

SEAMO Research Fellowship Program Terms of Reference

1. Background

In its 2012-2015 plan for the strategic investment of residual SEAMO funding, the Governing Committee allocated \$810K to the establishment of a clinical research fellowship program. By increasing SEAMO's capacity to produce clinician scientists, this investment supports SEAMO's objective of expanding its clinical research enterprise. This program was reinfused with \$920K by Governor's in February, 2024.

2. Purpose

The purpose of the Research Fellowship Program (RFP) is to support the establishment of new research fellow positions by providing compensation funding. The RFP enables departments to engage in planned, targeted recruitment by identifying trainees with high potential for success as clinician scientists and ensure they receive the necessary training and mentoring.

3. Scope and Guidelines

- i) For the purpose of this fund, a research fellow is defined as:
 - a) A medical resident undertaking postgraduate training or a physician who has completed postgraduate training in a medical specialty, recognized by the Royal College of Physicians and Surgeons of Canada
 - b) Who, for the duration of their RFP award, devotes no less than 60%-80% of their professional time to research.
- ii) Awards will be for one year with a value up to \$100K per annum. Departments may, at their discretion, supplement these awards.
- iii) RFP awardees must undertake their fellowships within established research programs.
- iv) Applications must be sent in by departments that are SEAMO-funded.
- v) In order to maximize the effect of the RFP funding, an awardee must apply for external funding of their fellowship. If an external award is obtained, the RFP award will be reduced on a dollar-for-dollar basis.
- vi) Current faculty members are not eligible.
- vii) As the objective of the RFP is to train physicians for careers as clinician scientists, applications for RFP awards must clearly articulate how the proposed research training will enable this career path.
- viii) If a candidate does not successfully complete their fellowship within the year,

SEAMO will not provide financial support for additional training.

4. Administration

- i) The Strategic Priorities and Recruitment Committee (SPRC), a committee of SEAMO Governors, has responsibility, authority and accountability for the administration of the RFP.
- ii) The Clinician Scientist Program Committee (CSPC), an advisory sub-committee of the SPRC, will manage the RFP application and review process and make recommendations to the SPRC regarding candidate funding.
- iii) Departments make applications for awards on behalf of candidates who they have identified. For a candidate to be eligible for a RFP award, a department must make the following commitments:
 - a) The awardee will devote no less than 60% - 80% of their professional time to research.
 - b) The awardee will apply for external funding for their fellowship from agencies appropriate to the awardee's discipline. Departments must acknowledge that acquisition of an external award will reduce the RFP award on a dollar-for-dollar basis.
- iv) SEAMO-funded departments will submit applications for RFP awards to the CSPC following their identification of potential candidates. The following factors will be considered by the CSPC in evaluating applications and making recommendations regarding awards:
 - a) Quality of the candidate, including:
 1. Research qualifications and training
 2. Research performance/productivity
 3. Research Potential
 - b) Quality of the research training environment, including:
 1. Characteristics of the supporting research group(s)
 2. Experience of the proposed supervisor in training and mentoring clinical research fellows, postdoctoral fellows and/or graduate students
 3. Available infrastructure and startup resources
 4. Mentoring and support systems
 5. The relationship of the proposed research training to the candidate's career planning
- v) The recruiting department must confirm that there will be a vacant position available for the fellow.

- vi) The awardee must agree to work as a SEAMO-funded physician for at least a three-year period following the completion of their fellowship.

- vii) The hospital or organization that will employ the candidate following the fellowship must sign off on the specific skill set that the fellow will return with to plan for required resources.