

## - Cumming School of Medicine Postdoctoral Scholarships -

Updated March 8, 2016

### Terms of Reference

**Purpose:** Fund top Postdoctoral Scholars (PDS) for labs that can provide a valuable training experience and to support development of competitive applications to gain external salary awards at the provincial or national levels. To initiate salary support for up to 105 PDS between 2015-2020.

**Program:** Partial salary support will be provided on a competitive basis to recruit PDSs into programs for an initial 2 years, with annual extensions up to a total of 3 years depending on demonstrated success as detailed in an annual Progress Report. The program is considered an investment in training top individuals in their final critical phase of launching an academic career, and not a form of Bridge Support.

**Applications:** Applicants submit materials to the PDS program of their Research Institute according to Institute competition deadlines and forms (no additional forms required for the OADR). Research Institutes then nominate up to 3 top candidates at any time over the calendar year to the Office Associate Dean Research (OADR). Applications are then assessed by the OADR with respect to the Terms of Reference for the CSM-PDS program. Awardees can then indicate on their CV as having received competitive awards from both the Research Institute and a “Cumming School of Medicine Postdoctoral Scholarship”.

**Eligibility (PDSs):** Open to applicants ranging from New (ie fast-track recruitment) to those  $\leq 3$  years of completing their PhD or MD. In this way applicants for OADR funding will be eligible to gain  $\geq 2$  years of AIHS support within the 5 year time frame of the University definition of a PDS. Successful applicants must be enrolled in full time research and not currently holding external salary support. OADR funding will not be allocated to a PDS remaining in the lab where they received their PhD, or to a lab currently receiving OADR or AIHS Bridge Funding support.

**Eligibility (PIs):** Open to full time primary CSM faculty members at all levels of career development to fund one PDS at a time.

**Salaries and Benefits:** PDS must receive a minimum of \$50,000 per year plus Plan C benefits (~\$2000). Salary will be provided on a cost-sharing basis, with the OADR providing up to \$12.5K for an initial 2 years, with possible extension up to 3 years. The remaining salary support will be provided as matching funds of \$12.5K per year from the Institute, and \$25K per year plus benefits from the PI. Onboarding processes and professional development programs will be administered by the CSM Postdoctoral Office.

### Requirements of Awardees:

- PDSs must begin full time training within 1 year of receiving an award.
- Awardees must submit salary applications to AIHS and CIHR for each year they are eligible. Individuals obtaining external or internal funding support must immediately inform the OADR (med-grant@ucalgary.ca) to enable re-allocation of CSM funding.
- Funding can be renewed annually depending on a satisfactory Progress Report provided to the OADR.
- Awardees must enroll in at least one Professional Development program or other activity relevant to career advancement each year (i.e. teaching, leadership, career path, etc.), as offered by the University of Calgary.

**Administration:** Successful PDSs will be forwarded by the Research Institutes to the University of Calgary Postdoctoral Office to implement existing onboarding processes, and establish the necessary accounting strings to arrange an official start date and payment details.