



Aspiration Post-doctoral Fellowships

Call for proposals (2024-25)

The Vice President Research and Innovation provides competitive match-funding for faculty to recruit and support outstanding post-doctoral fellows to conduct cutting-edge research at the University of Victoria.

About the Aspiration Post-doctoral Fellowships

Aspiration Post-doctoral Fellowships will be awarded to new outstanding post-doctoral fellows supervised by faculty members at the University of Victoria. This investment advances our world-class training and commitments to develop the next generation of research leaders. In this 2024-25 competition, **approximately 4 fellowships** will be granted in a competitive process. These awards will provide critical salary support, research training, and recognition for individuals at this unique career stage. Adjudication will consider how post-doctoral candidates advance [Equity, Diversity, and Inclusion \(EDI\)](#) in their research, leadership, and discipline(s).

About Aspiration 2030

[Aspiration 2030](#) is UVic's Research and Creative Works Strategy, which identifies the university's research aspirations, actions, outcomes and impact areas. UVic's vision is creating a better world through curiosity, engagement and innovation. The aspirations and actions outlined in *Aspiration 2030* reflect the university's unwavering institutional commitment to research and creative work in all its forms.

Funding

For the Post-Doctoral Fellow: you will receive an annual salary of at least \$50,000. \$25,000 will be from the Aspiration Fellowship and at least \$25,000 will come from your supervisor. This salary is subject to Federal and Provincial taxes and includes mandatory benefits as per the [Postdoctoral Fellows Policy HR6310](#).

For the Principal Investigator: your annual costs will be at least \$32,500 (\$25,000 towards salary and \$7500 to pay for the mandatory employment related costs (CPP, EI, etc) and extended health and dental.

For the two-year period of the award the Post Doctoral Fellow will receive a minimum of \$100,000 (before taxes) and the costs to the PI will be approximately \$65,000, with the exact amount depending on the exact cost of benefits for your postdoctoral fellow.

Key Dates

There will be **one intake deadline** for this year's competition.

- **Applications are due 05 June, 2024 (Noon PST)**
- Results announced in July 2024
- Fellowships must begin by 01 December, 2024.

Eligibility

- The Aspiration 2030 PDFs can be in any research area. Proposed research will be evaluated in part on its ability to make an impact through fundamental inquiry or impact that is aligned with Aspiration 2030's impact areas. Those that have the potential to raise the external profile of the university in high impact areas will be prioritized. **The award must recruit a new post-doctoral fellow to UVic.** Post-doctoral fellows who currently hold or have previously held a post-doctoral appointment at UVic are **not eligible**.
- Eligible proposals will nominate one post-doctoral fellow candidate in collaboration with a primary supervising UVic faculty member (research stream). A secondary co-supervising faculty member may be included.
- **UVic faculty members may only serve as a supervisor or co-supervisor on one application (and can only supervise one Aspiration PDF at a time).**
- Post-doctoral candidates must have fulfilled all degree requirements for a PhD or PhD-equivalent degree prior to commencing their post-doctoral appointment, but no longer than two years prior to the start of the award. To support equity, extensions to these time parameters will be considered in cases where applicants have experienced other career [interruptions as defined by the Tri-Agencies](#); please ensure the Special Circumstances document is completed as part of the Application.
- There is no citizenship requirement, but post-doctoral fellows must be legally entitled to work full-time in Canada by the fellowship start date. Delays to the start date will be accommodated when they are caused by major disruptions of service at [IRCC](#). Delays to the processing of a single candidate's file by IRCC are not a grounds for extension but will be accommodated as possible depending on the budget constraints of the Aspiration 2030 PDF program.
- We encourage post-doctoral candidates to seek affiliation with a [Research Centre](#).
- Successful candidates are required to be resident in Victoria, BC for the period of the award.

Conditions

- This funding opportunity follows [UVic's Post Doctoral Fellows policy](#).
- The post-doctoral fellowship appointment must be full-time for two years.
- Fellowship recipients are permitted to teach a maximum of one course (1.5 units) per year. These salary funds can be included as part of the match-funding required.

- Successful Aspiration Post-doctoral Fellows are required to apply for at least one external Fellowship each year (e.g. Banting, SSHRC, NSERC, CIHR, MSHRBC Trainee Award); international PDFs are eligible for the Banting Fellowship and MSHRBC Trainee Award.
- If any external post-doctoral salary support funding is secured during the term of this award, the funding contribution from OVPRI will cease. The supervising faculty contribution can also be reduced, so long as the post-doctoral fellow receives a total funding package that is at least \$5,000/year more salary than the amount they were receiving prior to securing the new award. Remaining OVPRI funds must be returned to OVPRI for use in future competitions.
- In the case that a post-doctoral fellowship is relinquished before the end of the two-year period, the OVPRI funds will be returned to the OVPRI for future competitions.
- Any form of internal and external research funds may be used to meet the matching requirement. Questions about match funding eligibility can be submitted to postdocadmin@uvic.ca.

Application Procedure

Applications must be submitted to postdocadmin@uvic.ca as a **single PDF**, named using the following format: "AspirationPDF_CandidateLastName(s)_CandidateFirstName(s)". All documents are to be on 8.5 x 11-inch page size with 12-point font text and a minimum of 2 cm margins on all sides. A complete application includes the following components:

- **Application Cover Sheet (see appendix)** – to be completed by the post-doctoral fellow candidate in collaboration with faculty supervisor(s)
Please complete the two-page template provided in Microsoft Office Word format.
- **Candidate Statement (max. 1 page)** – to be completed by the post-doctoral fellow candidate
 - The candidate should summarize how this fellowship will help advance their independent career, an outline of their background and training, the training and experience they expect to receive, justify the choice of supervisor(s), and alignment with Aspiration 2030 impact area(s), if relevant.
- **Supervisor(s) Statement (max. 1 page for entire statement)** – to be completed by the UVic faculty supervisor(s)
 - *Appropriateness of the supervisor(s):* Describe the fit between your research interests and those of the applicant, and the anticipated mutual benefits. Provide specifics about how the proposed research complements your ongoing projects and/or new research directions. Detail the contributions you and the applicant have made in the design and development of the proposed research as well as the contribution the post-doctoral fellow would make to your academic unit and/or research centre.
 - *Research environment:* Provide details concerning the applicant's proposed research environment, clearly stating the commitment from you, your academic unit, and/or any research centre or partner organization. Examples of commitment include (but are not limited to) mentorship and professional development, opportunities for collaboration, dissemination/knowledge translation and resources (e.g., funding,

facilities, personnel) that will be available to support the applicant as they carry out their proposed research and develop their leadership potential. Please comment on the possibility for and commitments to career advancement of the post-doctoral candidate.

- **Research Proposal (max. 2 pages)** – to be completed by the post-doctoral fellow candidate in collaboration with faculty supervisor(s)
Provide a detailed description of your proposed research project, addressing the following elements and highlighting Equity, Diversity, and Inclusion considerations:
 - *Objectives* of the proposed research project, including research goals, questions and/or hypotheses;
 - *Background and importance*: a brief overview of relevant information and/or rationale for the proposed research in order to position it within the context of current knowledge in the field;
 - *Methods and approaches*: an overview of the methodology and theoretical framework, including a rationale for your choice of methods and approach;
 - *Expected outcomes* of the proposed research project (both short and long-term)
 - *Significance and impact* of the proposed research project, such as novelty and the potential contribution your research will make to the advancement of knowledge as well as your plan to disseminate the findings and/or enhance the potential for impact.
- **References (max. 4 pages)** – to be completed by the post-doctoral fellow candidate
References should be in the format used by the primary discipline of the proposed research.
- **Candidate Curriculum Vitae (no page limit)** – to be completed by the post-doctoral fellow candidate
A lifetime CV for the candidate should be included, and can be in any format (e.g. free-form, Canadian Common CV). Avoid including papers “in preparation”.
- **Significance of Research Contributions (max. 1 page)** – to be completed by the post-doctoral fellow candidate
From your research-related contributions, choose up to three that you judge to be your most important, and describe their significance in terms of influence on the direction of thought and activity within the target community and in terms of significance to, and use by, other researchers and knowledge users. Highlight how these advance Equity, Diversity, and Inclusion. Research-related contributions refers to:
 - Publications
 - Artistic Contributions
 - Presentations
 - Interviews and Media Relations
 - Intellectual Property
- **Significance of Leadership Activities (max. 1 page)** – to be completed by the post-doctoral fellow candidate
Choose up to three activities that you judge to be the most significant and relevant to your proposal and your professional intent. Describe their significance in terms of demonstrating your leadership and level of influence at the institutional level and beyond. Discuss the impact and importance of these activities in terms of your career aspirations. Be sure to provide clarification, as needed, for how “leadership” is being defined. Describe how your

past and proposed leadership activities advance Equity, Diversity, and Inclusion. Activities may include:

- Teaching Activities
- Supervisory Activities
- Administrative Activities
- Advisory Activities
- Assessment and Review Activities
- Participation Activities
- Community and Volunteer Activities
- Knowledge and Technology Translation
- International Collaboration Activities
- Committee and other Memberships

If leadership opportunities in your research environment were not available to you, please mention this here.

- **Special Circumstances (max. 1 page, OPTIONAL)** – to be completed by the post-doctoral fellow candidate

Candidates are encouraged to explain any personal circumstances in order to allow for a fair assessment of their research productivity. Identify any circumstances that might have delayed or interrupted your academic and/or career advancement, scientific research, other research, dissemination of results, training, etc. Common examples of an interruption/delay are parental leave, child rearing, illness, disability, cultural, community or family responsibilities, socio-economic factors, access to research/leadership opportunities or relocation of your research environment. Note that your eligibility window will only be extended by the duration of the eligible delay(s)/interruption(s). **It is essential that you provide specific dates for your delays and/or interruptions, including the exact number of months or days of these interruptions.** Candidates who wish to undertake post-doctoral research training at UVic and obtained their PhD at UVic **must** provide a strong justification for this exceptional circumstance which will be assessed as part of the selection committee review process. The more similar the proposed research environment is to that of the PhD, PhD-equivalent or health professional degree environment, the stronger the justification is required to be. Examples of valid justifications are:

- scientific reasons (e.g., availability of specialized equipment/infrastructure or expertise);
- family reasons (e.g., family obligations);
- health reasons (e.g., proximity to health care facilities);
- reasons related to community or cultural responsibilities; and
- conducting research with Indigenous communities.

Adjudication Process and Selection Criteria

The success rate will depend on the number of applications received. The Associate Vice-President Research (Dr. Fraser Hof) will oversee a peer review process and make final decisions on the allocation of awards. A review committee will be established to evaluate the proposals; at least three reviewers will assess each application. Reviewers will be assigned from the areas of expertise within which applications are received. Additional resources and details regarding

Equity, Diversity, and Inclusion follow those provided by the Government of Canada and [Banting competition guidelines](#).

The evaluation of successful proposals will be based on the following criteria:

- demonstrated and potential research and leadership success of the candidate (45%);
- the quality and potential impact of the proposed research project (20%);
- quality of the research environment, including synergy with the proposed supervisor(s) and integration with a research centre, group, lab and/or partner organization (20%).
- EDI considerations (15%)

The OVPRI will make final decisions with consideration to review scores and alignment with one or more of the five Impact Areas of [Aspiration 2030 UVic Research and Creative Works Strategy](#), inclusive of fundamental research, inquiry, and theoretical perspectives. This is less about the kind of research done, and more about how it directly or indirectly (in the short, medium or long term) creates an impact.

Questions concerning this call for proposals may be directed to postdocadmin@uvic.ca.