



National Institutes of Health

*Office of Intramural Research,
Staff Clinician Council*

1st Staff Clinician Orientation

Staff Clinician Council

October 20th, 2022

Staff Clinician Orientation - AGENDA

Introduction

- Sophie Cho, MD, SCC Member (NINDS)

Opening Remarks

- Nina F. Schor, MD , Deputy Director for Intramural Research

1st Staff Clinician Orientation Presentation

- Gina Montealegre, MD, SCC Member (NIAID)

Question & Answer Session

- **Moderator** - Jenna Bergerson, MD SCC Member (NIAID)
- **Panelists** – Parker Ruhl, MD (SCC Chair), Mike Solomon (SCC Vice-Chair), Ashkan Malayeri (Secretary), Emily Limerick (SCC Member)

Closing Remarks



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Outline

- **NIH Staff Clinician (SC)**
 - Definition
 - SC presence across Institutes/ Centers
- **Introduction to the Staff Clinician Council (SCC)**
 - Introduction (who are we?)
 - Staff Clinician Council Milestones
- **Results 2021 Professional Developmental Survey**
- **Staff Clinicians Title Designations and Letter of Agreement (LOA)**
 - Which are the three available title designations?
 - What is a LOA?
 - Why going through this? Is it worth it?
 - Where to find answers to the most common questions related to this process?
- **Office Intramural research (OIR) Pilot Mentoring Program**
- **Staff Clinician Council Activities / Programming**
- **Other Available Resources**
- **How to contact the SCC**

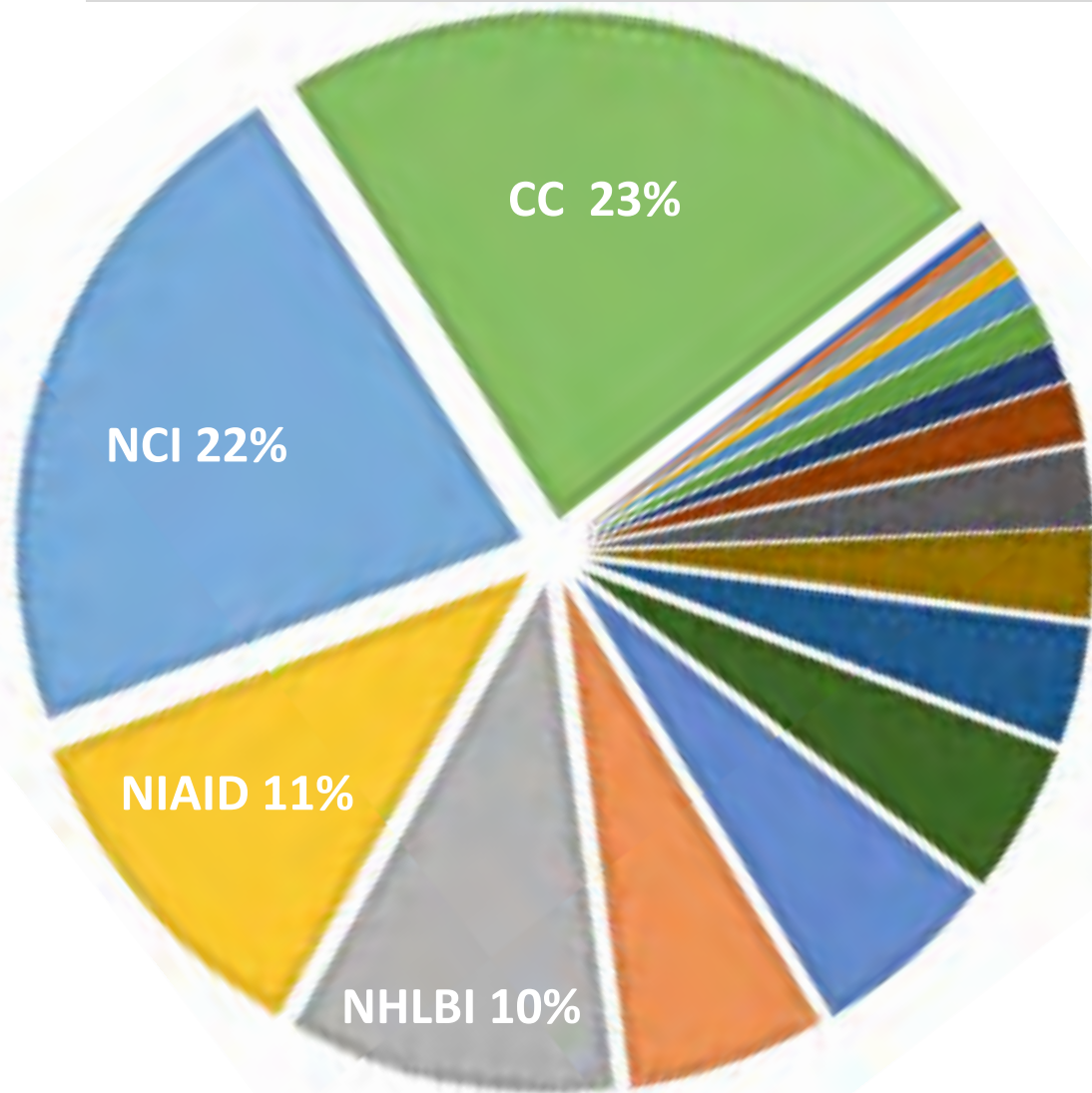


NIH Staff Clinicians: the NIH Clinical Faculty

- A Staff Clinician is a physician or dentist who spends the majority of their time providing critical patient care services and is expected to provide clinical leadership and the highest level of clinical care



320 Staff Clinicians among 18 Institutes/Centers (ICs)



ICs with 1% or less of SC
NIDCR/ NIA/ NIAAA/ NIEHS/ NIDCD/ NIDA/ NINR

ICs with 2-6% of SC

- NIAMS 2%
- NICHD & NEI 3%
- NIDDK 4%
- NIMH 5%
- NHGRI & NINDS 6%

How are we represented?



Vote!



Staff Clinician Council

MISSION

To advocate for the **professional development** of staff clinicians (physician and dentists) and to support the ongoing provision of high-quality and cutting-edge clinical care to NIH patients and research subjects.



Parker Ruhl (NIAID/NHLBI)



Sophie Cho (NINDS)



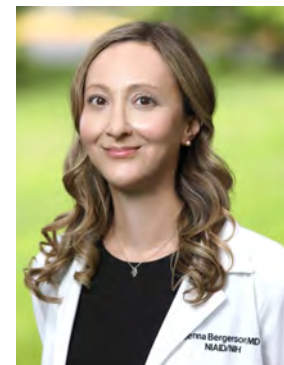
Ashkan Malayeri (CC)



Emily Limerick (NHLBI)



Mike Solomon (CC/NHLBI)



Jenna Bergerson (NIAID)



Gina Montealegre (NIAID)

NIH Staff Clinician Milestones



Staff Clinician
Position created
• **1994**

Staff Clinician
Council founded
• **2015**

Staff Clinician
Title Designations
& Agreements
• **2017**

Staff Clinician
Title Review
Committee
• **2021**

Register all Staff
Clinician Title
Designations in
OIR
• **2021-2022**

*Voting seat on Medical Executive
Committee (MEC)*



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Staff Clinician Professional Development Survey

– April 2021 –

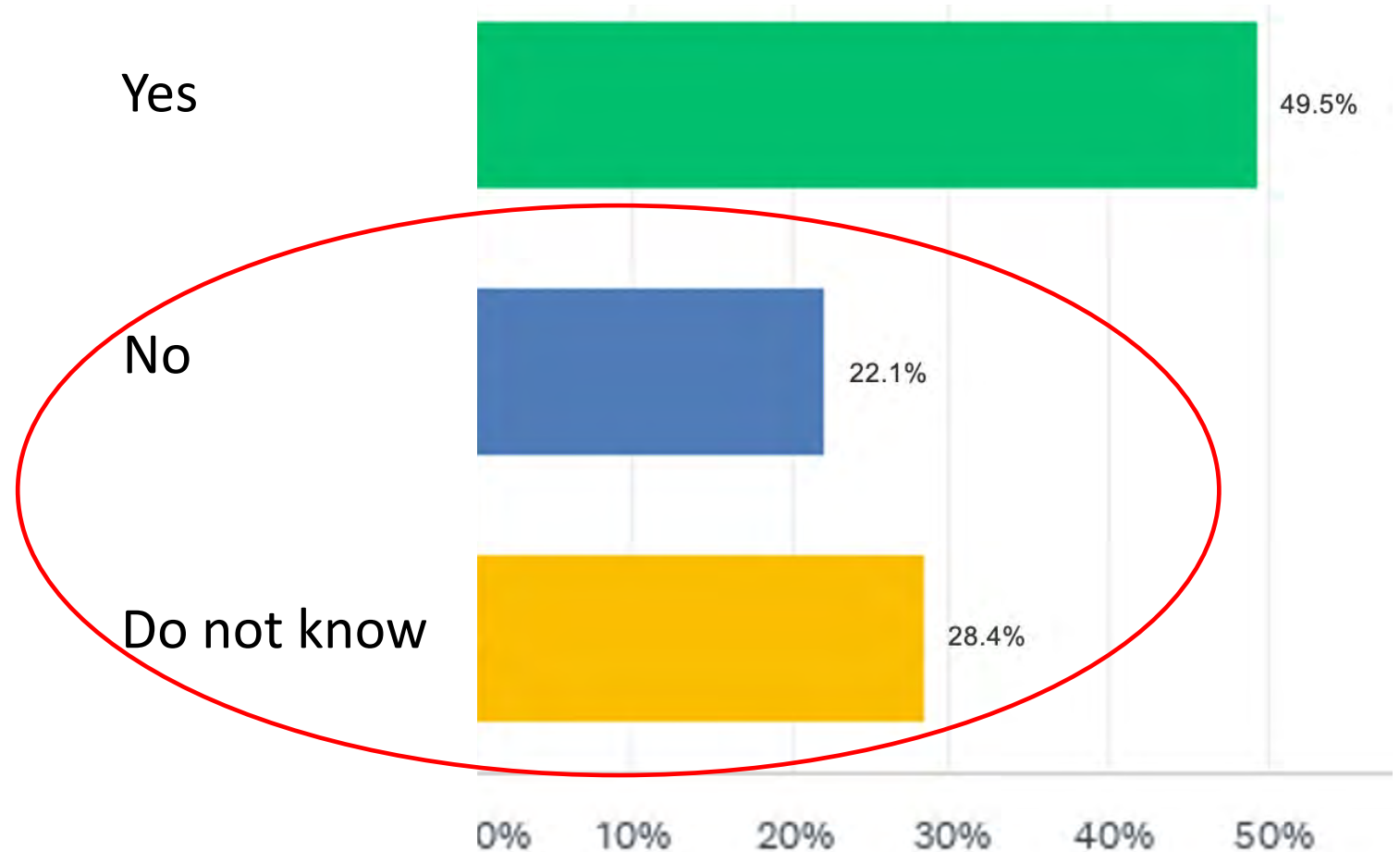
Staff Clinician
Title Designation
n=185



Staff Clinician Professional Development Survey

– April 2021 –

Do you have a
SC agreement
specifying the terms
and responsibilities
of your position?
n=190



NIH Staff Clinician Career Development Opportunities

Demonstrates excellence in

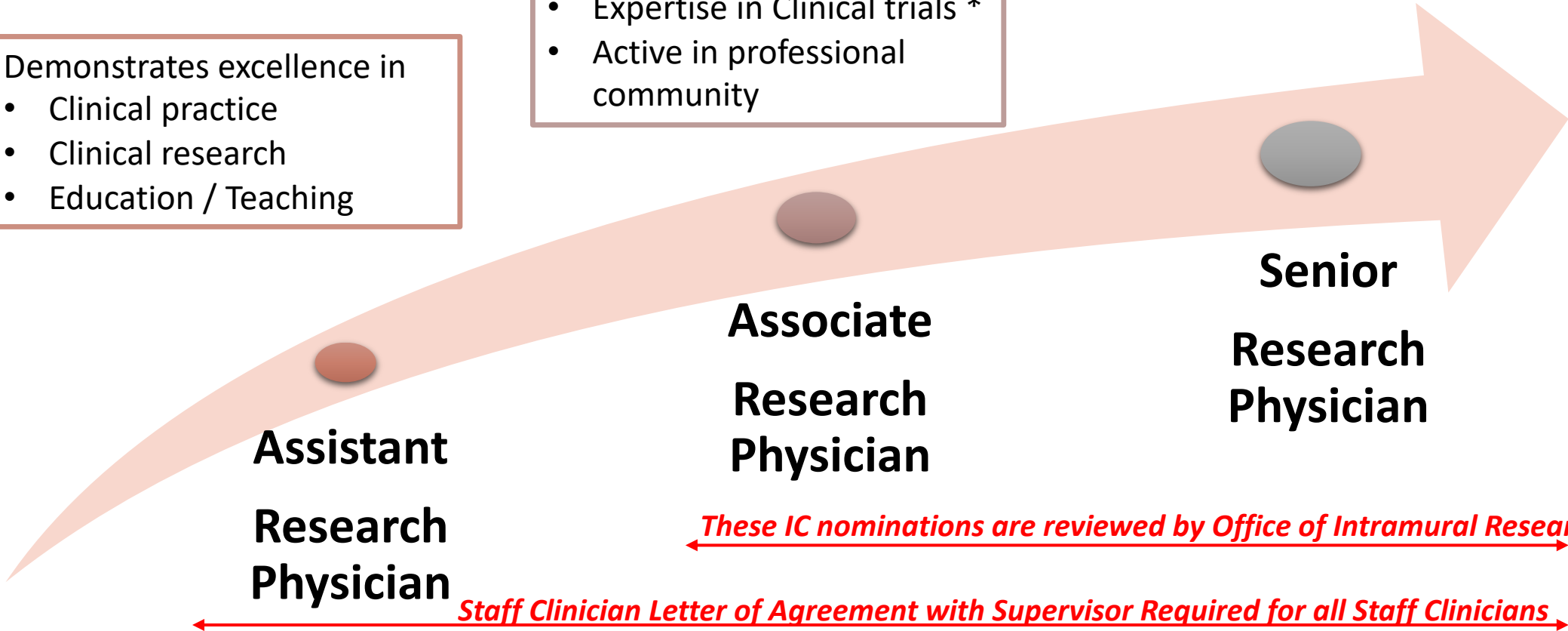
- Clinical practice
- Clinical research
- Education / Teaching

PLUS

- Leadership roles
- Expertise in Clinical trials *
- Active in professional community

PLUS

- National & international recognition
- Active leaders in the IC
- Mentors to other staff



**Assistant
Research
Physician**

**Associate
Research
Physician**

**Senior
Research
Physician**

These IC nominations are reviewed by Office of Intramural Research (OIR)

Staff Clinician Letter of Agreement with Supervisor Required for all Staff Clinicians

What is a Staff Clinician Letter of Agreement?

- 1) Division of effort
- 2) Resources/ service duties and independent
- 3) Web presence
- 4) Travel and training budget

Staff Clinician Agreement Template

*This agreement should be completed by **March 1, 2018**, for all Staff Clinicians who do not have an agreement. If Staff Clinicians already have an agreement in place, the due date for the new format is **June 1, 2018**.*

This agreement sets out protected time, independent resources, and travel for the period, [Date] to [Date] for [Name, Degree], Staff Clinician in the [Employing Lab or Office], [IC]. This agreement is subject to renegotiation at any time and will be re-issued at the time of quadrennial or BSC review and/or if advancement to the next level of Research Physician occurs. This agreement is based on a good-faith projection of funding and specific responsibilities of the Staff Clinician and will be observed by all parties, barring unforeseen circumstances. Activities supported by independent intramural NIH resources allocated directly to a Staff Clinician are subject to BSC review.

Research Physician Level: (Assistant, Associate, or Senior)

1. Division of effort

- Patient care/other service activity (minimum 50% per IPD requirement)
- Protected time for research activities (specify % of total)

2. Resources (as applicable)

A. Resources for assigned service duties

- Personal office space
- Clinic/lab space
- Personnel (direct reports only)
- Operating expenses

B. Resources for independent activity

- Space
- Budget & FTE
- Facility access

3. Web presence (Minimum is single page, linked to PI or Office page with picture, short bio, interests, and selected publications.)

4. Travel and training budget (Resources required for travel, maintenance of certification and licensure as appropriate for Research Physician level)

- Funding for travel to scientific and clinical meetings (domestic or foreign) per year or dollar travel budget (Sponsored travel does not count against this.) Specify dollar amount.
- Funding for at least one meeting for required maintenance of competence and certification (not capped for those with multiple board certifications to maintain). Specify dollar amount.

What are benefits of SC title designations and Letter of Agreement?



INTERNAL

- **Recognition**
- **NIH-IRP title designations registered centrally in OIR**
- **Framework** for identifying SC mentor/ mentee partnerships
- **Responsibility** of supervisor/ IC to encourage growth



EXTERNAL

- **Provide** title comparable to outside academic rankings
- **Improve recognition** with outside collaborators
- **Facilitate** outside job searches
- **Travel support & Website recognition**

Answers to the most frequent questions about Title Designations and Letter of Agreement can be found at

NIH Staff Clinician Council

SCC Members

SCC Active Projects

SCC Completed Projects

Staff Clinician Resources

SCC Newsletter

Contact

Staff Clinician Resources

Communication

- **Staff Clinician Listserv** — Stay connected! Join the Staff Clinician Listserv, STAFFCLIN-L, by linking to <http://list.nih.gov/cgi-bin/wa.exe?SUBED1=STAFFCLIN-L&A=1>. You will receive important messages from the Staff Clinician Council and other members of the NIH Intramural community. This is a moderated list, and we send only those messages of importance to the wider Staff Clinician community.
- **SCC Twitter Account** — Follow our Twitter account for regular updates, at <https://twitter.com/sccatnih>. If you are an NIH Staff Clinician, investigator, or other NIH employee and want to promote a topic about accomplishments of an NIH Staff Clinician (yourself and/or others) from our Twitter account, use the form at <https://forms.office.com/g/7ZwPjzC678> (accessible only within NIH network)

Research Physician Title Designation Series

In 2016, in order to more fully reflect the varied and vital roles that NIH physician-scientists have, such as providing highly specialized clinical care or leading complex patient-care teams to carry out complicated research trials, the IRP has created new position levels: Assistant Research Physician, Associate Research Physician, and Senior Research Physician ([Career Development for Staff Clinicians at the NIH](#)). The official NIH Intramural Professional Designation (IPD) will remain "Staff Clinician." All full-time Staff Clinicians must have one of these three titles and a documented agreement with their IC on file (see [Staff Clinician Agreement Template](#)). Part-time Staff Clinicians who have a 50% or greater full-time equivalent (FTE) position are eligible to be nominated for the title designations of Associate Research Physician or Senior Research Physicians under the same criteria. Since Staff Clinicians must be NIH employees, contractors or Special Volunteers are not eligible for the title designation series. Please see the NIH Sourcebook for additional details about the NIH Staff Clinician position. For Assistant Research Physicians, please submit the individual agreements under the heading below in bold, "All Assistant Research Physicians." The title of **Assistant Research Physician** must be given by the IC to all full-time Staff Clinicians unless they are approved for Associate Research Physician or Senior Research Physician centrally at OIR. The title of **Associate Research Physician** and **Senior Research Physician** must be approved centrally at OIR by the DDICR (see below for the required documents for nominations, including templates, CV guidance, and evaluation criteria used). Then use the link provided to submit all the required documents for the nomination package. Only appropriately OIR-sanctioned Associate Research Physicians and Senior Research Physicians (100% FTE, cannot be part-time) may be considered for the role of PI in a CRADA (use the [Clearance for Designation of a NIH Associate Research Physician or Senior Research Physician as NIH Principal Investigator for Cooperative Research and Development Agreement](#)).

All Assistant Research Physicians must have the IC submit an updated Staff Clinician Agreement at <https://nidcrvredcap.nih.gov/surveys/?s=E9LMF73RC4>.

- [Explanation for Outside Entities Regarding the Staff Clinician Titles at NIH](#)
- [FAQs About the Staff Clinician Titles](#)



<https://oir.nih.gov/sourcebook/personnel/ipds-appointment-mechanisms/staff-clinician>

Pilot Mentoring Program



Carl Hashimoto, PhD

- Initiative from the 2021 Professional Developmental Survey
- Plan to start in 2022
- Formal structured mentoring
 - Oversight
 - Education
 - Assessment
- Mentee: career development plan
- Mentor: Associate and Senior Research Physicians, Senior Clinicians
- Mentoring group/individual meetings

Staff Clinician Council Activities/Programming

Annual Town Hall Meeting - *May 2023*

SC Professional Development Seminar series- *Bi-annual meetings*

ExCel Lecture Series (https://intranet.cc.nih.gov/pt_care/excel) - *Monthly*

Networking/Social Events - *Coming soon!*

Pilot Mentoring Program - *To start in December 2021*

NIH SC C-Change Survey Results – *November 10, 2022*



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Helpful links!

NIH Mandatory Training -

<https://hr.nih.gov/training-center/mti/mandatory-training-inventory>

Clinical Center Website (Medical records, pharmacy, point of contact different offices/ departments, pt. information/services)

<https://clinicalcenter.nih.gov/researchers/lectures1.html>

NIH library

<https://www.nihlibrary.nih.gov/signin/main>

NIH Office of Human Subjects Research Protection

<https://ohsrp.nih.gov/confluence/>

Helpful links! For Frequent Questions

Other funding mechanism for Staff Clinicians at NIH

<https://oir.nih.gov/sourcebook/awards-fellowships-grant-opportunities/directors-challenge-innovation-award-program>

https://ocr.od.nih.gov/btb/btb_program.html

<https://intranet.cc.nih.gov/RASCL/index>

Opportunities to Staff Clinicians for NIH loan repayment

<https://www.lrp.nih.gov/eligibility-programs%23intramural-tab>

To learn more about different hiring mechanisms to appoint Staff Clinicians

<https://oir.nih.gov/sourcebook/personnel/ipds-appointment-mechanisms/staff-clinician>

Other Resources available within NIH

Employee Assistance Program Resources

<https://ors.od.nih.gov/sr/dohs/HealthAndWellness/EAP/Pages/index.aspx>

Fitness and Well Being

<https://ors.od.nih.gov/pes/dats/fitness/Pages/index.aspx>

Parenting / Daycare

NIH Parenting Listserv

<https://ors.od.nih.gov/pes/dats/childcare/centers/Pages/centers.aspx>

<https://ors.od.nih.gov/pes/dats/childcare/pages/nihback-upcareprogram.aspx>

Future or New parents / Nursing Resources

<https://hr.nih.gov/about/faq/benefits/leave/paid-parental-leave-ppl>

<https://ors.od.nih.gov/sr/dohs/HealthAndWellness/Pages/lactation.aspx>

NIH Leave Bank

<https://hr.nih.gov/benefits/leave/leave-bank>

Resources

To Support the Supervisor and the Distressed Trainee

NATIONAL INSTITUTES OF HEALTH 

OITE 301-496-2427 training.nih.gov

- o Career Services
- o Educational Counseling & Advising

SUPERVISOR SUPPORT
Consultation and training to support quality mentorship and resolve workplace issues

TRAINEE SUPPORT
Graduate/professional school advising, career exploration, wellness programs, interpersonal skills development, cultural adaptation, mentor/mentee relationships



Different
non-traditional
Training &
Education

EAP 301-496-3164* ors.od.nih.gov/sr/dohs/EAP

- o Mental Health Professionals
- o Confidential
- o Voluntary

SUPERVISOR SUPPORT
Supervisory consultation, crisis intervention, assistance referring trainees to EAP

TRAINEE SUPPORT
Short-term counseling, crisis intervention, community resources & referral

*Phone and face-to-face consultations



Employee
Assistance
Program

Civil 301-402-4845 <https://civilworkplace.nih.gov>
Anti-Harassment Hotline 833-224-3829

- o NIH Human Resources
- o Anonymous Reports

SUPERVISOR SUPPORT
Consultation to mitigate workplace difficulties, including harassment (sexual/non-sexual), inappropriate, un civil, and other disruptive behavior

TRAINEE SUPPORT
Resource for harassment (sexual/non-sexual), inappropriate, un civil, and other disruptive behavior impacting the workplace



Civil
Program

Ombudsman 301-594-7231 ombudsman.nih.gov

- o Consultation
- o Coaching
- o Facilitation

SUPERVISOR SUPPORT
Coaching and conflict resolution design, implementation and training, confidential discussion of personal and interpersonal issues, identify work-related problems, policy and procedures concerns

TRAINEE SUPPORT
Neutral, confidential, independent resource, coaching, problem-solving, resources and strategies



Center for
Cooperatively
Resolving Issues

OMS 301-496-4411

Occupational Medical Service
<https://go.usa.gov/xnhG3>, 301-496-1211 (after hours)

24/7, Medical Emergencies, CLBldg 10, OP0
Evaluations for abrupt behavior change, substance abuse, injury, illness



Police

24/7, Emergency Law Enforcement

NIH Police: Main Bethesda Campus
911 landline, 301-496-9911 mobile
Non-emergency, 301-496-5685

Local Police: All other NIH facilities
9-911 landline, 911 mobile



[@SCCatNIH](https://twitter.com/SCCatNIH) 

SC_Council@nih.gov

<https://sigs.nih.gov/scc>

← NIH Staff Clinician Council 



NIH Staff Clinician Council

@SCCatNIH Follows you

Official Twitter account of Staff Clinician Council

NIH National Institutes of Health
Office of Intramural Research

NIH Staff Clinician Council

Staff Clinician Resources

- Developing Leadership Skills: download "Developing Leadership Skills"
- Identifying Resources: download "Identifying Resources"
- Negotiating Authorship and Successful Collaboration

