The Kidney Research Scientist Core
Education and National Training Program

GUIDELINES

(Revised)

January 2005
INTRODUCTION

Despite many scientific successes in kidney research over the last 40 years, Canadians are facing a growing epidemic of kidney disease due, in large part, to our aging population and the increasing number of people with diabetes, a leading cause of kidney disease. Unfortunately, the dramatic rise in kidney disease has been accompanied by a relative decline in the number of well-trained kidney research scientists at academic centers in Canada. This is attributed to several factors, including the demands on clinician scientists to dedicate more time to the clinical care of patients. Another factor is limitations in opportunities for salary support of those dedicated to research in general including in the field of kidney disease.

In response to the urgent need to better support the outstanding individuals who represent the future of kidney research in Canada, The Kidney Foundation of Canada, the Canadian Society of Nephrology and their sponsors (see appendix A) have created an innovative new program to enrich the training and mentorship of new investigators. The Kidney Research Scientist Core Education and National Training program (KRESCENT) represents a unique partnership destined to enhance research capacity by creating conditions that will foster the growth and development of Canada’s brightest research minds.

The objectives of the KRESCENT program are:

1. To enhance kidney research capacity by training increased numbers of highly skilled scientists, across multiple disciplines, focused on the prevention of end-stage renal disease and improving the health of Canadians with kidney disease.
2. To engage kidney researchers in the development of transdisciplinary kidney research networks.
3. To create sustainable momentum in supporting research careers of kidney scientists.

Admission to the KRESCENT program is open to applicants, from all disciplines relevant to kidney disease (i.e. biomedical, clinical, health services and population health disciplines) in the following categories:

1. New Investigator Awards, Researchers, within the first two years of their first faculty appointment (assistant professor level or equivalent) at the time the Award commences, who have a MD and/or PhD. All New Investigator Awards must be held at Universities in Canada.
2. Post-Doctoral Fellowship, which includes MDs and Post-Doctoral PhDs.
3. Doctoral Fellowship, Allied Health Professionals (including but not limited to, nurses, psychologists, social workers, dialysis technicians, dieticians, physiotherapists, pharmacists and occupational therapists) who are enrolled in PhD courses at a Canadian university.

(For detailed eligibility criteria please see the eligibility section for the various programs)
ELIGIBILITY

Applicants must be Canadian citizens or landed immigrants at the time of submission of the application.

For New Investigator Awards, applicants must apply through a university department or affiliated institution offering the faculty appointment.

For Doctoral and Post-Doctoral Fellowships, applicants must apply through a university department or affiliated institution that has been accepted as suitable for research training by the KRESCENT program.

NON-EMPLOYEE STATUS

The granting of an award is deemed to establish neither an employer-employee relationship nor a partnership between the grantor and grantee.

KRESCENT PROGRAM CURRICULUM AND STIPEND

The KRESCENT program offers a competitive salary stipend (see Guidelines of individual awards for specific stipend levels).

Awardees will be required to participate and complete a core kidney research curriculum. For detailed information on the curriculum see KRESCENT Curriculum document.

MAXIMUM NUMBER OF KRESCENT PROGRAM FELLOWSHIPS PER SUPERVISOR

The KRESCENT program will not fund more than two Fellowships per supervisor at one time.

INDIRECT COSTS

The KRESCENT program funds only personnel and infrastructure support awards. No funding is provided for indirect costs of research (e.g. library, heat and light, office furniture, overhead, administrative charges and fees).

COMPETITION RESULTS

Official letters will be sent in May to the applicants and the results will be posted on the Internet.
TRANSFER OF AWARDS

Awardees may not change supervisors, projects or institutions without the written permission of the Chair of the Program Steering Committee. The institution to which the awardee is moving will be required to supply the same supporting documentation as was required in the original application.

SCIENTIFIC INTEGRITY AND SCHOLARLY CONDUCT

Any allegations of misconduct that arise in the course of an application to the KRESCENT program will be referred back to the parent institution for that body to carry out an enquiry and inform the Chair of the Program Steering Committee of the outcome. Institutions receiving funds must have appropriate policies in place for investigating allegations of misconduct as outlined in “Integrity in Research and Scholarship: A Tri-Council Policy Statement” as published by the Canadian Institutes of Health Research (CIHR).

INTELLECTUAL PROPERTY AND PATENTS

The KRESCENT program must be informed of any commercial application arising from KRESCENT program-supported activity.

The KRESCENT program does not retain or claim any ownership of, or exploitation rights to, intellectual property developed under KRESCENT program funding. These are owned by the institution and/or the inventor.

Should the inventor decide to pursue commercialization of any results of the research funded by the KRESCENT program, he or she must disclose to their institution any potential intellectual property arising from the research; he or she and the institution must make every effort to obtain the greatest possible benefit to Canada from the resulting commercial activity.

The above requirement for disclosure is not intended to supersede any policy on disclosure that the institution might already have in place.

USE AND DISCLOSURE OF PERSONAL INFORMATION PROVIDED TO THE KRESCENT PROGRAM

All personal information collected by the KRESCENT program about applicants is used to review applications, to administer and monitor awards, to compile statistics and to promote and support kidney research in Canada. Consistent with these purposes, applicants should also expect that information collected by the KRESCENT program may be used in the following ways:
• For peer-review purposes, applications are provided to the Program Steering Committee. Applications may also be transmitted to external reviewers. The KRESCENT program informs all reviewers of the obligation to maintain confidentiality and to protect the information entrusted to them.

• Funding decisions – After peer review, merit scores, rank, project title and committee recommendations on budget and terms, will be made available to: program staff managing funding envelopes, the Program Steering Committee and Governance Support Group.

• For the purposes of public information the KRESCENT program routinely publishes and disseminates certain details about successful award applications, including the name of the applicant, the amount awarded, the institution, the department, the title of the project and the summary of research prepared by the applicant for public release. For (Post-) Doctoral Fellowships the proposed location of tenure the field of research may also be made public.

• For administrative and planning purposes, the KRESCENT program uses files and databases containing personal information for program planning, evaluation, review and audits, and for general statistics for these activities. This information is also used to generate mailing lists for dissemination of the KRESCENT program publications and other information to the research community.

• For purposes of equity, the KRESCENT program application forms ask for the gender of the applicant, but this is provided on voluntary basis only. This information is not used in the peer review process. It is used to promote the increased participation of women in the KRESCENT program and on KRESCENT program committees and to generate statistics pertaining to the program.

The KRESCENT program also collects data on the language capability of individuals for administrative and statistical purposes. The data are not used in the peer adjudication process.

Information submitted to the KRESCENT program is subject to the “Tri-Council Policy: Integrity in Research and Scholarships” and may be used and disclosed consistent with that policy.

ACKNOWLEDGEMENT OF KRESCENT PROGRAM SUPPORT

Awardees are expected to acknowledge the KRESCENT program’s financial support in a standardized fashion: in publications arising from the supported research, in conference or congress material, and on equipment and facilities purchased and/or developed with the Program’s funds.

The KRESCENT program expects that all those who receive support will accept invitations from The Kidney Foundation of Canada, the Canadian Society of Nephrology and other professional and scholarly associations (e.g. CANNT, CNSW, AND) to present their research at meetings or conferences.
ASSESSMENT OF QUALITY

The ultimate test of quality of any publication or research contribution is its impact and its use by other researchers, end-users and other interested parties, and the extent to which its influences the direction of thought and activity in the target community. Evaluation of this, while subjective, is a central element of peer review.

The KRESCENT program advises its peer review committee that the quality of a publication’s content is the determining factor in their assessment of productivity and performance. The committee is asked NOT to rely on the number of publications nor, in the case of journals, to use lists of “prestigious” or “unacceptable” journals.

FORMS OF PUBLICATIONS AND VARIATION BY DISCIPLINE

The KRESCENT program funds researchers in many health related areas and is aware that forms of research publications vary among disciplines. Some disciplines publish almost exclusively in peer-reviewed books, while others favour refereed journals. There is much variation between and within disciplines. The Program advises its peer review committee to evaluate according to the standards of the discipline.

CONTRIBUTIONS TO MULTI-AUTHORED PAPERS

Publications are often prepared jointly with students, (Post-) Doctoral fellows, other researchers, etc. Applicants should describe their intellectual contribution to collaborative work or joint publications in their application, where indicated.

DELAYS IN RESEARCH AND IN DISSEMINATION OF RESEARCH RESULTS

The KRESCENT program recognizes that research productivity may vary as result of personal circumstances, or during periods of pregnancy or early childcare, whether or not formal leave of absence is taken. Administrative leave, disability, elder care, and other situations may also result in publication delays.

Applications should clearly and fully describe any circumstances that affect the dissemination of research results in their application. The KRESCENT program advises its peer review committee to be sensitive to the impact of these circumstances on the level of productivity, while ensuring that the quality of the research remains competitive. Each case is reviewed on its own merits.
APPLICATION PACKAGE

Please note that all application material are to be submitted to:
(See individual awards for deadlines and requirements).

KRESCENT Program
C/o Anik Schoenfeldt
Administrative Assistant - KRESCENT Program
National Office
The Kidney Foundation of Canada
300-5165 Sherbrooke Street, West
Montreal, Quebec H4A 1T6

For information on the KRESCENT program, please contact:

Mr. Wim Wolfs
Manager, Research Program
National Office
The Kidney Foundation of Canada
300-5165 Sherbrooke Street, West
Montreal, Quebec H4A 1T6

Tel.: (514) 369-4806, ext. 225
Fax: (514) 369-2472
Email: wim.wolfs@kidney.ca
POST-DOCTORAL FELLOWSHIP

DESCRIPTION

A KRESCEnt program Post-Doctoral Fellowship is an “in-training” award intended for applicants with a PhD, MD or equivalent degree. The objective is to attract and foster young investigators to initiate and/or continue training in research method and chosen area of kidney research.

An awardee may not be in receipt of another major personnel award (i.e. from international, national or provincial funding agencies) at the same time as holding the Post-Doctoral Fellowship from the KRESCEnt program.

ELIGIBILITY

Awards for a Post-Doctoral Fellowship are tenable under the supervision of investigators holding an academic appointment and in areas of investigation where it is clear that the research has direct relevance to kidney disease. The training program must include involvement in actual research, and not only courses in research methods. Applicants enrolled in programs oriented primarily toward professional specialty training are normally ineligible for the Post-Doctoral Fellowship.

Candidates with more than four years of Post-PhD research training by the competition deadline are not eligible to apply for this award. Any interruption in a candidate’s Post-PhD research training will be taken into account in determining eligibility.

Applicants with a MD degree must hold license in Canada or be enrolled in a program leading to certification in Canada at the time of applying for this award. Applicants may propose a program of research leading to a Master’s or PhD degree; however, registration in a graduate program is not a requirement.

Applications for training in clinical research will be considered only if it is clear from the application that at least 80% of the applicant’s time and effort will be devoted to the research project(s) and clinical activities upon which the research project(s) is immediately dependent.

Each application is considered to be a joint submission by the applicant and the proposed supervisor. The research plan should be written in full consultation and agreement between the supervisor and the applicant.
CONDITIONS OF SUPPORT

Each applicant must show evidence of having been accepted by a university department or affiliated institution acceptable to the KRESCENT program.

This is not limited to universities or affiliated research institutions in Canada.

The awardee must participate and successfully complete the KRESCENT Core Curriculum (for details see KRESCENT Curriculum document). Failure to participate in and successfully complete the required elements of the Core Curriculum will lead to withdrawal of ongoing funding support from the KRESCENT program.

TENURE

The duration of the Post-Doctoral Fellowship will be either two or three years, preference will be given to 3 year Post-Doctoral Fellowship applications.

The award will normally commence on July 1 and will run for the eligible duration.

During tenure of the award the awardee shall devote 80% to the purpose of the award in research. The awardee may, with the approval of the supervisor, engage in and receive remuneration for departmental activities, including undergraduate teaching, that contribute to his/her development as a researcher. However, these activities must not interfere with the primary purpose of the award. Notification of any consideration for extra remuneration should be forwarded to the Chair of the Program Steering Committee of the KRESCENT program.

An award may be terminated at any time for good cause by the awardee, the sponsoring institution or the KRESCENT program.

STIPEND

The amount of the award is determined by the following Post-Doctoral Fellowship salary scales (amounts in Canadian dollars):

The stipend for those holding a MD or equivalent degree is $65,000 per year.

The stipend for those holding a PhD without a MD or equivalent degree is $55,000 per year.
PAYMENT OF STIPEND

Awards will be paid to the institution where the award is held in quarterly installments.

APPLICATION

Applications must be submitted on the prescribed forms, which are available on the KRESCENT program WEBSITE or at the National Office of The Kidney Foundation of Canada.

The application and all addenda must be forward in twelve (12) copies to:

KRESCENT Program
C/o Anik Schoenfeldt
Administrative Assistant - KRESCENT Program
National Office
The Kidney Foundation of Canada
300-5165 Sherbrooke Street, West
Montreal, Quebec H4A 1T6

Applications and all addenda (see Application Checklist for details) must be courier marked March 4, 2005. Applications courier marked later than March 4, 2005 will not be reviewed.

Important: The KRESCENT program has implemented a zero-tolerance policy for late and incomplete applications. Failure to adhere to the guidelines and regulations will result in rejection of an application, without possibility of appeal.
DOCTORAL FELLOWSHIP FOR ALLIED HEALTH PROFESSIONALS

DESCRIPTION

The KRESCENT program Doctoral Fellowship for Allied Health Professionals is an “in-training” award intended for applicants taking academic preparation in the area of allied health kidney research. This award is directed towards preparing allied health professionals who intend to undertake independent research programs. Applicants must be enrolled in a PhD program at a Canadian Academic Institute.

An awardee may not be in receipt of another major personnel award (i.e. from international, national or provincial funding agencies) at the same time as holding the Doctoral Fellowship from the KRESCENT program.

ELIGIBILITY

Awards for a Doctoral Fellowship are tenable under the supervision of investigators holding an academic appointment and in areas of investigation where it is clear that the research has direct relevance to kidney disease. The training program must include involvement in actual research, and not only courses in research methods.

Applications for training in clinical research will be considered only if it is clear from the application that at least 80% of the applicant’s time and effort will be devoted to the research project(s) and clinical activities upon which the research project(s) is immediately dependent.

Allied Health Professions include but are not limited to, nurses, psychologists, social workers, dialysis technicians, dieticians, physiotherapists, pharmacists and occupational therapists.

Each application is considered to be a joint submission by the applicant and the proposed supervisor. The research plan should be written on full consultation and agreement between the supervisor and the applicant.

CONDITIONS OF SUPPORT

Each applicant must show evidence of full-time admission to an approved Canadian Academic Institution and a statement of acceptance from the institution must be forwarded to the KRESCENT program before any funds are released.

The awardee must participate and successfully complete the KRESCENT Core Curriculum (for details see KRESCENT Curriculum document). Failure to participate in
and successfully complete the required elements of Core Curriculum will lead to withdrawal of ongoing funding support from the KRESCENT program

**TENURE**

The duration of the Doctoral Fellowship will be either two or three years, preference will be given to 3 year Doctoral Fellowship applications. The award will normally commence on July 1 and will run for the eligible duration.

During tenure of the award the awardee shall devote 80% of their time to research which is the purpose of the award. The awardee may, with the approval of the supervisor, engage in and receive remuneration for departmental activities, including undergraduate teaching, that contribute to his/her development as a researcher. However, these activities must not interfere with the primary purpose of the award. Notification of any consideration for extra remuneration should be forwarded to the Chair of the Program Steering Committee of the KRESCENT program.

An award may be terminated at any time for good cause by the awardee, the sponsoring institution or the KRESCENT program.

**STIPEND**

The amount of the award is determined by the following Doctoral Fellowship salary scales (amounts in Canadian dollars):

- 0 - 2 years full time work experience as an Allied Health Professional
  - $35,000
- 2 + years of full time work experience as an Allied Health Professional
  - $40,000

**PAYMENT OF STIPEND**

Awards will be paid to the institution, where the award is held, in quarterly installments.

**APPLICATION**

Applications must be submitted on the prescribed forms, which are available on the KRESCENT program WEBSITE or at the National Office of The Kidney Foundation of Canada.
The application and all addenda must be forward in twelve (12) copies to:

**KRESCENT Program**  
C/o Anik Schoenfeldt  
Administrative Assistant – KRESCENT Program  
National Office  
The Kidney Foundation of Canada  
300-5165 Sherbrooke Street, West  
Montreal, Quebec  H4A 1T6

Applications and all addenda (see Application Checklist for details) must be courier marked March 4, 2005. Applications courier marked later than March 4, 2005 will not be reviewed.

*Important: The KRESCENT program has implemented a zero-tolerance policy for late and incomplete applications. Failure to adhere to the guidelines and regulations will result in rejection of an application, without possibility of appeal.*
NEW INVESTIGATOR AWARD

DESCRIPTION

The KRESCENT program New Investigator Award is awarded to individuals who have clearly demonstrated excellence during their pre-doctoral and post-doctoral training in kidney disease. The Award provides salary support for up to three years of the faculty appointment at the rank of Assistant Professor or its equivalent at a Canadian University.

The purpose of this award is to assist such an individual to become established as a fully independent investigator in the field of kidney disease.

Some preference may be given to candidates who have been awarded and successfully completed a KRESCENT program (Post-) Doctoral Fellowship.

Application for this award must be initiated by the university or the institution at which the candidate will conduct the proposed research. The university or institution is expected to guarantee the applicant appropriate academic rank and to provide adequate space and facilities for the investigator’s research, commensurate with the status of the individual in terms of experience and level of support by the Program.

An awardee may not be in receipt of another major personnel support award (i.e. from international, national or provincial funding agencies) at the same time as holding the New Investigator Award from the KRESCENT program.

The quality of the proposed research plan is an important component in the evaluation of the application. Therefore, a clear, concise and comprehensive description of the proposed research plan must be given. In addition, the role of the New Investigator in the proposed research must be clearly defined including how the execution of the research plan will contribute to the candidate’s development as an independent researcher.

The awardee must show proof of application for a grant-in-aid (or research grant) in support of the proposed research plan at the time of this award. Such grants must be administered by peer review granting agencies, approved by the KRESCENT program, for example The Kidney Foundation of Canada. (See Eligibility section for specific requirements).

ELIGIBILITY

At the time of commencement of the New Investigator Award no more than two years may have passed since the date of the first faculty appointment.

Candidates must hold an appointment at a Canadian University at Assistant Professor level or equivalent.
Candidates must have a MD, PhD or equivalent degree.

New Investigator Awards must be held at a University in Canada.

Applications in clinical research will be considered only if it is clear from the application that at least 80% of the applicant’s time and effort will be devoted to the research project(s).

The New Investigator Faculty Award is contingent on the following additional requirements with regard to grant-in-aid support for the proposed research.

- During year one and two of this award the awardee must show proof of submission of grant-in-aid applications to granting agencies that conduct peer reviews of the proposed research plan.
- For the third year of the award the awardee must hold a grant-in-aid as a Principal Investigator for the proposed research plan from an agency that uses peer review process recognized by the KRESCENT program.

**CONDITIONS OF SUPPORT**

The awardee must participate and successfully complete the KRESCENT Core Curriculum (for details see KRESCENT Curriculum document). Failure to participate in and successfully complete the required elements of Core Curriculum will lead to withdrawal of ongoing funding support from the KRESCENT program.

**TENURE**

The New Investigator Award is tenable at a university or affiliated institution in Canada.

The award will normally commence on July 1 and will run for the eligible duration.

The awardee must devote no less than 80% of his/her time to the proposed research. The remainder of the New Investigator’s time may be devoted to teaching, administration, clinical activity or activity related to the research project. The KRESCENT program imposes no restriction on the additional income the New Investigator may earn provided it is within the guidelines of the sponsoring university or institution and that such activity does not impinge upon the time dedicated to the proposed research.

An appointment may be terminated at any time for good cause by the awardee, the sponsoring institution or the KRESCENT program.
**STIPEND**

The amount of the award is determined by the following salary scales (amounts in Canadian dollars):

The stipend for those holding a MD or equivalent degree is $70,000 per year.

The stipend for those holding a PhD without a MD or equivalent degree is $60,000 per year.

The **KRESCENT** program also offers to match up to a maximum of $25,000 of Infrastructure Support (laboratory start-up costs and support staff) awarded during the period of the New Investigator Award from the sponsoring university or institution. The Candidate must apply for the Infrastructure Support at the same time as for this award but a separate budget should be provided. The Candidate also must submit proof of matching institutional support. It is the intention of the **KRESCENT** program that the Infrastructure Support be used to the direct benefit/assistance of the awardee’s research plan.

Some examples of *appropriate* uses of this infrastructure support would be the purchase of software, equipment, other technology or stipends for graduate students and summer students; examples of *inappropriate* uses of these funds would be for supplementation of the awardee’s salary or for general institutional overhead.

**PAYMENT OF STIPEND**

Awards will be paid to the institution, where the award is held, in quarterly installments. The Infrastructure Support will be paid in two half-yearly installments during the first year of this award.

**EQUIPMENT PURCHASES**

Title to equipment purchased with the Infrastructure Support funds rests with the Granting Program. During tenure or upon termination of the award, such equipment will, unless otherwise stipulated by the **KRESCENT** program, be vested in the institution where the awardee carried out the research.

**APPLICATION**

Applications must be submitted on the prescribed forms, which are available on the **KRESCENT** program WEBsite or at the National Office of The Kidney Foundation of Canada.
The application and all addenda must be forward in twelve (12) copies to:

**KRESCENT Program**  
C/o Anik Schoenfeldt  
Administrative Assistant - KRESCENT Program  
National Office  
The Kidney Foundation of Canada  
300-5165 Sherbrooke Street, West  
Montreal, Quebec H4A 1T6

Applications and all addenda (see Application Checklist for details) must be courier marked March 4, 2005. Applications courier marked later than March 4, 2005 will not be reviewed.

Important: The **KRESCENT** program has implemented a zero-tolerance policy for late and incomplete applications. Failure to adhere to the guidelines and regulations will result in rejection of an application, without possibility of appeal.