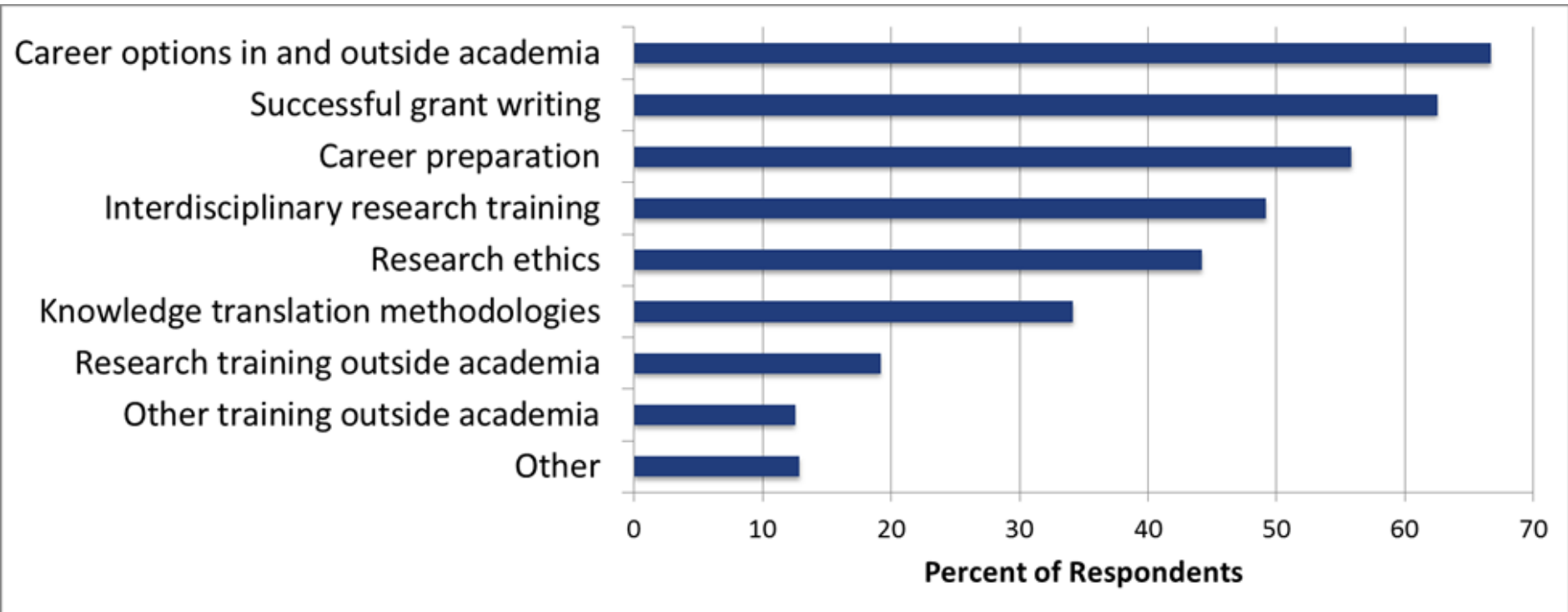
The seven thematic areas, the Areas of Research Excellence (AREs), describe traditional disciplinary strengths and group McGill faculty expertise into strategic clusters.
Key areas identify examples of McGill research strengths at a higher resolution.
EXAMPLE - you must specifically mention the Strategic Research Plan so that the reviewers know that you have read it:

Peter's research is strongly aligned with McGill University's Strategic Research Plan which has identified *Unlocking the potential of the human brain and the entire nervous system* as one of the seven major thematic areas. More specifically, Peter's research will focus on *Brain Development* and *Cognition and Learning* which are two of the key areas within this theme. Peter is in a unique position to advance ......

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Types of Training Received by Banting Fellows (%)

Individual Development Plan - https://www.mcgill.ca/gps/students/idp