



AMS Healthcare
**Leadership in Compassion
and Artificial Intelligence**
Fellowship

FUNDING OPPORTUNITY

Funding Organization: AMS Healthcare
Program Name: Leadership in Compassion and Artificial Intelligence Fellowship
Partner: Ontario SPOR SUPPORT Unit
Program Launch Date: November 6, 2024

KEY DATES

	Letter of intent stage	Full application stage
Info teleconference:	November 21, 2024	---
Submission deadline:	January 15, 2025	April 29, 2025
Notification date:	March 7, 2025	June 2025
Funding start date:	---	September 2025
Leadership Institute:	---	June 2025 (dates TBD)
Residency (In person):	---	October 15-17, 2025

PARTNERS

With a vision of *Compassionate, quality healthcare for all Canadians, in a system advanced by technology, innovation, and a rich understanding of our healthcare history*, **AMS Healthcare** strives to improve care for all Canadians. We advance a compassionate healthcare system by investing in leaders, convening stakeholders, supporting research and funding innovative projects. Our work supports and learns from our rich history of healthcare. Since 2012, AMS Healthcare has focused its vision on the concept of compassionate care: supporting healthcare providers, educators, policy makers and system leaders in anticipating, teaching, and instilling a foundation of compassion at the heart of our health system. This is based on the premise that health professionals provide the best care when they can balance human compassion and technical expertise. Our strength is developing health system leadership – leadership grounded in compassionate care. We should also not lose sight of the learnings afforded by lessons of the past – this was affirmed for all in the collective response to COVID. AMS Healthcare provides funding for activities that address leadership development in two key components of quality

care: Compassion¹ as a central feature of the patient-centred model of the provider-patient relationship; and the emergence of artificial intelligence and digital health solutions as disruptive technologies.

Click [here](#) to learn more about AMS Healthcare’s work in this area. Click [here](#) to view AMS Healthcare’s Strategic Plan.

The **Ontario SPOR SUPPORT Unit** is the catalyst for patient-oriented research in Ontario. OSSU provides supports such as expertise, infrastructure, training and resources to people conducting patient-oriented research. OSSU also funds projects that demonstrate the value of patient-oriented research and how it can leverage OSSU supports to achieve greater impacts. These awards support translational patient-oriented research that are Innovative, Measurable, Patient-oriented, Appropriate, Collaborative and Transformative – IMPACT Awards.

PROGRAM DESCRIPTION

AMS Healthcare will focus on achieving measurable impact and value to the healthcare system by using its position, reputation, networks, and resources to focus on building health leadership able to excel in a rapidly evolving system of care. We know that technology will transform healthcare in ways we are only beginning to understand and healthcare’s readiness to embrace this transformation – and ability to translate technology opportunities into sustainable solutions to the most pressing issues in healthcare – will be the central challenge for practitioners, patients, providers, and policymakers alike. Expectations about compassionate care will also evolve as patients increasingly look for empathy and equity, as well as connectedness, responsiveness, and empowerment to act together to improve health and address illness.

The Leadership in Compassion and Artificial Intelligence Fellowship takes high potential emerging leaders and provides them with an opportunity to hone their skills to lead in a rapid changing health care system. AMS Healthcare aims to provide Fellows with the time and experience that will enable them to lead in advancing humanistic and compassionate care and in contributing to system change to better meet the differing needs of our richly diverse Canadian population.

The AMS Healthcare Leadership in Compassion and Artificial Intelligence Fellowship provides highly qualified individuals (prepared with either a PhD or Master’s degree) a unique opportunity to apply their leadership, research and analytic talents to the critical challenge of the impact of Digital Technologies/AI on the delivery of compassionate healthcare.

AMS Healthcare is inviting health professionals, educators, academics, researchers and clinicians of all disciplines to seize the opportunity to lead this transformation by deepening our understanding of the various aspects of compassion in the light of emerging disruptive healthcare technologies in order to better enable healthcare’s compassionate purpose.

This innovative 12-month leadership program is intended to build capacity in the healthcare research and academic community to take advantage of emerging Digital Technologies/AI approaches and the

¹ *Compassion includes empathy, respect, a recognition of the uniqueness of another individual, and the willingness to enter into a relationship in which not only the knowledge but the intuitions, strengths, and emotions of both the patient and the provider can be fully engaged.*

intersection with compassionate care. To achieve this goal, AMS Healthcare's efforts are focused on early and mid-career interdisciplinary professionals, seeking to expand their leadership skills through experiential learning and research in compassionate care and Digital Technologies /AI approaches. The focus of the fellowships will be on practice, education and/or research in health systems and related fields to improve patient care and enhance the education of students and practicing health professionals.

Core criteria for the fellowships include:

- (1) Demonstrate the potential and/or preparedness for leadership in advancing humanistic and compassionate care in an era of rapidly evolving use of digital technologies and Artificial Intelligence in the health care system.
- (2) The exploration of specific attribute(s) of compassion (i.e., provider-patient relationship, equity, trust, patient safety, suffering, provider burnout, etc.) in relation to digital technology/AI;
- (3) Compassion is clearly conceptualized and defined in the proposal; and,
- (4) The exploration of compassion in relation to digital technologies/AI is core to the proposal.

This award provides Fellows with the opportunity to dedicate a portion of their time (to be specified in the application) to become immersed in the fellowship experience and benefit from mentorship by leaders, leadership development opportunities collaborating across disciplines, while also making it possible to protect a portion of time to participate in the leadership development program offered by AMS Healthcare and for the academic research or a project that is core to that learning. Flexibility in the time commitment will enhance the learning experience. Fellows require a sponsoring institution that will provide support and resources to the applicant, an appropriate supervisor, as well as oversight of the financial aspects of the award. Fellows must also identify a suitably qualified mentor(s) who will enrich this learning experience, provide advice and encourage the Fellow throughout the term of the award.

FUNDS AVAILABLE

AMS Healthcare's financial contributions for this leadership initiative are subject to availability of funds. Should AMS Healthcare funding levels not be available or are decreased due to unforeseen circumstances, AMS Healthcare reserves the right to reduce, defer or suspend financial contributions to awards received because of this funding opportunity.

- The total amount available for this funding opportunity is \$825,000; enough to fund up to eleven (11) one-year fellowship awards of up to \$75,000 on compassion and technology.
- AMS Healthcare will also provide additional in-kind support through an in-person residency, annual Institute, and Conference, as well as access to leadership development and coaching.

ELIGIBILITY

To be eligible for this award, the applicant must be either:

- an early or mid-career academic health investigator working in a CIHR eligible institution. CIHR defines a new/early career investigator as someone who has assumed his/her first independent academic position (e.g., faculty appointment) within the last 5 years. For AMS, a mid-career is an individual within 6-10 years from the date of their first research-related appointment, minus eligible delays in research.

- a regulated healthcare professional with graduate school training or an academic in a field related to/focussed on healthcare (i.e., health ethics, health law, computer scientist with an interest in health applications) working in a health care organization, provincial government, academic setting or a provincial/national health professional organization.

Preference will be given to applicants who reside in Ontario and are a Canadian citizen or permanent resident.

Activities proposed in the application must occur at an organization located in Canada.

Successful applicants must also be:

- affiliated with a CIHR -eligible institution [<https://www.cihr-irsc.gc.ca/e/36374.html>].
- Supervised by an individual who has an academic appointment with a university-based graduate program and who conducts research in health services and/or technology.
- Mentored by an individual (not the Supervisor) who has an academic appointment with a university-based graduate program and who conducts research in health services and/or technology. Fellowship mentorship can also be provided by health system leaders. Applicants are encouraged to identify mentors who bring diverse skills and perspectives to their fellowships. Engaging a patient/caregiver (person with lived experience) partner as an additional Mentor to your team is strongly recommended.

GUIDELINES

The Fellowship award may be combined with or supplemented by another fellowship award where there is no overlap in funded activities (i.e. one fellowship provides salary support and the other supports a specific research project or other activities). Funding may be used to cover reasonable expenses related to the Fellowship (i.e. salary replacement, travel and registration expenses, etc. Questions regarding the eligibility of expenses will be: addressed at the webinar; in the FAQ document; and, can be directed to OSSU. Fellowship funding can not be used to support organizational administrative or infrastructure expenses.

REVIEW PROCESS and EVALUATION

Objectives

The AMS Healthcare Leadership in Compassion and Artificial Intelligence Fellowship award program is expected to support the development of:

- Emerging leaders who are scholars and researchers to lead in Digital Technologies/AI and compassionate care by supporting experiential learning opportunities and competency development; and,
- cross discipline networks of emerging leaders who are also scholars and researchers (i.e. health disciplines and technology).

These award funds are not specifically for the conduct of research. Fellows are encouraged to use the fellowship to fund career and leadership development & projects aligned with AMS's strategic foci.

Criteria for The Fellowship

To support the objectives of the fellowship award program, the following criteria will be used.

1. Leadership (potential) (20%) (consider the applicant's career stage and discipline)
Potential of the applicant as an emerging health services/health systems researcher, a champion of patient partnership and compassion as a service provider, and leader in health, DT/AI in/for healthcare. The application ought to justify a plan for enhancing leadership skills and abilities through the fellowship. This would include a track record as an emerging leader and a plan to enhance leadership skills and abilities through the fellowship.
 - Training Expectations – Career aspirations; establish career objectives; Clarity, logic and relevance of the career development plans.
 - Honours, Awards and Academic Distinctions.
 - Research-Related Activities and Contributions.

2. Link to compassion (20%)
 - The fellowship proposes to explore a specific attribute(s) of compassion (i.e., provider-patient relationship, equity, trust, patient safety, suffering, provider burnout, etc.).
 - Compassion is clearly conceptualized and defined in the proposal.
 - The exploration and integration of compassion in relation to digital technology/AI is core to the proposal.
 - To strengthen the application, consideration may be given to one or more of the following:
 - o The proposal explores the positive and/or negative impact technology can have on compassion on patient, family, caregiver and/or provider outcomes.
 - o The fellowship addresses a key patient or provider outcome (i.e., provider burnout, patient falls, etc.) and explores how improving the outcome relates to the provision of quality compassionate healthcare.
 - o The applicant proposes to explore the risks and benefits of technology to compassion.
 - o The proposal includes a description/strategy for knowledge translation activities.

3. Training environment (20%) (consider career stage and discipline of the applicant)
 - Institution commitment and resource
 - o space, facilities, funding, release time, collaborations, and personnel support
 - Supervisor/Mentor
 - o commitment, research and content experience, training experience, qualifications, honours and awards, contributions,
 - o Supervision/Mentorship plan
 - Patient Mentor (including caregivers, community and or service end users)
 - o Experience
 - o Mentorship plan

4. Proposed Activities/Research Project (40%).
 - Quality, potential impact and feasibility of the applicant's project or work proposal.

Expectations

The AMS Healthcare Fellow is expected to use broad and innovative approaches to learn and develop leadership competence in ways to embrace Digital Technologies/AI in compassionate care. In addition to the usual methods of knowledge dissemination such as publications and social media, the AMS Healthcare Fellow is expected to:

- Prepare a summary report on the outcomes of the project/activities to AMS Healthcare;

- Share learnings and experiences in their community and at the annual AMS Healthcare Conference;
- Participate in AMS Healthcare’s AI and compassionate care community of practice; and,
- Participate in the AMS Healthcare leadership development program including:
 - leadership coaching, a two-day Fall residency which offers Fellows the opportunity to interact with health sector leaders and government decisionmakers, and
 - a three-day late Spring Leadership Institute.

HOW TO APPLY

Applications for this funding opportunity will undergo a two-stage process starting with a Letter of Intent stage (LOI Stage) and concluding with a Full Application Stage (FA Stage). Templates and application templates for this award can be found at www.ossu.ca/resources/ams-healthcare.

LOI Stage

Applicants are required to submit a complete Letter of Intent (LOI) template (Calibri, 11pt, single spaced) to OSSU, at ossu@ossu.ca, by **5:00 pm (eastern time), Wednesday, January 15, 2025**. You will receive an acknowledgement of your email application within 36 hours.

Following administrative review (for completeness and eligibility), applications will be assessed by a panel of experts in the challenges and potential impacts of digital technology and artificial intelligence on the delivery of compassionate healthcare.

The result of the LOI Stage will be determined by AMS Healthcare. All applicants will be notified of the results on or before **Friday, March 7, 2025**.

FA Stage

Successful applicants will be invited to submit a full application to the competition. Applicants must submit a complete Full Application template (Calibri, 11pt, single spaced) as well as additional documentation requested in the call to OSSU, at ossu@ossu.ca, by **5:00 pm (eastern time), Tuesday, April 29, 2025**.

Following administrative review (for completeness and eligibility), applications will be adjudicated by a panel of experts in the challenges and potential impacts of digital technology and artificial intelligence on the delivery of compassionate healthcare.

The result of the FA Stage will be determined by the AMS Board’s Review Committee. All applicants will be notified by AMS of the results in **late June 2025**.

CONTACT INFORMATION

John Riley, Assistant Director
Ontario SPOR SUPPORT Unit
E: ossu@ossu.ca

Click [here](#) to learn more.

This program is offered as a partnership between the [AMS Healthcare](#) and the [Ontario SPOR SUPPORT Unit](#).

