Post-Doctoral Curriculum Description

The two-year Post-Doctoral Research program is comprised of **7 Core Competencies**: Teamwork, Knowledge-Based Clinical Practice, Professionalism, Time-Management, Clinical Trials/Regulatory, Publication/Writing Skills, and Leadership. The program is designed to provide hands-on experience and applied knowledge needed for personal and professional growth.

YEAR ONE:

The first year is an introductory year with guidance from core mentors and faculty focused on research and the development of core competencies. The fellow will be integrated with faculty, Residents, Fellows, and Medical students to contribute to various ongoing research and QI projects, and gain the basic working knowledge needed to be successful in year two. Year One will also establish both short-term and long-terms goals and performance expectations with real-time feedback.

Below is a basic program outline of Year One:

First-Year
Ongoing Research Projects: Linked to existing research projects and learn the basics of the research process and writing skills. Hands-on exposure to the final publication/presentation. Practical teamwork experience and opportunities for collaboration.
Professional/Personal Development: One-on-one mentorship from SLUHN Organizational Development through self-assessment tools and monthly meetings dedicated to development. Continuous coaching and real-time feedback from key research leaders focused on developing strengths and overcoming weaknesses. Identification of both short-term and long-term goals and how to achieve them. Participation in a bi-weekly research curriculum covering all core research competencies.
Clinical Rotations: Participate in clinical rotations in assigned clinical department with focus on clinical skills development.
Clinical Trial & Regulatory/IRB Rotation: Learn and participate in the process of Clinical Trials and IRB functions. This will include: ▪ Active membership in the IRB ▪ Preparing IRB applications ▪ Writing consents ▪ Clinical Trials Office rotation ▪ Patient Screening and Chart Review ▪ Active coordination of on-call clinical trials functions, inclusive of enrollment, consenting, and follow-up activities as required by the clinical trial protocol ▪ Identification of new potential clinical trials
Trainings: ▪ CITI Training: IRB(Conflict of Interest) & GCP (Good Clinical Practice) ▪ NIH FCOI Tutorial

YEAR TWO:

The second-year is designed to further build upon the first year with a focus on independent functioning and application of the core competencies learned in the first year, with a heavy focus on leadership development opportunities. Year Two is also focused on preparing for Residency interviews and further enhancing overall professionalism/time-management. The Post-Doctoral Research Fellow will have the opportunity to design and initiate their own project(s) from beginning to end, develop and facilitate collaborative teams, mentor medical students and research volunteer interns, and with the potential of publication/presentation.

Below is a basic program outline of Year Two:

Second-Year
Leadership Skills: Hands-on experience to provide leadership and mentorship to first-year Post Doc Fellows, Residents, Medical Students, and research volunteer interns. Serving as an advisor to incoming first-year Fellow, coaching them through the introductory first year phase of the program and providing guidance through their coursework and development.
Develop & Design Own Project: Work independently on research project in a deadline-driven environment. **Research Project** — Research Idea — Research Design — Researching Data — Analyzing Data — Publication
Professional Development: Continued enhancement of interpersonal and communication skills, emotional intelligence and self-reflection, mock interviews, CV Development, etc. Dedicated advisement from key mentors to achieve both scientific and career development goals established in year one with the expectation that this will be individually-driven in a proactive manner.