

SEAMO POLICY

**Subject: Clinician Scientist Development Program
Terms of Reference**

Number: 10-03-B

Approved by: SEAMO Governing Committee

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1. Background

The Clinician Scientist Development Program supports SEAMO's objective of significantly expanding its clinical research enterprise by increasing SEAMO's clinical scientist research capacity. Through their endorsement of the Report and Recommendations of the 2010 Task Group on Allocations System Review, SEAMO Governors created a Strategic Research Development Fund to finance this initiative. The Clinician Scientist Development Program has been created to operationalize this strategy.

2. Purpose

The purposes of the Clinician Scientist Development Program (CSDP) are:

- i. To develop new clinician scientists within the current pool of SEAMO physicians.
- ii. To enhance the productivity of active SEAMO clinician scientists.

3. Scope and Guidelines

- i. For the purpose of the use of this Fund, a clinician scientist is defined as a SEAMO physician who leads a research program that is supported by sustained funding from external agencies.
- ii. In fiscal year 2011, \$1.8M from the SEAMO Strategic Research Fund will be capitalized on a one-time-only basis to fund increases in the time that current SEAMO physicians devote to research. The CSDP will normally provide funding at the base notional rate of a candidate's home department/division. The term of the funding will be three years and the maximum funded increase in the protected research time of an individual candidate will be 25%.
- iii. All current SEAMO physicians are eligible for the CSDP. Successful candidates will have demonstrated clear evidence of research potential and will have provided strong justification that the funding will increase their research productivity.
- iv. For those SEAMO physicians who receive funding, the principal deliverables will be the establishment and/or expansion and maintenance of an independent research program that is supported by funding from major external scientific peer-review agencies.

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4. Administration

- i. The Strategic Priorities and Recruitment Committee, a committee of SEAMO Governors, has responsibility, authority and accountability for the management of the Strategic Research Development Fund (SRDF) and the CSDP.
- ii. The Clinician Scientist Program Committee (CSPC), an advisory subcommittee of the Strategic Priorities and Recruitment Committee (SPRC), has responsibility for managing the CSDP application process and making recommendations to the SPRC regarding candidate funding.
- iii. Applications for funding will be made by Departments on behalf of individual candidates. In order to receive funding from this program, a department must make the following commitments:
 - a) There shall be no decrease in clinical productivity of the department/division as a result of its participation in this program.
 - b) For SEAMO physicians who receive funding to enable their development into clinician scientists, a mentoring program must be established for the candidate that includes, at a minimum, a committee having appropriate membership from intra- and extra-departmental clinician scientists and/or basic scientists. It is expected that this committee will be actively involved in mentoring, coaching and supporting the candidate as well as the ongoing monitoring of the candidate's progress.
- iv. Departments will apply to the CSPC for funding on behalf of potential candidates. The following factors will be considered by the CSPC in evaluating applications and making funding recommendations:

For SEAMO physicians who seek funding to enable their development into clinician scientists:

- a) Quality of the candidate, including:
 - Research qualifications and training.
 - Research performance/productivity.
 - Research potential.
- b) Quality of the environment, including:
 - Characteristics of the supporting research group(s).
 - Opportunities for collaborations.
 - Available infrastructure and start up resources.
 - Mentoring and support systems.

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- c) Extent of fit of the proposed research program with the strategic research objectives of the SEAMO Signatories.

For active SEAMO clinician scientists who seek funding to enable an increase in their research productivity:

- a) Quality of the candidate's existing research program, including:
- Amount and source of research funding.
 - Research productivity.
 - Impact of research to date.
- b) Potential for growth and increased productivity of the research program resulting from an increase in the candidate's research time.
- c) Extent of fit of the research program with the strategic research objectives of the SEAMO Signatories.