

Providence Rehabilitation Applied Education Research Fellowship

Rehabilitation practitioners are an under-represented yet knowledge-rich community. Their experience with long-term relationships, managing ambiguity in everyday practice and dealing with variations in goals and outcomes requires them to take a nuanced approach to care. And that means they have to learn how to learn, adapt, and reflect. Rehabilitation offers the health professions education field an opportunity to advance knowledge and approaches related to preparing competent, compassionate, and person-centred practitioners.

The Knowledge Centre at Providence provides the perfect backdrop for this exciting research. The simulation lab and classrooms nurture an environment of collaboration and outside the box thinking.

The Providence Rehabilitation Applied Education Research Fellowship is a new donor-funded fellowship that will offer \$100,000 per year in salary support (estimated 0.2-0.4 FTE) and project funding needs for 2-3 successful Fellows, focused research mentorship, and professional development in applied education research within the rehabilitation program.

During the one- or two-year fellowship, Providence Rehabilitation Applied Education Research Fellows will complete an applied education research project under the supervision of one Applied Education Research Operatives (AERO) scientist and one individual representing either Providence or rehabilitation expertise. The Providence Rehabilitation Applied Education Research Fellows will also complete a curriculum in education and applied education research.

Providence Rehabilitation Applied Education Research Fellows will base their applied education research project either at, or in close partnership with Providence. They will also join Unity Health Toronto's research enterprise at Li Ka Shing Knowledge Institute, which offers professional development and networking opportunities.

The Providence Rehabilitation Applied Education Research Fellowship funds can be divided differently between salary support and project funding support, depending on each applicant's unique personnel and budget needs (e.g., funding can be directed from your own salary support toward funding a research assistant to facilitate project feasibility).

Who is eligible to apply for the fellowship?

Fellows for the Providence Rehabilitation Applied Education Research Fellowship can be clinicians and trainees from all healthcare professions, research employees (e.g., post-doctoral fellows), and other individuals involved in rehabilitation practice and education at Providence Healthcare.

Application Requirements

- Curriculum vitae / Academic resume
- Candidate Application & Statement of Interest Form (2 pages maximum, single-spaced, 12-point font)

- Letter of support from department head if the project leverages department resources
- Letter of support from collaborator(s) (if applicable) -- example
- Candidate declaration/manager declaration

You must submit your application before the deadline to Ryan Brydges (ryan.brydges@utoronto.ca) and Judy Tran (judy.tran@unityhealth.to): **October 31, 2023**

Candidate Application & Statement of Interest Form

First Name:

Last Name:

Employee Status (full-time, part-time, casual):

Profession/Job Title:

Unit/Program/Department:

E-mail Address:

Supervisor/Manager's First Name:

Supervisor/Manager's Last Name:

Statement of Interest

In your 2-page document, please respond to the following questions. You can respond to them in whatever depth and sequence you feel best represents your prior knowledge and future goals relating to the Providence Rehabilitation Applied Education Research Fellowship.

- **Required:** What clinical problem are you hoping to solve through your involvement in the Fellowship? What makes you care about the problem? What makes you curious about it?
- **Required:** How would you hope to investigate the problem/curiosity further?
- Why are you interested in participating in the Providence Rehabilitation Applied Education Research Fellowship Program?
- What personal or professional goals will the Fellowship help you to achieve?
- What prior experience or knowledge do you have relating to research?
- What are your strengths that will facilitate carrying out a project from the planning phase through to implementation?
- What are your future career goals? How do you plan to integrate research skills you acquire in your future career?

MANAGER REFERENCE AND APPROVAL FORM (2 pages)

Fellowship Candidates: Please ask your current manager to complete sections 1 and 2 below. Send an electronically signed copy as a part of your completed application.

MANAGER

Your completion of this form indicates that you have been directly involved in approving the application and acknowledge that it fits with the strategic priorities of your unit, program or department.

Please review the statements below. If you agree, please complete the signature section at the end of the form. Your signature indicates agreement to adjust schedules to enable the candidate to participate in the Fellowship program.

- I agree to meet with the candidate and their mentor regularly to support and provide feedback throughout the Fellowship program.
- I understand that (*print candidate's name*) is applying for a Providence Rehabilitation Applied Education Research Fellowship, from **December 2023 to December 2025 (tentatively)**. I agree to release this employee for up to two 7.5-hour days per week which will be part of her/his overall total worked hours and will not result in overtime hours.
- I agree to schedule staff to facilitate the candidate's participation in the Providence Rehabilitation Applied Education Research Fellowship program.
- I understand that replacement costs associated with release time for this individual will be reimbursed to my financial activity prior to the close of the current fiscal year. **My Activity Number is:** _____

Manager's Signature

Print Name

Date

Evaluation Criteria

A panel of researchers, leaders, and clinicians will contribute to the evaluation of all Providence Rehabilitation Applied Education Research Fellowship applications using the following criteria and scoring scheme:

1. **Capability—The candidate’s curiosity and expertise to succeed (40%):**
 - quality, quantity and significance of past experience and published and/or creative outputs of the applicant and any co-applicants, relative to their roles in the project and to the stage of their career; and
 - quality and quantity of past contributions to the development, training and mentoring of students, and other highly qualified personnel.
2. **Challenge—The aim and importance of the project (30%):**
 - originality, significance and expected contribution to knowledge;
 - clinical relevance of the stated problem;
 - potential for the project results to have influence and impact within and/or beyond the Providence Healthcare community.
3. **Feasibility—The plan to achieve excellence (15%):**
 - probability that the objectives will be met;
 - expertise of the applicant in relation to the proposed research;
4. **Equity – are we supporting and engaging diverse and under-represented groups (15%)**