

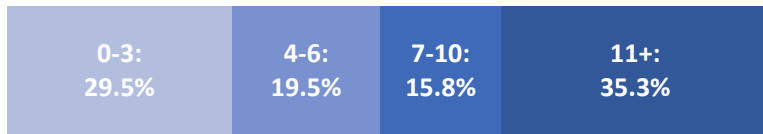
# NIH Staff Clinician Professional Development Survey



National Institutes of Health  
Office of Intramural Research, Staff Clinician Council  
One Program, Many People, Infinite Possibilities

64% (193/300) Staff Clinicians responded to the survey

## Years at NIH



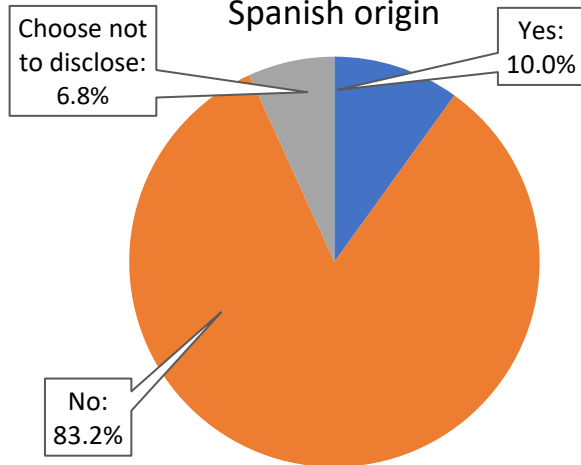
## Gender Identity



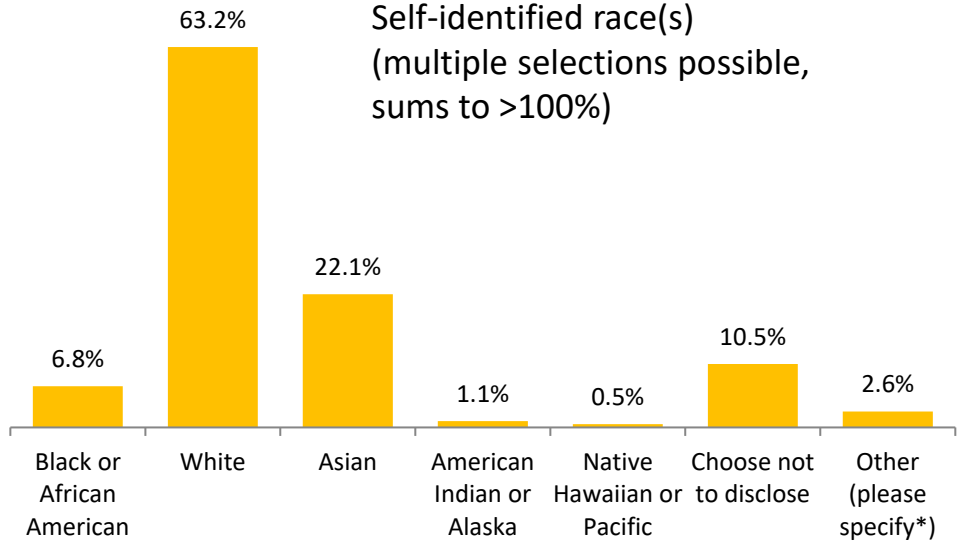
Transgender, genderqueer, gender non-conforming, questioning, or something else: 0%

Choose not to disclose: 4.2%

## Hispanic, Latino, or Spanish origin

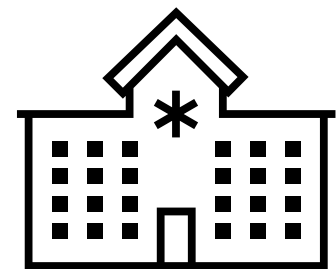
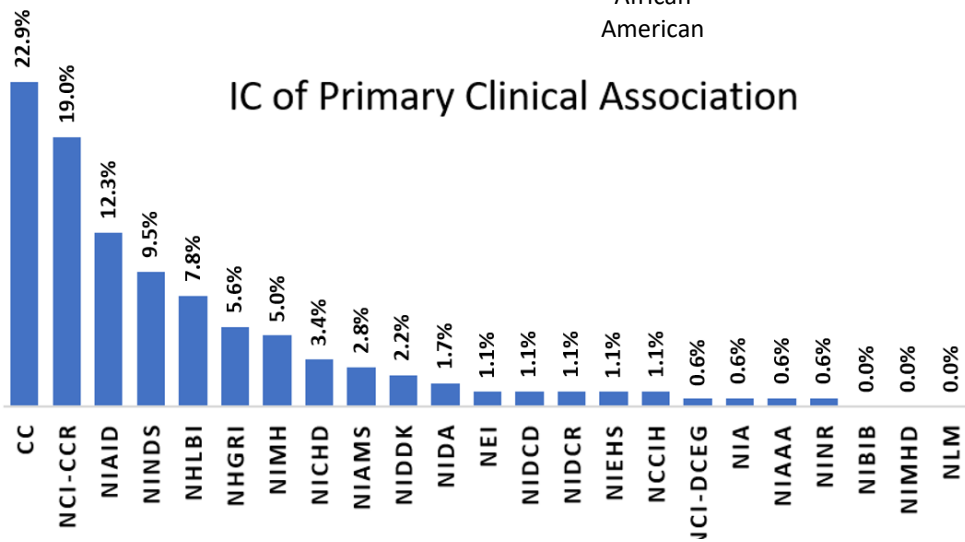


## Self-identified race(s) (multiple selections possible, sums to >100%)

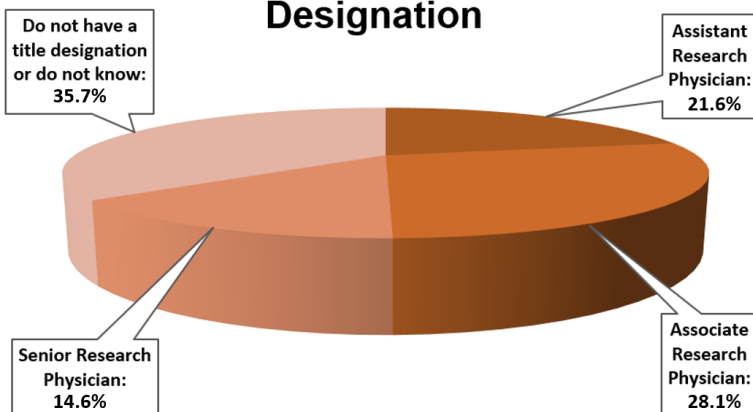


\*Responses given: "Mixed race": 2 "Indian sub continent" "Southwest Asian and North African"

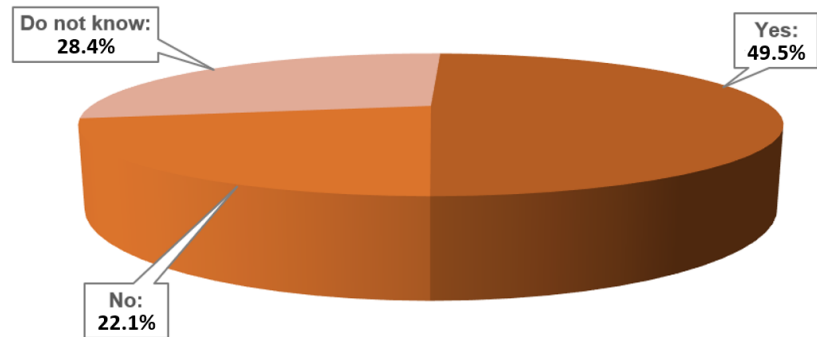
## IC of Primary Clinical Association



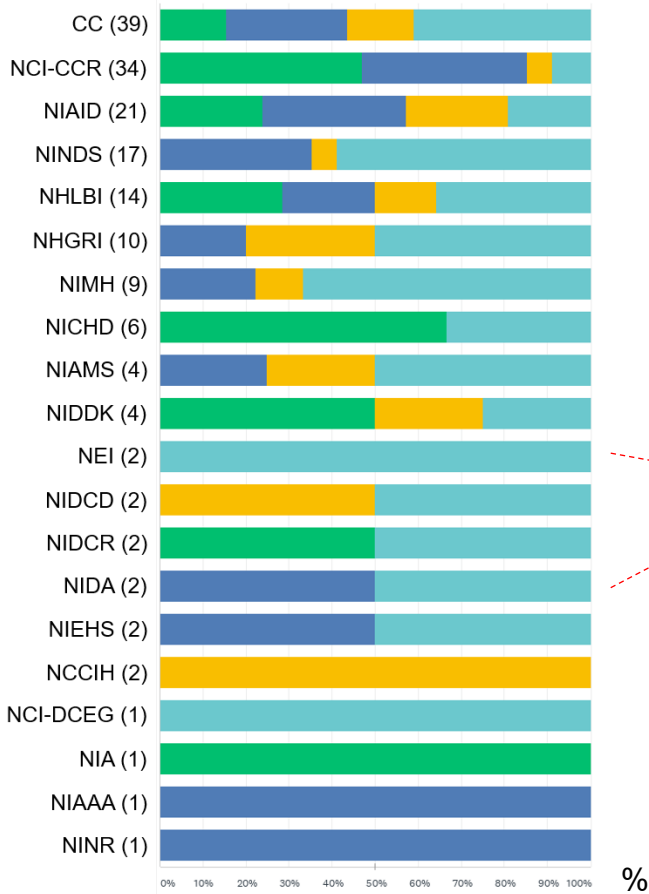
## Staff Clinician Title Designation



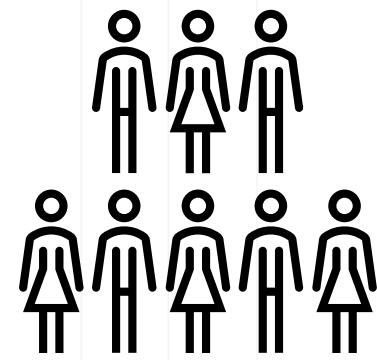
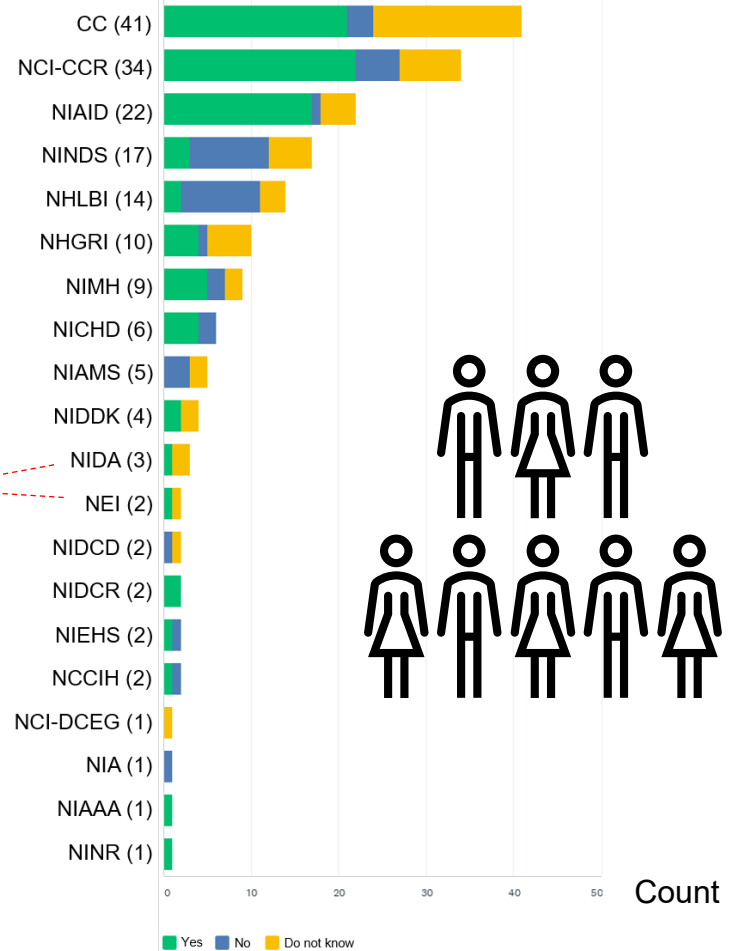
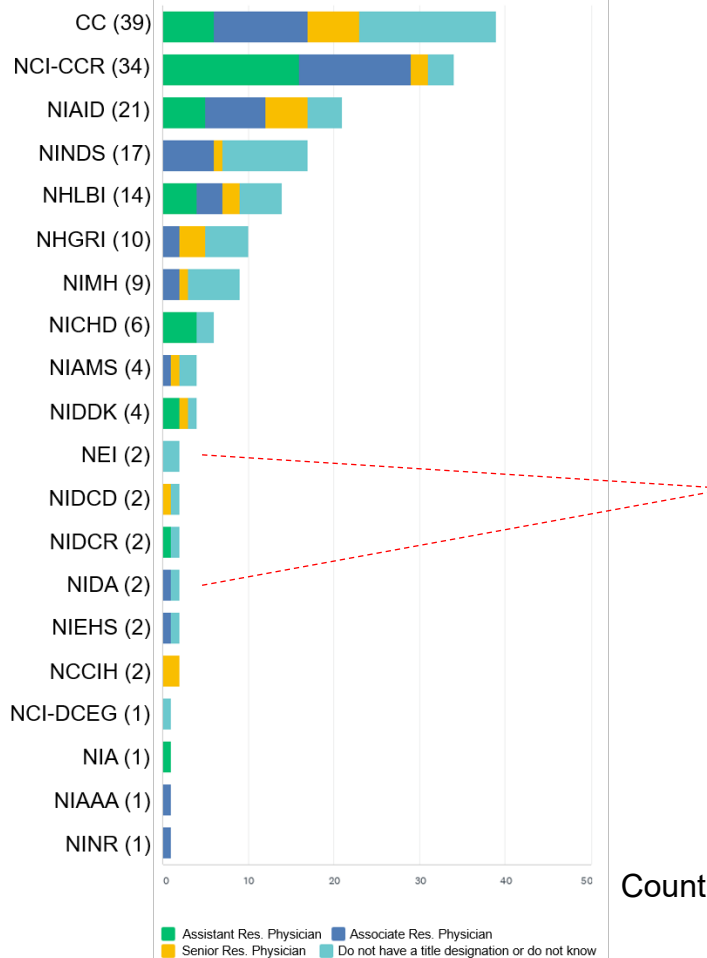
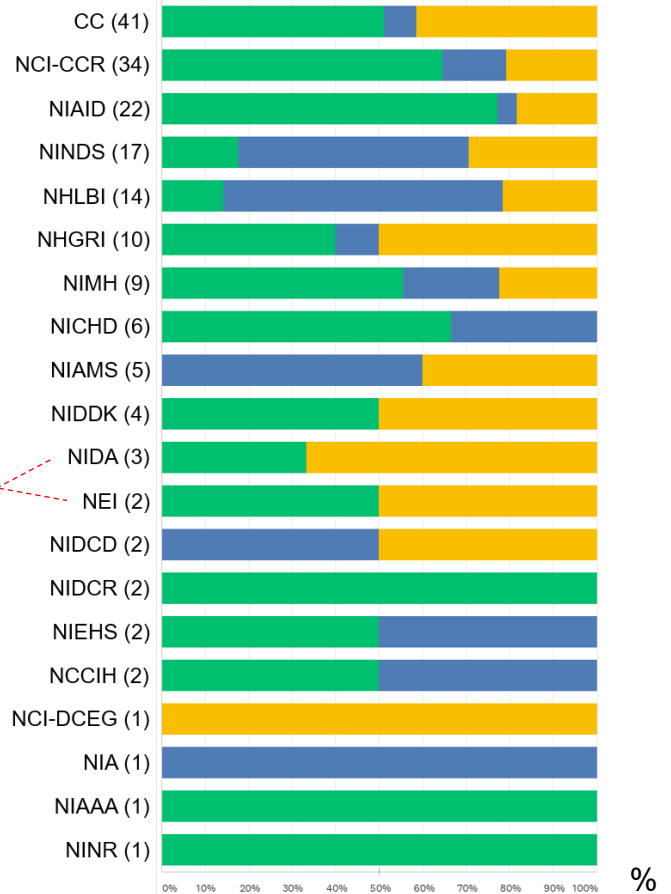
## Staff Clinician Agreement specifying terms and responsibilities



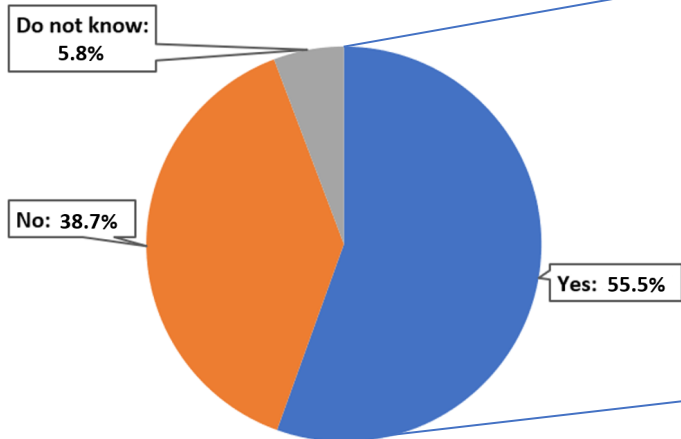
# Staff Clinician Title Designation



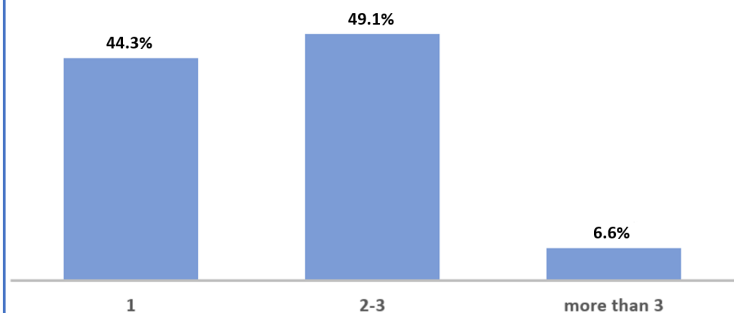
# Staff Clinician Agreement specifying terms and responsibilities



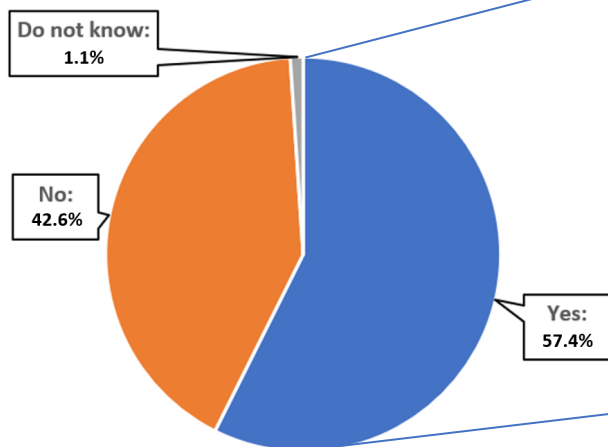
## Current possession of mentor(s)



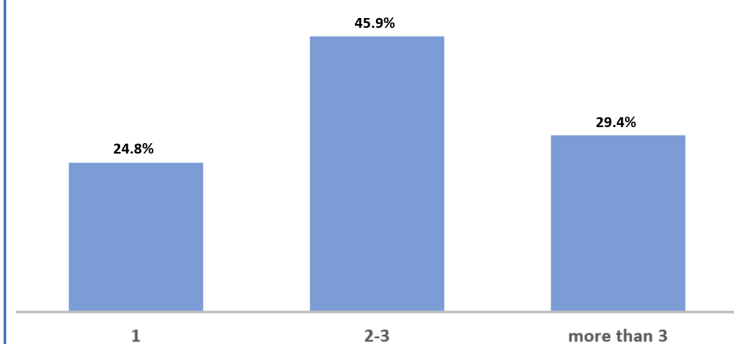
## Current number of mentors



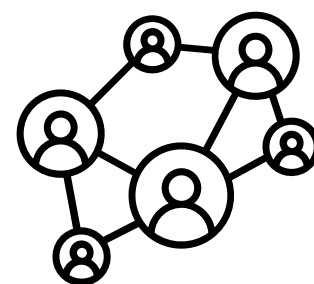
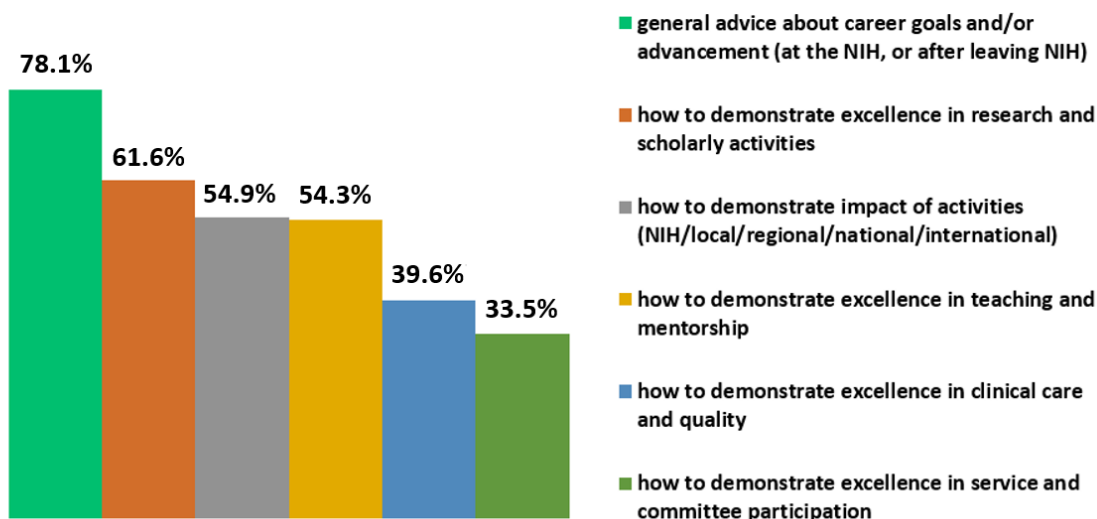
## Current possession of mentee(s)



## Current number of mentees



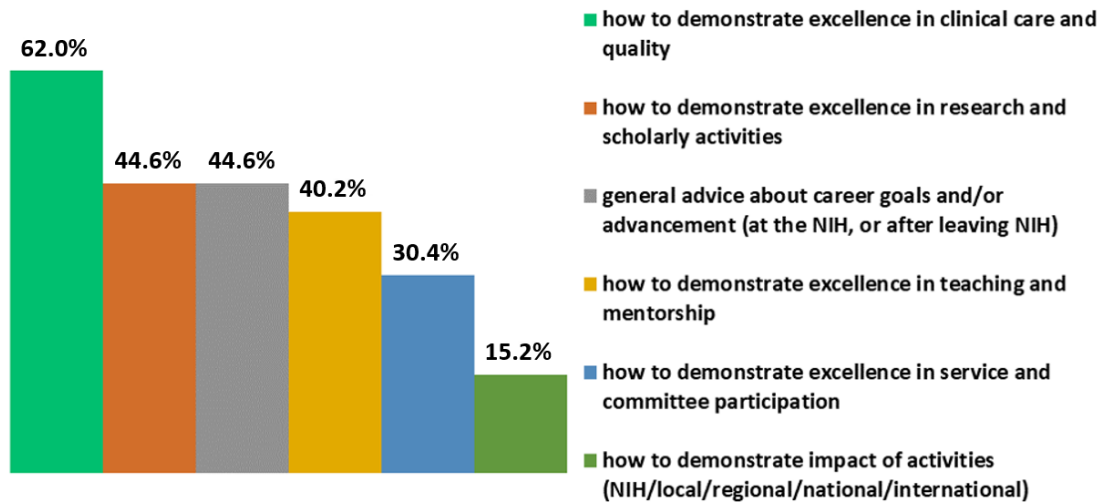
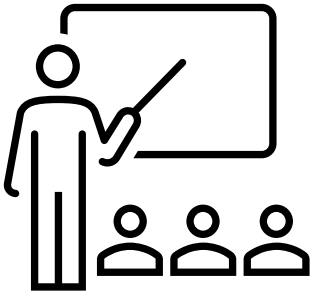
## Staff Clinicians would like to receive professional development in these general topics:



## Staff Clinicians would like to receive professional development in these specific topics (only top 5 answers shown):

• leadership skills or management training	58.4%
• networking, self-promotion, and media preparedness	47.6%
• teaching and supervisory skills	42.8%
• career navigation skills, such as professional resiliency, innovation, and “pivoting”	41.6%
• committee membership and activities in the NIH professional community or at the national/international scale (e.g. professional organizations or meetings, editorial boards)	39.2%

## Staff Clinicians would like to provide professional development in these general topics:

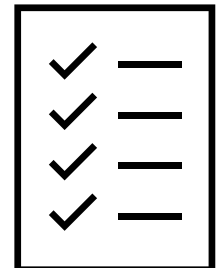
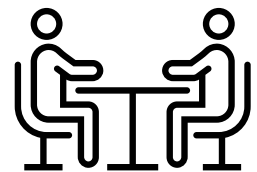
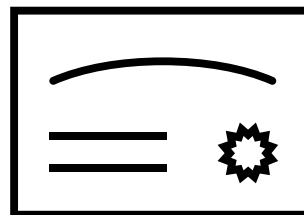


## Staff Clinicians are willing to provide professional development in these specific topics (top 10 answers shown):

• development and execution of clinical research protocols	40.4%
• teaching and supervisory skills	38.3%
• peer review and editorship of scholarly publications	33.0%
• collaboration and team science	33.0%
• scientific communication and presentation skills	32.0%
• authorship of publications	28.7%
• committee membership and activities in the NIH professional community or at the national/international scale (e.g. professional organizations or meetings, editorial boards)	22.3%
• establishing work-life balance	22.3%
• ethical conduct, including information security and standards for human subjects research	21.3%
• experimental design, statistical analysis, and data visualization	19.2%

In response to a survey item inviting suggestions or comments, multiple respondents expressed a need for one or more the following:

- recognition,
- research resources and independence,
- high-quality mentorship across ICs and branches,
- explicit developmental benchmarks and evaluation criteria



This survey was administered in April 2021. Not all survey data provided here. For more information, please contact Rob Javonillo ([robert.javonillo@nih.gov](mailto:robert.javonillo@nih.gov)) or Carl Hashimoto ([carl.hashimoto@nih.gov](mailto:carl.hashimoto@nih.gov)) in the Office of Intramural Research. Survey reviewed and distributed by the NIH Staff Clinician Council ([SC\\_Council@nih.gov](mailto:SC_Council@nih.gov)).