

Postdoctoral Scholars Recruitment Awards

Postdoctoral Scholars are an important part of the research culture of the Faculty of Rehabilitation Medicine (FRM). To recruit and support the development of outstanding scholars, the FRM will make available one-time research awards to support promising scholars for the first two years of their appointment. All funded scholars will have a proven record of academic and scholarship achievement that would be competitive for provincial or national fellowships. The expectation is that the trainee will apply to external funding agencies in each year of their program.

Eligibility

- Must be in, or entering, their first year of a postdoctoral scholar appointment in the FRM
- Their primary mentor must be a full-time faculty member in the FRM

Priority for Funding

- Scholars with a proven academic record
- Scholars with evidence of demonstrated scholarly achievement (i.e., peer-reviewed publications, presentations, scholarships, awards)
- Excellent proposed training/mentorship program and research environment
- Preference will be given to scholars recruited from outside of the University of Alberta
- Preference will be given to Canadian citizens or permanent residents of Canada

Expectations

1. Scholars will have a proven record of achievement with the expectation that they are competitive for external fellowships to support subsequent years. Therefore, only those applicants that are deemed to be competitive by the review panel will be awarded funds through this program. This might mean that not all awards are allocated for a competition, even if there have been sufficient numbers of applicants to do so.
2. Scholars receiving an award and their mentors will commit to a professional development program for each scholar. The objective of this requirement is to prepare the scholars for the duties and responsibilities expected of them when they seek employment as an academic in the future, making our scholars competitive and highly sought after in the academic job market. Therefore, scholars will contribute to teaching/supervision for senior undergraduate and graduate students (including up to 1/3 course equivalent (13 hrs) course assignment); participate in research and scholarship initiatives of the Faculty (e.g. organize, facilitate, adjudicate Research Day); attend, as a guest/observer, Departmental meetings, Faculty Council and other opportunities to learn and observe University governance; and participate in other opportunities currently being developed through the Research Committee and across campus.
3. Faculty members that host a scholar will be expected to have sufficient resources available to support both the research activities of the scholar and the professional development plan, including travel to conferences.

Funding level

- These are 2 year awards.
- The supervisor(s) of the trainee will provide cost-sharing funds of a minimum of \$10,000/yr according to the following schedule:

	FRM Contribution	Supervisor Contribution
PDF	\$40,000/yr	\$10,000/yr

- The number of scholars supported each year will depend on the applicant pool and available funding.
- Two fellowships will be available twice per year. Unallocated awards will be carried forward to the subsequent competition.
- This award may not be held concurrently with other awards.
- Successful scholars who are subsequently awarded external awards will normally be provided a supplement of up to \$10,000/yr for two years
 - A larger supplement may be considered in the event the external award is less than \$50,000 annually
 - Successful scholars will receive a prorated award if the duration of the external award is less than 2 years

Application Process

- Applications will be adjudicated twice per year as per the following schedule:

	Spring	Fall
Call for applications	March 1	September 1
Applications due	April 1	October 1
Awards announced	May 1	November 1

- Complete the attached form and submit all materials by 4:00 pm of the application due date to Ms. Victoria Latimer via email at victoria.latimer@ualberta.ca.
- Awards are to be started within 6 months of the announcement. If an award recipient is unable to start within 6 months, the award will be returned to the pool for the next competition. The awardee may resubmit and will be reconsidered within the context of the current applicant pool.

Adjudicating committee

Members of the FRM Research Committee will adjudicate the applications. Committee members with a conflict of interest (i.e., his/her trainee is applying for funding) shall not serve on the adjudicating committee.

Postdoctoral Scholars Recruitment Awards – Application Form

1. General

Name of Applicant:	Date:
UA ID Number (if applicable):	Email Address:

2. Mentorship Structure

Primary Mentor:	Email Address:
Department:	Phone:
Co-Mentor (if applicable):	Email Address:
Department:	Phone:

3. Academic Background of Applicant

Degree	Institution	Country	Supervisor	From dd/mm/yy	To dd/mm/yy

4. Academic Interruption

Describe any relevant interruptions in your academic progress (i.e. parental leave, medical leave, bereavement leave, work experience, etc.). Please indicate the period of the interruption and describe how the interruption affected your career plan.

5. Research and Other Relevant Work Experience of the Applicant

Position	Institution/ Company	Country	Supervisor	From dd/mm/yy	To dd/mm/yy

6. Academic Achievements (Scholarships, Honors, Awards)

Title	Type (Scholarship, honor, award)	Awarding Agency/group	Local/Provincial/ National/International	Date of Award

In a separate document please address each of the following
(free form, minimum 12 pt font, 2.54 cm margins, adhering to word limits):

7. Proposed Research of Postdoctoral Scholar

Describe the proposed research of the postdoctoral scholar and how it will align with the research strengths of the Faculty of Rehabilitation Medicine. Background information should indicate the significance of the proposed research within the context of current knowledge of the field. The research plan outlining the proposed project should state the specific objectives; outline the methodological approach; and the defined key milestones or deliverables to be achieved. The research plan must include appropriate consideration of sex, gender, culture, race or other relevant factors that ensure inclusive and diverse research designs, data and outcomes. (1000 words maximum)

8. Contribution of the Postdoctoral Scholar to Research Capacity

Describe how the addition of the postdoctoral scholar will increase the research capacity of the mentor's program and any potential internal or external collaborative opportunities. Include in this description new external funding opportunities (fellowships and/or grants) that will be pursued to support the research beyond the first year. (500 words maximum)

9. Professional Development Plan for the Postdoctoral Scholar

Describe the proposed professional development plan for the postdoctoral scholar and how the activities of the scholar will enrich discovery, creativity, and innovation. The mentor should provide details as to how the postdoctoral scholar will be supported in their learning and development, including information on the opportunities to interact with other researchers and research groups internally and externally. Professional development should consider the definition of a scholar: Scholars participate in research, teaching and service. (1000 words maximum)

10. Financial Support for the Postdoctoral Scholar

Provide details as to the funds that are in place to support the postdoctoral scholar. This should include details of the funds to support the mentor's required matching component, operating funds to support the research program of the postdoctoral scholar, and funds to support the professional development plan for the scholar (e.g. conference travel, dissemination, etc.). (250 words maximum)

11. References

Include a reference list for the above sections. This list must be limited to one (1) page.

In addition, please arrange to submit:

- Full-career *Curriculum Vitae* of the nominated postdoctoral scholar
- A copy of all up-to-date official transcripts (certified translation if language other than English/French)
- Three (3) year *Curriculum Vitae* of the mentor(s)

12. Signatures

By signing this form, the nominated postdoctoral scholar and mentor(s) attest to having read and agreed to all information and statements provided in this application. The signatories attest to all information contained herein.

Nominated Postdoctoral Scholar Signature X	Printed Name	Date
Primary Mentor Signature X	Printed Name	Date
Co-Mentor Signature (if applicable) X	Printed Name	Date

Complete applications are to be submitted to Ms. Victoria Latimer, Office of Vice Dean, Faculty of Rehabilitation Medicine, 3-62 Corbett Hall, Edmonton, AB, T6G 2G4 or via email to victoria.latimer@ualberta.ca.

Adjudication: Applications will be adjudicated by members of the Research Committee. The following criteria and weights will be used:

Academic Performance of Scholar (10%)

- Academic performance over the entire academic career
- Favourable consideration when applicant has demonstrated an improving trend
- Competitive academic scholarships, awards and prizes

Research Record of Scholar (15%)

- Contributions to research and development
 - Publications, conference presentations and/or proceedings, technical reports, patents etc.
- Quality and impact of all contributions
- Role and involvement in both the research and the preparation of contributions
- Scholarships and awards based on research ability or potential

Proposed Research (35%)

- Specific, well-focused, and realistic statement of objectives
- Appropriate consideration of sex, gender, culture, race or other relevant factors that ensure inclusive and diverse research designs and outcomes
- Clear and detailed description of the proposed methodology
- Significance and expected contributions to research
- Complementarity of the scholar's expertise and the proposed research
- Impact of the scholar's contribution to the mentor's research program

Quality of Proposed Mentorship (35%)

- Complementarity of the mentor(s)'s expertise and the proposed research
- Research record of the mentor(s)
 - Publications, conference presentations and/or proceedings, technical reports, patents etc.
 - National or international stature
- Opportunities to interact with other researchers or groups
- Quality and extent of professional development plan
 - Teaching and mentoring opportunities
 - Committee, leadership opportunities
- Funding available to support research activities
- Funding available to support professional development activities

Overall Quality of Application (5%)

- Quality and clarity of application
- Grantsmanship
 - Accessible to experts and non-experts
 - Appropriate balance in level of detail