

AIHS CY FRANK FELLOWSHIP – IMPACT ASSESSMENT

Alberta Innovates – Health Solutions (AIHS) is establishing Alberta as a global leader in transforming health and wellbeing through research and innovation. We work with key research and innovation agencies across Alberta and Canada including academic institutions, healthcare institutions, government, and industry to support and further enhance research and innovation in the province. Together with our many partners, we ensure that research achieves innovation in care, policy and practice, and that the needs of patients and clinicians influence research.

We use evaluation to inform strategic planning, budgeting, and program development to be accountable and transparent to the public and to optimize the impact of our investments. The [Performance Management and Evaluation \(PME\) team at AIHS](#) provides the expertise to assess the value and impact of our investments so that we can continue to learn as an organization and to positively affect health system innovation¹.

Value and Term

The AIHS Cy Frank Fellowship provides a stipend of \$70,000 per year for up to three years. AIHS is offering two fellowship positions for the 2015 competition.

What is the AIHS Cy Frank Fellowship?

This Fellowship is named in honour of [Dr. Cy Frank](#) whose vision for a transformed health system included positioning Alberta as a leader in the assessment of health research and innovation. He was a leader in this field provincially, nationally and internationally, and worked tirelessly to forge the connections to make his vision a reality. Impact was core to who Cy was, whether it was at a personal level or striving to achieve transformational impact to the health system. The AIHS Cy Frank Fellowship in Impact Assessment is one way in which we aim to carry forward his legacy and commit to his vision.

The AIHS Cy Frank Fellowship (the Fellowship) provides an opportunity for the successful recipients to gain broad practice-based experience with respect to impact assessment in the health research and innovation environment. The practical and professional skills they gain will facilitate their successful career path in academia, the health services sector, government, industry, or elsewhere. The Fellowship will contribute to the vision of establishing Alberta as a “Center of Excellence” in the emerging field of health research and innovation assessment and positioning AIHS as a recognized leader in this field.

The Fellowship aims to forge connections between academics and professional evaluators and to draw together their strengths of academic excellence and practical application. The intent is that these connections will serve as a catalyst to advance knowledge and practice in impact assessment. The Fellow will work within the PME Department at AIHS under the direction of a practice-based advisor (Executive Director of PME or designate). This practice-based experience will be complemented by the mentorship of an academic advisor of the Fellow’s choosing from an Alberta university.

¹ The terms ‘assessment’ and ‘evaluation’ are used interchangeably in this document. Health Research and Innovation Assessment is the internationally recognized term for this emerging field. At AIHS, we also use the term ‘evaluation’ to describe our work.

What are the objectives of the AIHS Cy Frank Fellowship?

The Fellowship will:

- Attract and develop highly skilled research evaluators to build advanced capacity in evaluating the impact of health research and innovation in Alberta,
- Engage the Fellow in broad practice-based experiences and professional development opportunities under the direction of a practice-based advisor,
- Support the Fellow in developing research skills under the co-direction of an academic advisor,
- Enhance professionalization by supporting the Fellow's development in the key competencies required to attain the Canadian Evaluation Society (CES) professional designation of [Credentialed Evaluator \(CE\)](#). It is anticipated that the Fellow will work towards applying for their CE designation, and
- Advance knowledge in health research and innovation assessment through publications and presentations

Who is eligible to apply?

Applicants are required to:

- Hold a PhD in health sciences or related social science discipline
- Demonstrate the relevance of the Fellowship to their career goals in the application
- Identify the support of an academic advisor with an academic appointment at an Alberta university. For out of province applicants, please contact us if you have questions about this requirement.

Preference will be given to applicants with training and/or experience in the areas of evaluation theory or practice, applied research, and/or health.

What opportunities does the AIHS Cy Frank Fellowship provide?

A. Advisory Support and Mentorship

The Fellows will work within the PME unit at the AIHS office in Edmonton under the direction of a practice-based advisor. Working with this dynamic and collaborative team, the Fellow will be introduced to key concepts of evaluation theory and practice and engaged in providing evaluation services to the PME department's clients. The goal is to build the Fellow's capacity in the [five key competency areas for Canadian evaluation practice](#):

1. **Reflective practice competencies** focus on the fundamental norms and values underlying evaluation practice and awareness of one's evaluation expertise and needs for growth.
2. **Technical practice competencies** focus on the specialized aspects of evaluation, such as design, data collection, analysis, interpretation, and reporting.
3. **Situational practice competencies** focus on the application of evaluative thinking in analyzing and attending to the unique interests, issues, and contextual circumstances in which evaluation skills are being applied.
4. **Management practice competencies** focus on the process of managing a project/evaluation, such as budgeting, coordinating resources and supervising.
5. **Interpersonal practice competencies** focus on people skills, such as communication, negotiation, conflict resolution, collaboration, and diversity.

The PME Department is a dynamic, collaborative, team environment. Throughout the Fellowship, PME staff will also be available to guide, advise, and support the Fellow in achieving their professional goals and the goals of the Fellowship.

The academic advisor will provide the Fellow with opportunities to develop advanced knowledge of applied research theory and design and/or academic writing. It is expected that the academic advisor will provide periodic consultation and feedback to the Fellow where appropriate for the duration of the Fellowship. To facilitate the development of connections and relationships with the academic community, the Fellowship includes the opportunity to work on projects of joint interest to the academic advisor.

The Fellowship is flexible and will allow Fellows to customize their experience to pursue their unique career goals. There will be ongoing monitoring and planning to ensure opportunities for skill acquisition and learning.

B. Practice-based Experience

AIHS has a long history in health research impact assessment and is an early adopter of evidence-based evaluation frameworks to measure and report on the benefits of health research and innovation. Working within the PME Department, the Fellow will have the opportunity to work on a number of multi-sectoral and interdisciplinary evaluation projects and to interact with various stakeholder groups ranging from AIHS program staff, government departments, funding agencies, academic institutions, not-for-profit organizations, and health institutions. Working with the PME team, the Fellow will have the opportunity to work on a variety of evaluation projects and with a broad number of stakeholder groups. Through these experiences, the Fellow will be exposed to all aspects of the evaluation process from planning, design, data collection, analysis, and reporting as well as to the various evaluation tools, frameworks, and methods that guide our work at AIHS.

Examples of projects include (but are not limited to):

1. Contribute to a systematic review of assessing and measuring the wider impacts of health research. This work will involve collaborating with researchers from the United Kingdom.
2. Continue the second phase of an environmental scan of evaluation capacity and needs for Alberta. This work involves conducting a needs assessment survey, developing an asset map, conducting a gap analysis, and developing a data repository. This work will involve partnering with the Canadian Evaluation Society Alberta and NWT Chapter.
3. Submit publications in high quality journals based on evaluation projects completed at AIHS.
4. Prepare a research funding proposal.
5. Take initiative in applying for high quality research funding.

Further, the Fellow will have the opportunity to build capacity in collaboration, a necessary and invaluable skill set for evaluators in this emerging field. As the Fellowship matures, opportunities for partnering with other organizations (e.g., Alberta Health Services) to offer capacity building placements at other worksites will be explored.

C. Professional Development

The PME team is committed to advancing knowledge and training the next generation of evaluators in health research and innovation impact assessment. Working together with our partners, we provide a [variety of learning opportunities](#) for our team and the broader evaluation community including:

- Co-founding the International School on Research Impact Assessment,
- Delivering local, national, and international training workshops and presentations,
- Publishing evaluation research, and
- Training evaluation interns.

The AIHS Cy Frank Fellow will have the opportunity to participate in professional development opportunities provided by AIHS (e.g., the local and international schools on research impact assessment) as well as the Canadian Evaluation Society (e.g., Essential Skills Series) and/or American Evaluation Association (e.g., Summer Evaluation Institute) as appropriate. Pending available funds, the Fellows will attend conferences and make professional connections with experts in this field.

How do I apply?

A complete application for the AIHS Cy Frank Fellowship requires the following components:

Note: Incomplete applications will not be considered for review.

1. Application form
Note: The application form must be submitted electronically as well as in hard copy, signed by the applicant and academic advisor (no electronic signatures)
2. Official transcripts from the applicant's PhD Program(s)
3. Academic Advisor's Curriculum Vitae
4. Two letters of reference (signed and sealed).
Note: One letter must be from the academic advisor

What is the review process?

The call for applications will open on May 20, 2015th, and applications will be accepted until 4 PM on June 30, 2015. Please submit the complete application by mail to:

Alberta Innovates – Health Solutions Attn: Performance Management and Evaluation 1500, 10104 – 103 Avenue Edmonton, Alberta T5J 4A7
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All applications will undergo a review process by a committee comprised of professional evaluators, academics in the area of evaluation research, and AIHS Performance Management and Evaluation staff. Applicants for the Fellowship will be assessed on the following criteria:

- Academic excellence of applicant
- Academic excellence of academic advisor
- Relevance and quality of work, research, and/or evaluation experience
- Motivation to develop knowledge and practice in health research and innovation, evaluation, and evaluation research
- Alignment of the applicants' skills and career aspirations to the objectives of the AIHS Cy Frank Fellowship

The review committee will identify a short list of applicants for the Fellowship position who will then be selected for interview. Decisions will be announced in July 2015. Anticipated start date for the Fellowship will be August or September 2015, pending availability.

Review Process for Applications		
	Applicant	AIHS
Milestones		Fellowship Announcement May 19, 2015
		Call for Applications May 20, 2015
	Submission Deadline 4PM June 30, 2015	Peer Review
		Short-list Selection July 2015
		Interviews
	Fellowship Offers Accepted	Decision Announcement July 2015
	Fellowship Start Date August & Sept. 2015	

Questions and inquiries regarding this opportunity should be directed to:

Kathryn Graham, PhD, Executive Director, PME

Email: pme@albertainnovates.ca (Note: Use subject line: AIHS Cy Frank Fellowship)