



Bisgrove Post Doctoral Scholar Program

Attracting innovative young investigators of exceptional merit to Arizona

Request for Proposals

SUBMISSION RECEIPT DEADLINE (Electronic & Hard Copy):

By 5pm (AZ time) on January 22, 2010

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Bisgrove Post-Doctoral Scholar Award

Introduction

The future of Arizona and the Nation are linked to the creativity and competitiveness of the next generation of academic researchers in science and engineering. They must be innovative and creative, bold and entrepreneurial, and capable of scholarship that will be recognized as world class. Science Foundation Arizona (SFAz) will therefore initiate a new program for recruitment and mentoring for top tier post-doctoral scientists and engineers in Arizona. This program aspires to become the gold standard of post-doctoral fellowships, uniquely and nationally renowned in its ability to empower outstanding young scholars with progressive independence needed to make their mark and express their creativity. At the same time, it will provide multi-level, intensive, and meaningful mentoring to those who are appointed.

For this purpose, SFAz, as a co-investor with one or more Arizona Research Performing Institutions (RPIs), will be establishing a fund equivalent to a \$30 million endowment to provide a base to support the salary and the research of truly outstanding post-doctoral scholars. This program is named the Bisgrove Post Doctoral Scholar Award ('Bisgrove Scholars') in recognition of businessman and philanthropist, Jerry Bisgrove, who made a \$25 million donation to SFAz in 2007 to help create a stronger culture for science and engineering entrepreneurship in Arizona.

It is anticipated that the first class of Bisgrove Scholars will be selected in time to begin their work in Arizona in fall of 2010 with a goal of expansion over the next 5 years. Recruitment and selection of the Bisgrove Scholars will be made by awardee academic institutions, with the goal of attracting exceptional individuals who will have demonstrated substantial achievements in their field and for their career level; and who have the potential to transform ideas into value for society and the interest to work at the *convergence of several disciplines or areas* identified as uniquely important and synergistic. Awards to Arizona academic

institutions will be based on the quality and commitment to the resources needed to be successful, in addition to the planned research and mentorship programs.

Objectives

The Bisgrove Post Doctoral Scholar Program is intended to:

- Attract the highest quality post doctoral scientists and engineers to Arizona institutions;
- Help fund a period of innovative research in strategic areas that enhances the scholar's career and provides a foundation for ultimately attracting federal funding and/or industry support;
- Provide the Scholar with career mentoring that will help ensure her/his career success; and
- Fund up to 7 Scholars (initially) per year for a period of 2 years.

Eligibility

Research Performing Institutions (RPIs):

SFAz invites Ph.D. granting research-performing institutions in Arizona to apply for the awards. Only one proposal per institution is permitted. The Vice-president for Research (or the equivalent institutional authority) will be the designated Principal Investigator.

The recipient university or universities receiving Bisgrove Post-Doctoral Scholars' funding will establish a plan for recruitment, selection, development, and promotion of the Scholars in their respective applications. Eligible Scholar candidates will be individuals with a Ph.D. or professional equivalent¹ in areas of science and engineering that are of high priority to the RPIs. Candidates may have had prior post-doctoral research experience.

The successful institution(s) that receive these SFAz awards must commit *new* resources in the form of \$60,000/year salary plus a \$20,000/year allowance for full benefits for each Scholar for 2 years, with the understanding that all support will be contingent upon satisfactory performance on the part of the Scholar, mentors, and institution.

The institution(s) should commit to best practices as outlined in the 2000 Report by the National Academy of Sciences: "Enhancing the Postdoctoral Experience for Scientists and Engineers: A Guide for Postdoctoral Scholars, Advisers, Institutions, Funding Organizations, and Disciplinary Societies". These practices include at least:

- Provision of full employee benefits for the Scholar;
- Well defined expectations codified in writing by the Research Mentor and Scholar;
- Authorship on manuscripts should give proper recognition to the Scholar's work;
- Provision of significant administrative oversight for the Scholar experience;
- Evaluation mechanism for both Scholar and Research Mentor;
- Designation of an ombudsperson or other neutral representative to provide counsel for Scholars and Mentors and help arbitrate grievances outside of the scope usually handled by Human Resources; and
- Career counselling and job placement assistance.

Mentorship and Career Development Requirements:

Main Research Mentor:

The faculty Research Mentor must be a tenured professor with a proven record of independent research in interdisciplinary areas and mentorship accomplishments.

¹ MD, DVM, or other professional degree.

This individual will need the resources to accommodate a new project in her/his laboratory and the commitment to mentor the Scholar. Provisions for regular meetings with the Scholar must be part of the application.

Prior to the start date, the Research Mentor and Scholar will be expected to design an independent project for the Scholar, as well as to put in writing mutual expectations (a mentoring contract) regarding authorship and performance to enhance the probability of success.

The faculty Research Mentor should commit to co-writing at least one federal grant application with the Scholar as co-PI during the second year of the award, assuming satisfactory progress.

Complementary Faculty Mentor(s):

The Scholar will be responsible for naming one or more additional faculty or administrative mentor of her/his choosing as an additional Mentor. Preference will be given to individuals in complementary disciplines and to individuals who possess complementary skills or experience or who belong to an affinity group of interest to the Scholar.

Ethical, Legal and Social implications of Scientific Research

Bisgrove Post-Doctoral Scholars will participate in a program of study specifically designed for them so that they explore in depth the ethical, legal and social implications of scientific research. This is key to preparing them to be successful scholars and/or entrepreneurs. Description of this program should be included in the application.

Funding

Total award per Scholar will be \$100,000 a year, divided as follows:

SFAz Contribution - \$20,000 a year per Scholar (initially)

The total grant amount awarded by SFAz to RPIs for the purpose of providing research support for Scholar will be \$20,000 per year. These funds should be used by the Scholar to acquire computers or other necessary research equipment, attend relevant national/international meetings at least once a year, etc. *This funding represents a \$5 million endowment equivalent investment by SFAZ.*

RPI Contribution - \$80,000 a year per Scholar (initially)

Initially, the recipient institutions must commit \$80,000/year for salary (\$60,000) and full benefits (\$20,000) support for each Scholar for 2 years. Auditable records and expense reports will be required by SFAz for RPI and SFAz contributions. Assuming an endowment is created, that support would be derived from this endowment instead starting in year 5. *This funding represents a \$25 million endowment equivalent by the RPIs.*

The successful RPI(s) will be expected to develop a plan to replace operational funding with endowment funding within 5 years. This \$30 million endowment will be composed of \$25 million generated by involved RPI(s) and of \$5 million by SFAz. Upon successful funding of the endowment, an agreement will be executed for the purpose of continuing the Bisgrove Post Doctoral Scholar Award Program.

Proposal Content

1. **RPI Cover sheet** including all requested information, and signed by the authorized signatory for the RPI
2. **Institutional statement of purpose and commitment** to uniquely develop the Bisgrove Post-Doctoral Scholars during the program and formal mechanisms/criteria for transition to faculty or staff position (**1 page**)
3. **Recruitment and selection process for Scholars**, including emphasis on individuals with multidisciplinary interests (**up to 2 pages**)

4. **Mentor selection plan**, including required prior mentorship experience and achievements, composition of selection committee, etc. The SFAz board or staff will assist in the final selection of Research Mentors **(1.5 page)**
5. **General mentoring mechanisms and schedule**, including a plan to foster intellectual and financial independence for the Scholar for the 2-year period **(1.5 page)**
6. **Performance review plan**, including provisions for Scholar and Research Mentor to have a mutually beneficial association **(1/2 page)**
7. **Marketing plan** which overtly recognizes SFAz, so the program may gain national and later international exposure **(up to 2 pages)**
8. **Award Budget**: A template is provided for this purpose on the SFAz web-site

Proposal Review

Funding awards will be made by the SFAz Board of Directors.

Proposals not in compliance with any details specified in this document, or the SFAz Terms and Conditions² will be ineligible for SFAz awards and may be returned without comment or review. The final granting decision rests with SFAz.

Proposal Submission and Deadlines

Proposals will only be accepted with a fully completed original cover sheet that has been signed by the appropriate Institution signatory authority.

The complete application will include:

One (1) Electronic submission

- Send Application in PDF format to: wharris@sfaz.org
- Scanned cover page with required signatures either as separate pdf or with application (preferred)
- Title file according to Company name/RPI name

Deadline for receipt of electronic submission

**5 pm (AZ Time) on January 22, 2010
AND**

One (1) original signed cover page, which must be postmarked by January 22, 2010

Mail to: **Bisgrove Post-Doctoral Scholar Program**

Science Foundation Arizona
400 E. Van Buren Street
Suite 200
Phoenix, AZ 85004

Questions regarding Science Foundation Arizona Bisgrove Scholar Program: Dr. Carole R. Baskin, Scientific Program Officer at cbaskin@sfaz.org

² SFAz *Terms and Conditions* for all Grants, Projects and Contracts can be found at: www.sfaz.org/investments