



**START-UP GRANT – FELLOW RECRUITMENT**  
**CIHR Training Modernization Start-Up Grant**  
**CIHR-North York General Hospital-Institute of Health Policy, Management and Evaluation, University of Toronto Health System Impact Fellowship**

**Objectives:**

Under the supervision of Dr. Steini Brown (Director, IHPME), Dr Donna McRitchie (VP, Medical and Academic Affairs, NYGH) and Dr Patricia Trbovich, the successful applicant will have an opportunity to lead projects which proactively identify factors that contribute to patient safety issues. Fellows will gain expertise in specific clinical topics, research study design, the application of human factors methods and analysis and designing evidence based solutions. Fellows will contribute to new knowledge and gain skills that help assess the uptake and feasibility of patient safety solutions.

**Amount**

- Fellow stipend: A minimum of \$70,000 per annum
- Fellow professional development training and research allowance: A minimum of \$10,000 per annum for participation in an enriched pan-Canadian curriculum (or equivalent training), national cohort meetings, and research-related expenses

**Duration and time commitment**

- 12 months, commencing no later than September 2017
- At least 50% of the fellow's time is spent embedded at the employer organization, with the balance of time spent with the academic advisor. Together, the health system and academic supervisors will provide technical and professional expertise and guidance to support the fellow's pursuit of the impact goal (e.g. supporting them in applying their research and analytic skills to real world challenges), and facilitate access to required resources (e.g., data, colleagues and organizations), and developing the [enriched core competencies](#).

**Program of Work and Learning Environment**

The two co-leads on this project are Dr. Donna McRitchie, Vice President, Medical and Academic Affairs, North York General Hospital and Professor Steini Brown, Director of the Institute of Health Policy, Management and Evaluation at the University of Toronto. Both individuals are senior members of their organizations and have committed to offer experiential learning opportunities and enriched competency development to the selected postdoctoral fellow.

IHPME and NYGH have a long standing relationship of working together, and are intending to use this initiative to expand existing relationships into optimizing health system impacts. NYGH has stated its commitment to becoming a “living lab” to study and improve the process for delivering care. Their strategy for quality improvement and innovation is built around research chairs - individuals who have the expertise and mandate to lead a concerted investigation into key areas of health care delivery. These chairs have appointments in IHPME. Patricia Trbovich is the Badeau Family Research Chair in Patient Safety and Quality Improvement at NYGH. Dr Trbovich joined IHPME in 2015 as an Associate Professor of Health Informatics and Quality Improvement and Patient Safety and will be working closely with the Fellow.

IHPME’s mandate is to offer inter-disciplinary education in health services and health care research and management, in partnership with decision makers and other scholars across the health system. The Institute encompasses over 300 students, 200 faculty and more than 100 senior healthcare executives in adjunct and status roles. IHPME offers both professional training in leadership and analytic training in health services and health care research. Over 100 graduate courses are offered on a yearly basis in IHPME, courses that can be drawn from to provide the basis of the enriched core competencies.

The co-leads have developed this proposal and have agreed upon a strategy (a series of meetings and joint participation in decision making with respect to the postdoctoral individual’s activities) to ensure meaningful co-leadership. This initiative is being pursued to expand existing collaborations, which have largely been in the research environment, into optimizing health system impacts.

### **Eligibility and review criteria**

Fellow will be selected through a competitive process with the following criteria:

- Fellows must demonstrate professional leadership potential and academic excellence.
- Fellows must hold or expect to have completed a PhD in HSPR or a related field (e.g., economics, political science, epidemiology) by the start date of the experiential learning opportunity.
- Fellows must have obtained their doctoral degree no more than five years prior to the Start-Up Grant competition deadline.
- Fellows must not be current or past employees of the host or partner employer organization(s).
- Fellows must not have received an offer of employment from the host or partner employer organization(s) or the university-based HSPR training program.
- Fellows may be Canadian citizens, permanent residents or citizens of other countries.

### **Key Dates**

- September 1, 2017: The fellow must commence the fellowship by September 1, 2017

- October 2017: First national cohort meeting in Toronto, ON of fellows and health system and academic supervisors (date TBC)

Interested applicants are asked to submit a CV and a statement of interest related to one (or both) of the available positions to Dr. Rhonda Cockerill ([rhonda.cockerill@utoronto.ca](mailto:rhonda.cockerill@utoronto.ca)) by June 15 2017.