

MAY 30, 2020

**POLYTECHNIQUE  
MONTREAL**

UNIVERSITÉ  
D'INGÉNIERIE



# PIED PROGRAM

RESEARCH START-UP GRANT PROGRAM FOR NEW PROFESSORS

OFFICE OF THE VICE PRESIDENT - ACADEMIC & RESEARCH

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## 1- INTRODUCTION

Given the evolution of Canada's research environment (increased competition for funding, multi-institutional and multidisciplinary research, industry-university programs, ethical considerations, major institutional initiatives in targeted fields, etc.) Polytechnique seeks to offer the best support possible to its new researchers. Polytechnique is committed to supporting new research talent at the start of their research careers by i) inspiring reflection that consolidates their understanding of their environment, and ii) helping them establish solid start-up strategies to set the groundwork for a prosperous, fulfilling academic career at Polytechnique.

The PIED Program has been designed to support Polytechnique Montréal's new professors' research careers. The Program is part of new measures intended to facilitate i) welcoming newly hired professors, and ii) supporting the latter group in terms of their critical first years as researchers at Polytechnique. The Program also serves as an agreement between the professor and the DFR (Office of the Vice-President, Academic and Research) in terms of receiving initial financial support.<sup>1</sup>

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## 2- PROGRAM GOALS

- Facilitate the **integration** of new professors into Polytechnique Montréal, their respective departments, and related research ecosystems;
- **Promote** new professors' activities within Montréal, Québec, Canada and international research communities;
- Support new professors in **obtaining tenure** and **increasing their chances of success** with granting agencies;
- Facilitate the beginning of new professors' **research careers** and their integration within one or several research units.

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## 3- PROGRAM ELEMENTS

The **PIED** Program is based on four elements considered to be essential in a research career:

### **P – Parrainage (Mentorship):**

This first element offers personalized mentorship support, via the development of a start-up plan that encompasses this program's four elements. In conjunction with the Vice-President, Academic and Research or an individual representing the latter, the Department Chair designates a mentor who will guide the new professor. The mentor will support and advise the new professor in terms of their academic and research career. The Department Chair and the mentor's first task will be to assist the new professor in the preparation of their PIED Program application.

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<sup>1</sup> This program update is retroactive to May 1, 2018.

### **I – Intégration (Integration):**

The second element of this Program is to establish an integration and outreach strategy. A solid understanding of the Canadian, Québec, and Montréal university context is required, as is a solid understanding of the reality of Polytechnique Montréal, and the department where the new professor works. The new professor must position themselves in terms of their role in the field, identify the research units they want to join, identify collaborators with whom they contemplate working (to consolidate their network), and lastly, determine into which Polytechnique Montréal, Québec, Canadian priority research spheres their activities fall.

### **E – Émergence (Launch):**

The third element of this Program is to establish a launch strategy. This should assist the new professor in achieving tenure and improve their chances of securing funding from granting agencies. The aforementioned plan should also include a participation strategy for scientific activities and congresses, professional networking, as well as a publishing, and visibility to potential partners.

### **D – Démarrage (Start-up):**

The fourth element of this Program consists of developing a research start-up plan, identifying key elements for success in their field (given the new professor's background and past achievements), and determining the minimum requirements to enable them to embark on their research career at Polytechnique Montréal. Concretely, this involves planning projects in the short and medium terms, as well as establishing a funding strategy (grants, contracts, etc.), and identifying co-supervision possibilities for graduate students, to increase favourable odds of being attributed funding from granting agencies.

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## **4- PROGRAM RULES**

1. All newly-hired professors at Polytechnique Montréal are eligible for the PIED Program.
2. Professors must participate in an informative meeting, introducing the services offered by the *BRCDT* and the *Bibliothèque* (library), and which covers various grant programs and funding sources, institutional research-related policies (ex. research integrity, intellectual property protection), compliance requirements, etc.
3. Eligible professors must submit their research start-up plan to the DFR within four (4) months of being hired.
4. The DFR commits to follow-up on PIED applications within one (1) month, and to organizing an in-person meeting with the applicant-professor, their mentor, their Department Chair, and the Vice-President, Academic and Research or the individual representing the latter.
5. The Program offers \$60,000 in funding to facilitate a research career launch - provided the start-up plan is deemed to be satisfactory. PIED Program funding and its management are the responsibility of the DFR.

6. PIED Program funding is subject to the rules and regulations of federal granting agencies (NSERC, CIHR, and SSHRC).
7. PIED Program funding is non-renewable, and is provided for a duration of three (3) years from the date of its approval. All funding that remains unspent after the three (3) year period is returned to the DFR.
8. Under exceptional conditions which have been duly justified, a one (1) year extension period may be granted if the professor requests this in writing, with the recommendation of their Department Chair.
9. A brief activity and fund usage report (one to two pages in length) must be submitted by the professor to the DFR, as well as to their Department Chair, latest, two (2) months following the end of the financial support period.

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## 5- START-UP PLANS

The start-up plan must include the following elements:

1. **Information page** about the applicant (see Annex);
2. One (1) free-form document, a **maximum of 5 pages in length**, which respects NSERC's formatting rules, and which must comprise the following aspects:
  - **Positioning of envisaged research work** (description of the various research axes that the new professor intends to explore over the course of the four (4) subsequent years; details as to how their research fits into Polytechnique Montréal's institutional research plan, and into the research priorities of the federal and provincial governments);
  - **NSERC Selection Committee** (identification of the committee and justification of choice);
  - **Research funding strategy** (identification of the grant programs to which the new professor intends to apply over the course of the three (3) subsequent years; the industry partners they intend to approach to establish research contracts, etc. This section must also include an estimate of required research funds and a schedule that sets out the funding the professor intends to apply for);
  - **Networking strategy** (identification of and timing of scientific and other activities/conferences that the new professor intends to participate in to develop their network of potential collaborators, and detail the potential benefits of these events and partnerships);
  - **Publication strategy** (description of expected research findings, and the expected timing thereof, identification of targeted journals, conference proceedings and their expected impact; if applicable, a marketing strategy for new technologies originating from the new professor's research may also be detailed here);
  - **Integration strategy** (identification of the research units that the new professor foresees joining; identification of the professors at Polytechnique Montréal, the Université de Montréal, and elsewhere in Canada and the world, with whom they intend to collaborate, the nature of these potential collaborations, and the foreseen benefits);

- **Highly qualified personnel recruitment plan** (identification of the type of students that could be approached to undertake research work; identification of the projects said students could be assigned to, and in what sequence, and if applicable, the anticipated co-supervisors));
  - **Anticipated teaching load** (demonstrate that the teaching load – jointly decided upon by the professor and the Department Chair - permits for sustained research activity growth);
  - **Mentor** - (identify mentor and briefly summarize reasoning for the choice).
3. The new professor's **curriculum vitae** (NSERC format or Canadian Common CV format);
  4. **Forecasted expenses budget** (see Annex);
  5. A signed commitment to respect the Program's rules.

For additional information about this program, please contact:

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**APPLICANT INFORMATION:**

<p>Last Name: _____</p> <p>First name: _____</p> <p>Status: _____ Department: _____</p> <p>Date of Hire at Polytechnique Montréal: _____</p> <p>Grant recipient: <input type="radio"/> NSERC <input type="radio"/> FQRNT <input type="radio"/> Other: _____</p> <p>Professor identified: <input type="radio"/> IVADO <input type="radio"/> TransMedTech <input type="radio"/> Other: _____</p>
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I hereby commit to respecting PIED Program rules:

Applicant Signature: \_\_\_\_\_

Department Chair Signature: \_\_\_\_\_

**FORECASTING OF EXPECTED EXPENSES**

<b>Expenses</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
Students:	\$	\$	\$
Technicians:	\$	\$	\$
Materials:	\$	\$	\$
Equipment:	\$	\$	\$
Computer Fees	\$	\$	\$
Publication Fees:	\$	\$	\$
Other*:	\$	\$	\$
<b>TOTAL:</b>	\$	\$	\$

**\*PLEASE SPECIFY:**