

NIH Staff Clinician Annual Town Hall

May 11, 2023

Staff Clinician Council Office of Intramural Research



Enter questions in Zoom Q&A (chat disabled)



The Town Hall will be recorded & archived on SCC website with FAQ

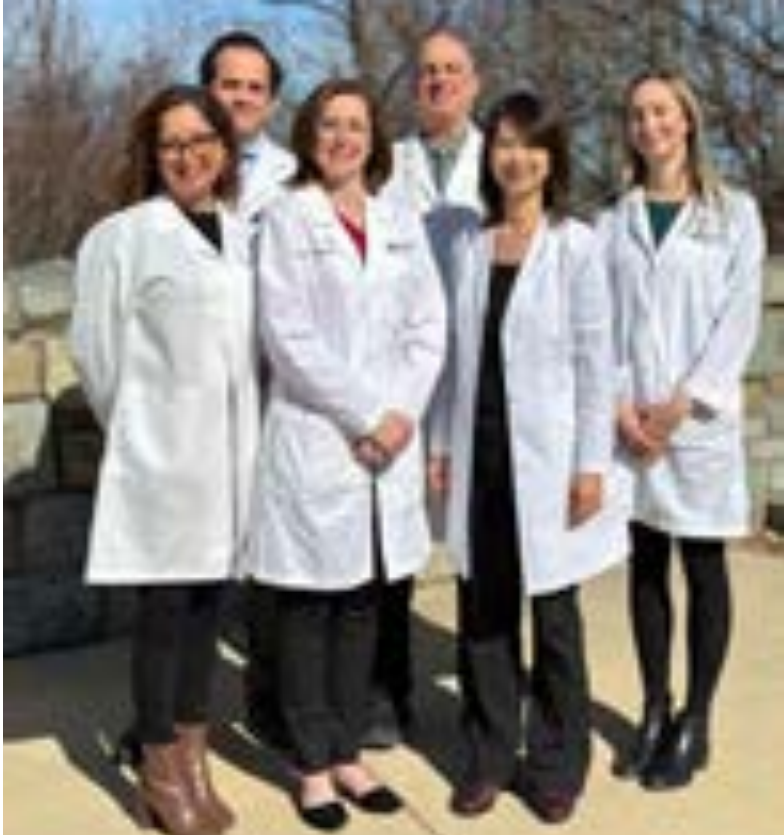


Please give us your feedback in quick post-town hall survey!



National Institutes of Health
*Office of Intramural Research,
Staff Clinician Council*





MEMBERS:

Front (R to L): Gina Montealegre (NIAID), Parker Ruhl (Chair, SCC NIAID/ NHLBI), Hyun Joo (Sophie) Cho, Jenna Bergerson, Emily Limerick (not shown)

Back (R to L): Ashkan Malayeri (Secretary SCC, CC), Michael Solomon (Vice Chair SCC, CC/ NHLBI)

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



Jonathan A. Bolaños, MD
NIDDK



Leslie Castelo-Soccio, MD PhD
NIAMS



Elise O'Connell, MD
NIAID



Bhavisha Patel, MD
NHLBI



Haneen Shalabi, DO
NCI



Kamille West-Mitchell, MD
CC



Staff Clinician Council Elections Vote by May 26!

Agenda: NIH Staff Clinician Annual Town Hall

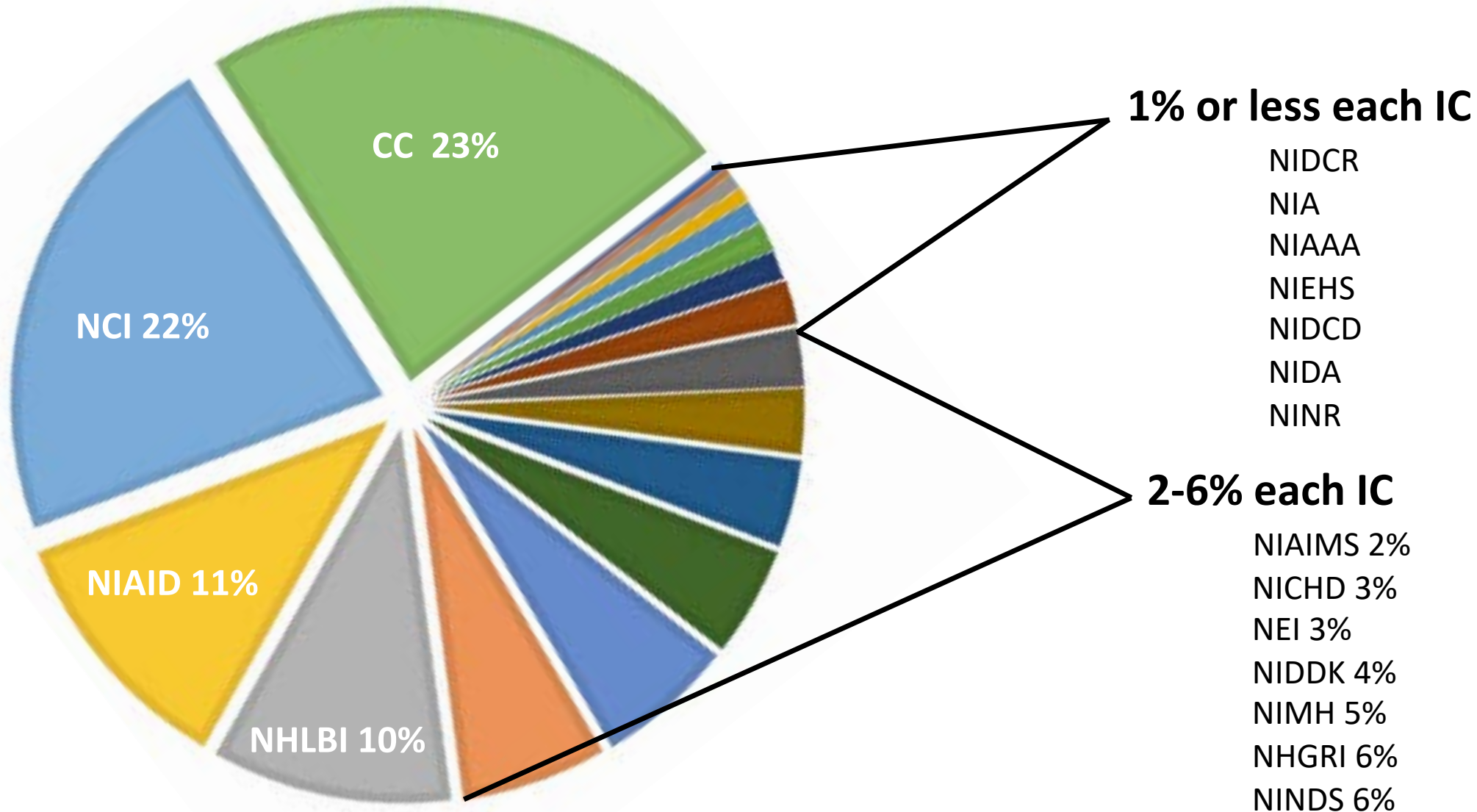
- **Key Note Remarks**
 - **SC Recognition by IRP** - *Nina Schor (DDIR)*
- **Opening Remarks**
 - State of the Union: SCC accomplishments over the year – *Parker Ruhl (SCC Chair)*
- **2023 Staff Clinician Council Updates**
 - **Staff Clinician Mentoring** - *Carl Hashimoto (OIR)*
 - **Staff Clinician Orientation Program** – *Gina Montealegre & Sophie Cho (SCC)*
 - **Social media and SCC website** – *Ashkan Malayeri & Jenna Bergerson (SCC)*
- **Open Forum Q & A** - SCC Moderator *Michael Solomon (SCC Vice-chair)*
- **Appointments & Pay Mechanisms for SCs with Q & A**
 - **SC Pay Structure Review** – *Wendy Winter (Chief, Title 42 Compensation Unit)*
- **Closing Remarks** – *Michael Solomon (SCC Vice-Chair)*

Keynote Speaker: Dr. Nina Schor, DDIR



- **NIH Deputy Director for Intramural Research**
- Deputy Director NINDS, 2018 - 2022
- Chair, Dept. of Pediatrics, Univ of Rochester 2006 - 2018
- Child Neurology Fellowship, Longwood Area-Harvard 1983 - 1986
- Pediatric Residency, Boston Children's Hosp, 1981 - 1983
- MD, Cornell University Medical College, 1981
- PhD, Rockefeller University, 1980
- B.S., Yale University, 1975

319 Staff Clinicians among 18 ICs



Making connections across NIH IRP a function of the SCC

Office of Intramural Research (OIR) Support for Staff Clinicians



Nina Schor, MD, PhD

Deputy Director for Intramural Research
Office of Intramural Research



Carl Hashimoto, PhD

Director of Faculty Development,
Office of Intramural Research,
Office of Scientific Workforce Diversity



Janice Lee, DDS, MD, MS

Deputy Director for Intramural
Clinical Research
Clinical Director, NIDCR



Parker Ruhl, MD, MHS

Senior Advisor,
Office of Intramural Research
Chair, Staff Clinician Council



Arlyn Garcia-Perez, PhD

Director Policy and Analysis
Office of Intramural Research



Dr. Lawrence Tabak, Acting NIH Dir. & Dr. Nina Schor, DDIR & SCC

Making connections across NIH IRP a function of the SCC

SCC Activities

- SC Prof. Development Seminar series
- Voting seat Medical Executive Comm. (MEC)
- Pilot SC Mentoring Program
- SC Orientation for New Hires (Spring/ Fall)
- Strengthened SCC Website/ Social Media
- Improve tracking SC titles & agreements within OIR
- Annual SCC-sponsored NIH CC Grand Rounds

**Place suggestions, including seminar topics,
in chat or email SC_Council@nih.gov**

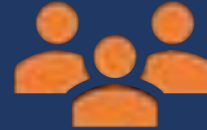


First In-person Staff Clinician Orientation March 2023



National Institutes of Health
*Office of Intramural Research,
Staff Clinician Council*

SCC Subcommittees



**Staff Clinician
Title Review
Committee**



**Staff Clinician
Professional
Development
Committee**



Naomi O'Grady, MD
CC
Chair



Parker Ruhl, MD, MHS
NIAID/ NHLBI



Michael Solomon, MD, MBA
CC/ NHLBI



Katherine Calvo, MD, PhD
CC



National Institutes of Health
*Office of Intramural Research,
Staff Clinician Council*



Staff Clinician Title Review Committee

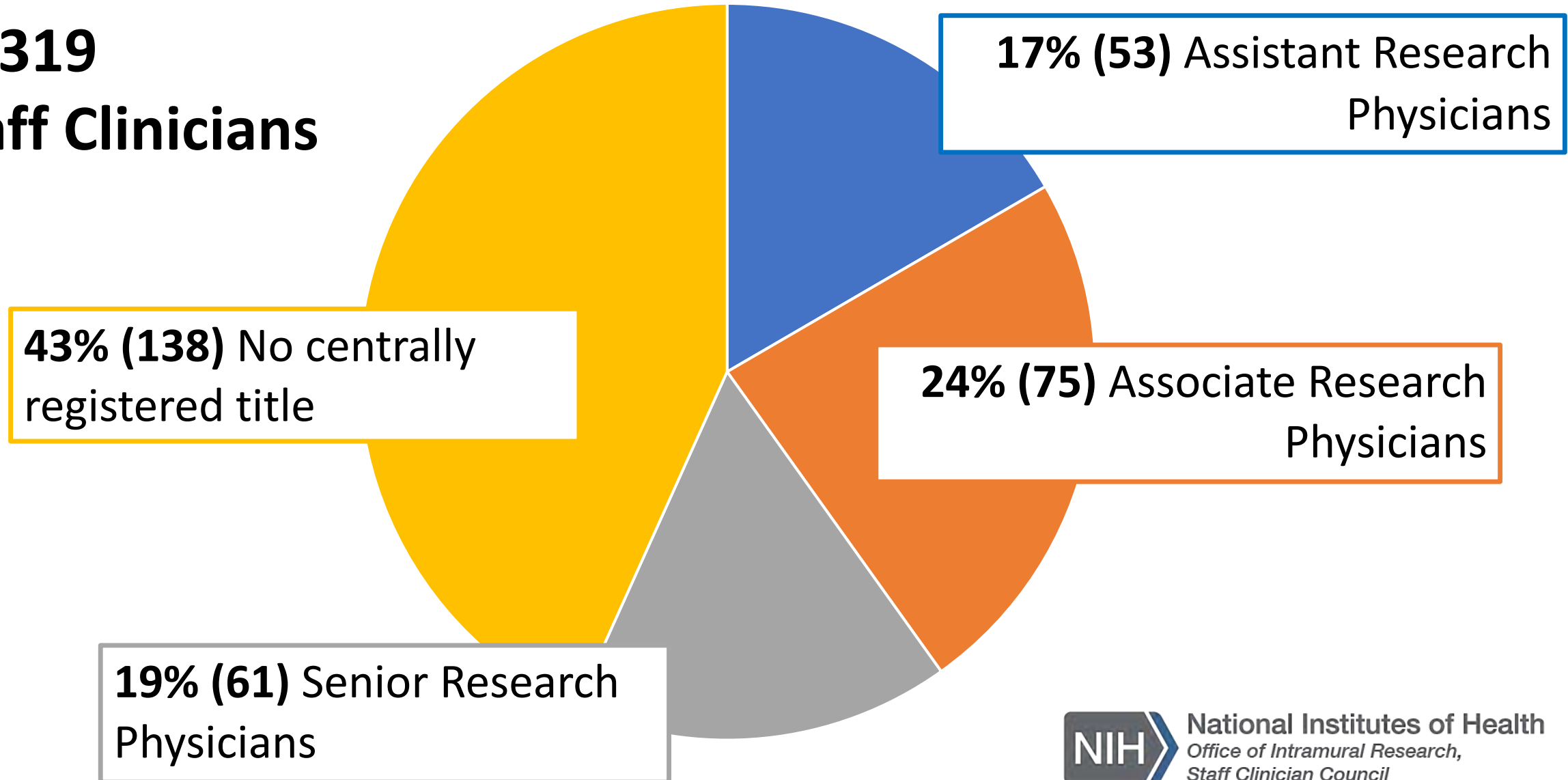
Advisory to DDICR

PURPOSE: Central peer review of IC-level nominations
for Associate or Senior Research Physician

- Make **recommendations** to NIH Deputy Director for Intramural Clinical Research (DDICR)
- Meets monthly
- **Questions for package preparation?**
 - SC_Council@nih.gov or carl.hashimoto.gov
 - NIH Sourcebook -online

Staff Clinician Titles registered in OIR (March 2023)

N=319
Staff Clinicians





Staff Clinician Professional Development Committee

PURPOSE: Support programmatic aims of SCC

ACTIVITIES:

- Staff Clinician PD Seminar Series
- Administration of C-Change Faculty Vitality Survey

MEMBERS:

- Parker Ruhl, MD, Chair
- Nadia Biassou, MD, PhD, Vice Chair
- Kamille West-Mitchell, MBBS, Secretary
- Carl Hashimoto, PhD,
- Staff Clinician Council members
- Former Staff Clinician Council members
 - Katherine Calvo, MD PhD
 - Colleen Hadigan, MD
 - Alexandra Freeman, MD
 - Naomi O'Grady, MD
 - Eric Wasserman, MD

C-Change Faculty Vitality Survey for NIH Staff Clinicians

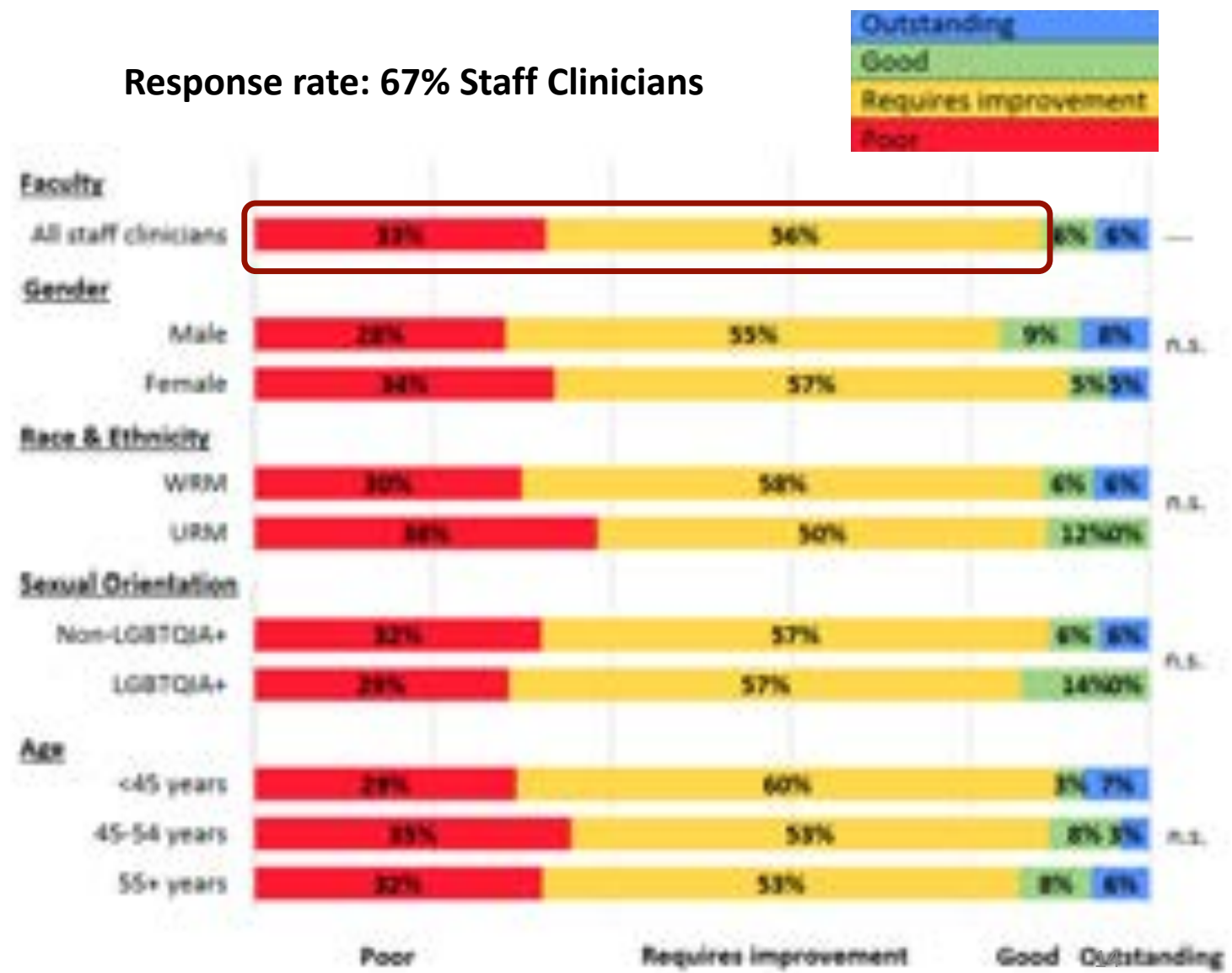
- 89% find mentoring inadequate
- Perceptions low across subgroups, remain late into careers
- Strength: 63% SCs aspire to be leaders in medicine

National Initiative on Gender, Culture and Leadership in Medicine: C-Change, Brandeis U.

Mentoring

Mentoring received, quality, quantity, and key components

Response rate: 67% Staff Clinicians





National Institutes of Health
Office of Intramural Research,
Staff Clinician Council

Staff Clinicians: Pilot Mentoring Program



10 mentees paired with 2
mentors each across ICs

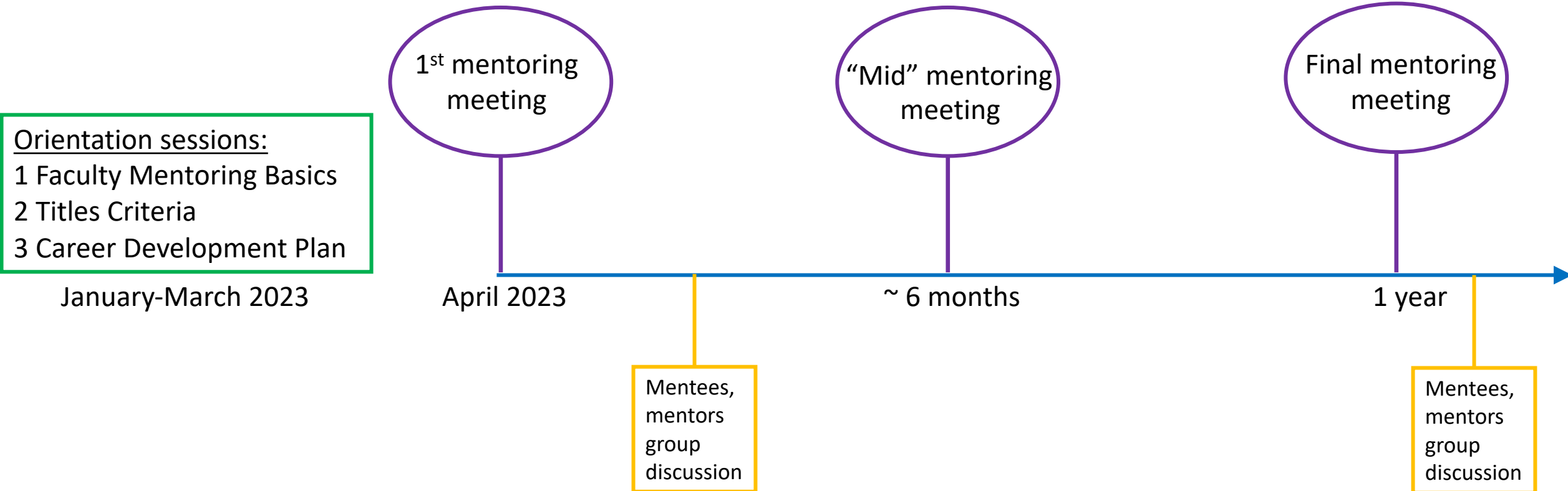


Build stronger community
while supporting clear
desire for mentorship

Making connections across NIH IRP a function of the SCC

Staff Clinician pilot mentoring program

- ❖ **Academic model**—early career faculty member mentored by a team of more experienced faculty members; meet at least annually to support mentee’s professional and career development toward first major promotion
- ❖ **NIH pilot program**—10 mentee and 20 mentor volunteers ‘matched’ into teams of 1 mentee with 2 mentors



SCC Orientation – updates

- 2 sessions completed over the last year
- Over 60 + attendees
- Excellent IC representation
 - NIAID, NIDDK, NINDS, NCI, NHLBI, NIAMS, NHGRI, CC, NICHD, NIDCR
- Positive SC feedback
 - More information about SC title designation
 - Becoming a forum to discuss questions about internal NIH logistics, career advancement and other.
- Next orientation early fall 2023



First Staff Clinician in-person Orientation, March 23, 2023

NIH Staff Clinician Council

SCC Members

SCC Active Projects

SCC Completed Projects

Staff Clinician Resources

Contact

NIH Staff Clinician Council

The mission of the NIH Staff Clinician Council is 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.

Stay connected by joining and using our listserve, STAFFCLIN-L. This listserve, moderated by the Staff Clinician Council, is an official channel to reach all Staff Clinicians.



Dr. David A. Asch
Dr. David A. Asch
Dr. David A. Asch



Dr. David A. Asch
Dr. David A. Asch
Dr. David A. Asch
Dr. David A. Asch

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.

We will be holding an NIH Staff Clinician Annual Town Hall on Thursday, May 15, 2023, at 2:00 pm ET. Register and submit your questions in advance for this webinar.

NIH Staff Clinician Council

SCC Members

SCC Active Projects

SCC Completed Projects

Staff Clinician Resources

Contact

SCC Active Projects

- **Unified Web Presence:** We are striving to standardize the web presence of all Staff Clinicians across the NIH in one place.
- **Mentoring:** Please reach out to the Staff Clinician Council at SC_Council@nih.gov if you would like to serve as a mentor or be paired with a mentor.

This page was last updated on Monday, May 8, 2023.

NIH Staff Clinician Council

SCC Members

SCC Active Projects

SCC Completed Projects

Staff Clinician Resources

Contact

SCC Completed Projects

NIH Staff Clinicians: Past, Present, Future



- Staff Clinician Professional Development Seminar:** This seminar was held on September 23, 2003, on the NIH Bethesda campus. The seminar was sponsored by the Staff Clinician Council and the NIH Clinical Center, and the agenda is posted at <https://bit.ly/2Oe2b4c>. Breakout sessions included Session A, Resources (CTADA/Bench-to-Bedside/UCBMTA); Session B, Authorship/Collaborations; and Session C, Developing Leadership Skills. A photo is above.
- Staff Clinician Tiered Professional Designations:** Similar to universities, the tiers of Assistant, Associate, and Senior Research Physician have benchmarks and criteria needed to attain these designations. When a staff clinician is eligible for promotion to the next level, promotion packages are reviewed by committees in the ICs and their actions are sent to the Deputy Director for Intramural Clinical Research for approval.

NIH Staff Clinician Council

SCC Members

SCC Active Projects

SCC Completed Projects

Staff Clinician Resources

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/ls.exe?SUBEDS=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/7ZwFp0G7B6> (accessible only within NIH network).

Orientation Information for New Hire Staff Clinicians (held in spring and fall each year)

- 1st Staff Clinician Orientation: October 20, 2022
 - Seminar recording at [https://www.youtube.com/watch?v=...](#)
 - Orientation slides as PDF with links to specific resources at [https://www.nih.gov/...](#)

Workshops and Presentations

- Professional Development Workshops

Questions or Comments?



Wendy Winter: Overview of Appointment & Pay Mechanisms for Staff Clinicians



Chief of the Title 42 Employment and Compensation Unit, OHR

- Serves as a principal source to NIH for interpretation, guidance, & program/policy development regarding NIH's use of scientific appointing authorities under Title 42
- Consults and advises IC customers, OHR employees, and NIH leadership on compensation matters related to Title 42 pay

Staff Clinician Town Hall

Presented by: Wendy Winter
OHR/Compensation and Policy Division
May 11, 2023

Hiring Mechanism

What does it mean?

Staff Clinicians may be hired under two different HR Appointment Authorities:
Title 42 or **Title 5 / Title 38**

Hiring Authorities Determine:

How applicants
apply for positions

Length of
appointment

What
organizational title
may be applied

Types of pay
increases
allowable

Title 5 / Title 38 Market Pay

A Unique Pay Mechanism

A special compensation mechanism for physicians performing direct patient-care or services incident to patient care



Permanent positions in competitive service (**GS appointments**)

Instead of locality pay, physicians receive Title 38 market pay

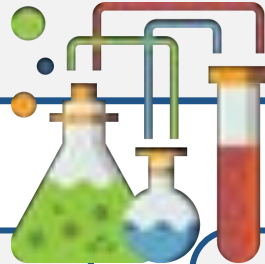
Annual pay is the sum of the **Title 5** GS pay and the **Title 38** market pay

U.S. citizenship and M.D. required

Title 42

A Key NIH Hiring Mechanism

Used to appoint scientists engaged in research, or science administration, management, or policy



Time-limited or indefinite appointments

Requires doctoral degree in a scientific field

Requires FTE slot

Can be used to hire non-citizens

Staff Clinician 1 and 2 Criteria

All Staff Clinicians are FTE positions.

Staff Clinician 1	Staff Clinician 2
<ul style="list-style-type: none">• Time-limited, renewable appointments• Board Certified• Clinical patient care• Facilitates Clinical Investigations• Supports Clinician Training and Teaching Programs	<ul style="list-style-type: none">• Indefinite appointments• Recognized expert in field• Clinical patient care• Major contributions to field• Leader in field, may supervise• Special knowledge and skills benefitting IC

Check out the [T42 Hub](#) for more information

Staff Clinician 1 and 2: Appointment Options

	Staff Clinician 1	Staff Clinician 2	Staff Clinician (HS)
Appointment Type	Title 42 (g)	Title 42 (f) or Title 5 with Title 38 PDP	Title 42 (f) or Title 5 with Title 38 PDP
Exhaustion Required	No	Yes	No
Peer Review Required	No	Yes	Yes
Pay Range	\$111,445 – \$183,500	\$183,501 – \$257,000	\$200,001 – \$350,000

Recruitment Process

*This is the process for **Title 42(f)** and **Title 5** with **Title 38 PDP** appointments*



Title 42 (f) and Title 5 / Title 38

Peer / Pay Review



- NIH Clinical Compensation Panel (NCCP) performs peer review and reviews proposed pay
- IC submits:
 - Justification memo and supporting documents
 - IC Standing Committee Review
- Seminar to the IC Promotion Committee required prior to appointment

NIH Title 42 Pay Model Ranges - Intramural

2023 NIH TITLE 42 PAY MODEL RANGES

INTRAMURAL CATEGORIES																																																	
INTRAMURAL (BASIC)			INTRAMURAL (CLINICAL)		2023 Clinical Fellow Salary Ranges																																												
Band I	Research Fellow (g)		Band I	Clinical Fellow (g)	<table><tr><th>POY Year</th><th>From</th><th>To</th><th>Maximum with On-Call Pay (\$95,425)²</th></tr><tr><td>1</td><td>\$71,841</td><td></td><td></td></tr><tr><td>2</td><td>\$73,831</td><td></td><td></td></tr><tr><td>3</td><td>\$75,823</td><td></td><td>\$141,248</td></tr><tr><td>4</td><td>\$87,026</td><td>\$91,364</td><td>\$157,000</td></tr><tr><td>5</td><td>\$88,371</td><td>\$102,729</td><td>\$168,354</td></tr><tr><td>6</td><td>\$99,521</td><td>\$109,139</td><td>\$173,794</td></tr><tr><td>7</td><td>\$103,499</td><td>\$113,545</td><td>\$179,189</td></tr><tr><td>8</td><td>\$108,432</td><td>\$119,098</td><td>\$185,500³</td></tr><tr><td>9</td><td>\$113,480</td><td>\$125,373</td><td>\$191,800³</td></tr><tr><td>10</td><td>\$118,434</td><td>\$131,427</td><td>\$198,300³</td></tr></table>	POY Year	From	To	Maximum with On-Call Pay (\$95,425) ²	1	\$71,841			2	\$73,831			3	\$75,823		\$141,248	4	\$87,026	\$91,364	\$157,000	5	\$88,371	\$102,729	\$168,354	6	\$99,521	\$109,139	\$173,794	7	\$103,499	\$113,545	\$179,189	8	\$108,432	\$119,098	\$185,500 ³	9	\$113,480	\$125,373	\$191,800 ³	10	\$118,434	\$131,427	\$198,300 ³
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Tier 1	\$67,300	\$111,801	See 2023 Clinical Fellow Salary Ranges on the right																																														
Tier 2	\$111,802	\$128,858																																															
Tier 3	\$128,859	\$146,250																																															
	Senior Research Fellow (g)			Senior Clinical Fellow (g)																																													
	Staff Scientist 1 (g) ¹			Asst's Clinical Investigator 1 (g)																																													
Band II			Band II	Staff Clinician 1 (g)																																													
Tier 1	\$161,314	\$166,326		\$111,480	\$183,000																																												
Tier 2	\$166,327	\$183,500																																															
	Staff Scientist 2 (f)			Staff Clinician 2 (f)																																													
Band III			Band III	Asst's Clinical Investigator 2 (f)																																													
	\$183,501	\$219,000		\$183,501	\$217,000																																												
	Investigator 1 (g) ^{1,2}			Investigator 1 (g) ^{1,2}																																													
Band IV			Band IV																																														
Tier 1	\$112,016	\$183,500		Tier 1	\$112,016	\$183,000																																											
	Investigator 2 (f)			Investigator 2 (f)																																													
Tier 2	\$183,501	\$219,000		Tier 2	\$183,501	\$217,000																																											
	Senior Scientist (f)			Senior Clinician (f)																																													
Band V			Band V																																														
Tier 1	\$183,501	\$227,600		Tier 1	\$183,501	\$227,600																																											
Tier 2	\$227,601	\$245,000		Tier 2	\$227,601	\$255,000																																											
	Senior Investigator (f)			Senior Investigator (f)																																													
Band VI			Band VI																																														
Tier 1	\$227,601	\$227,600		Tier 1	\$227,601	\$227,600																																											
Tier 2	\$227,601	\$242,000		Tier 2	\$227,601	\$242,000																																											
Tier 3 ¹	\$242,000	\$250,000		Tier 3 ¹	\$242,000	\$250,000																																											

Note: Base pay for (g) & time-limited (f) appointments cannot exceed EX-IV, currently \$183,500

See Intramural (Clinical), Clinical Fellows, Band I, in the Pay Model for instructions on usage.

¹Maximum On-Call Pay based on \$75-\$120/hour for non-ICU and \$125/hour for ICU. N/A: \$95,425 total

²Total base pay plus on-call cannot exceed EX-IV

³Minimum salary for Staff Scientists and Investigators is the locally equivalent for GS-131

⁴Maximum allowed is GS-131 for Washington/Baltimore; rates will differ in other locations

⁵Reserved for full/ distinguished investigators and Center Directors only

⁶If clinicians in certain medical specialties or in a unique combination of specialties

See Intramural (Clinical), Clinical Fellows, Band I, in the Pay Model for instructions on usage.

¹Maximum On-Call Pay based on \$75-\$120/hour for non-ICU and \$125/hour for ICU, NTS \$95,425 total

²Total base pay plus on-call cannot exceed EX-IV

³Minimum salary for Staff Scientists and Investigators in the facility equivalent for GS-13/1

⁴Maximum above is GS-13/1 for Washington/Baltimore; rates will differ in other locations

⁵Reserved for Non-Distinguished Investigators and Senior Clinicians only

⁶For clinicians in certain medical specialties or in a unique combination of specialties

NIH Title 38 Pay Model Ranges

Pay Table 1 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$115,587	\$243,000
TIER 2	\$115,587	\$252,720
TIER 3	\$120,000	\$280,340

Covered Clinical Specialties

Endocrinology
Endodontics
General Practice – Dentistry
Geriatrics
Infectious Diseases
Internal Medicine/Primary Care/
Family Practice
Palliative Care
Periodontics
Podiatry
Preventive Medicine
Prosthodontics
Rheumatology
All other specialties or assignments that do not require specific specialty training or certification

Pay Table 2 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$115,587	\$262,480
TIER 2	\$115,587	\$300,000
TIER 3	\$130,000	\$336,000

Covered Clinical Specialties

Allergy and Immunology
Hospitalist
Nephrology
Neurology
Pathology
Physical Medicine & Rehabilitation/
Physiatry/Spinal Cord Injury
Psychiatry

Pay Table 3 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$115,587	\$348,000
TIER 2	\$120,000	\$365,000
TIER 3	\$135,000	\$385,000

Covered Clinical Specialties

Anesthesiology/Pain Management
Cardiology (Non-Invasive)
Emergency Medicine
Gynecology
Hematology-Oncology
Nuclear Medicine
Ophthalmology
Oral Surgery
Pulmonary

Pay Table 4 – Clinical Specialty

	MINIMUM	MAXIMUM
TIER 1	\$115,587	\$400,000
TIER 2	\$125,000	\$400,000

Covered Clinical Specialties

Anesthesiology
Cardiology (Invasive/Non-Interventional)
Cardio-Thoracic Surgery
Critical Care
Dermatology
Dermatology MOHS
Gastroenterology
General Surgery
Interventional Cardiology
Interventional Radiology
Neurosurgery
Orthopedic Surgery
Otolaryngology
Plastic Surgery
Radiology (Diagnostic)
Radiation Oncology
Urology
Vascular Surgery

Pay Alignment


Alignment aims to establish equity and consistency for scientists performing similar work, meaning:

Title 38 physicians are subject to the same **peer review requirements** as Title 42 peers

&

Title 38 pay **cannot exceed** the maximum for the assigned Title 42 IPD (e.g., Staff Clinician 2) or their Title 38 pay table and tier, whichever is lower

Opportunities for Pay Increases



T42	T38
<ul style="list-style-type: none">• Spring Increases• Quadrennial Increases• Exceptional Increases• Promotions	<ul style="list-style-type: none">• Within Grade Increases (WIGI)• Quality Step Increase (QSI)• Grade Increase• Market Pay Increase• GS Comparability Increase



Contact


*the Compensation & Policy
Division*

- Wendy Winter, Unit Chief
- Sorel Barcelo
- Jodie DiMaggio
- Fran McDonnell
- [Title 42 Pay](#) 



Learn More

using our online resources

- [Title 42 Hub](#) 
- [Title 38 at NIH](#)
- [OIR Sourcebook](#) – Staff Clinician

QUESTIONS





Jonathan A. Bolaños, MD
NIDDK



Leslie Castelo-Soccio, MD PhD
NIAMS



Elise O'Connell, MD
NIAID



Bhavisha Patel, MD
NHLBI



Haneen Shalabi, DO
NCI



Kamille West-Mitchell, MD
CC



Staff Clinician Council Elections Vote by May 26!

SCC Goals

- Register all SCs with Title Designations
- Further Act on Results of **C-Change** Clinical Faculty Vitality Survey, repeat in 3 – 5 years to Measure Impact of Initiatives
- Improve IRP web presence for SCs
- Expand Pilot Mentoring Program
- One NIH – Increase SC Cohesiveness
 - Clinicians' Coffee



*Staff Clinician Council Meeting with Drs Tabak and Schor,
April 2023*

COMING SOON: CLINICIANS' COFFEE



Look out for more info about upcoming social events!

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

Email: SC_Council@mail.nih.gov

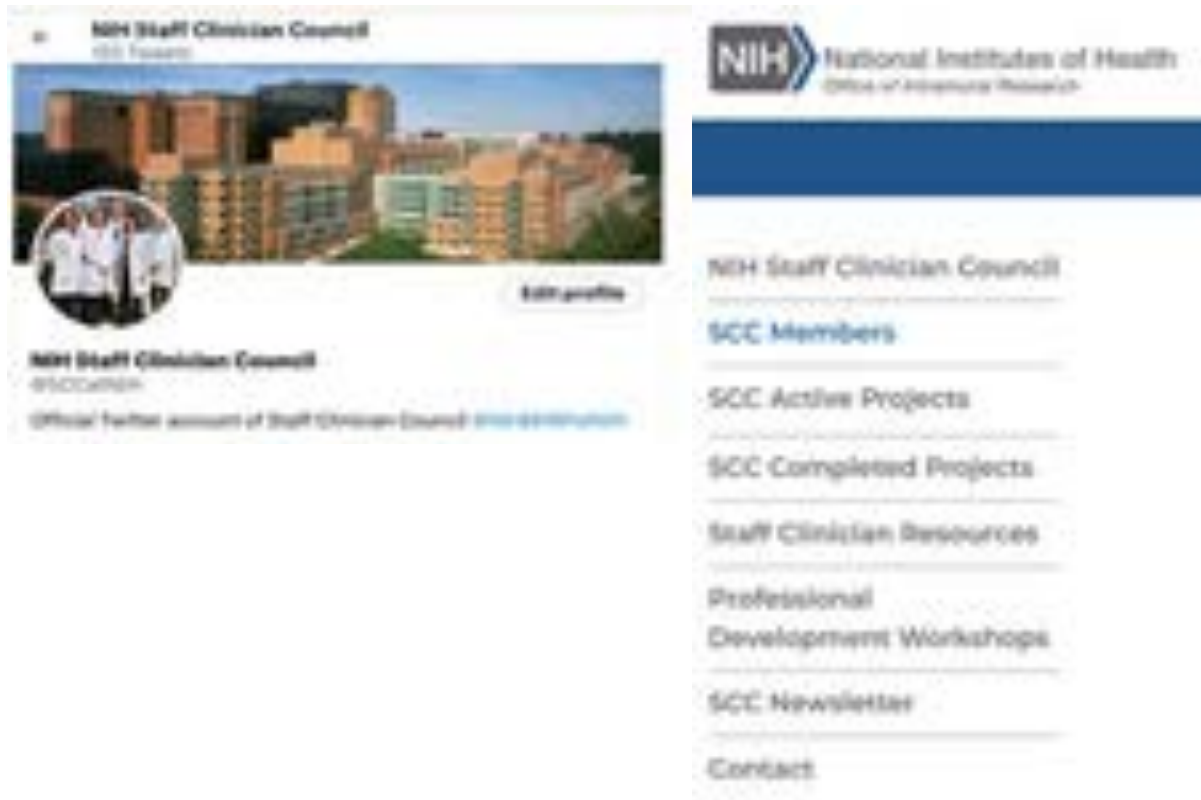
@SCCatNIH 

SC_Council@nih.gov

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



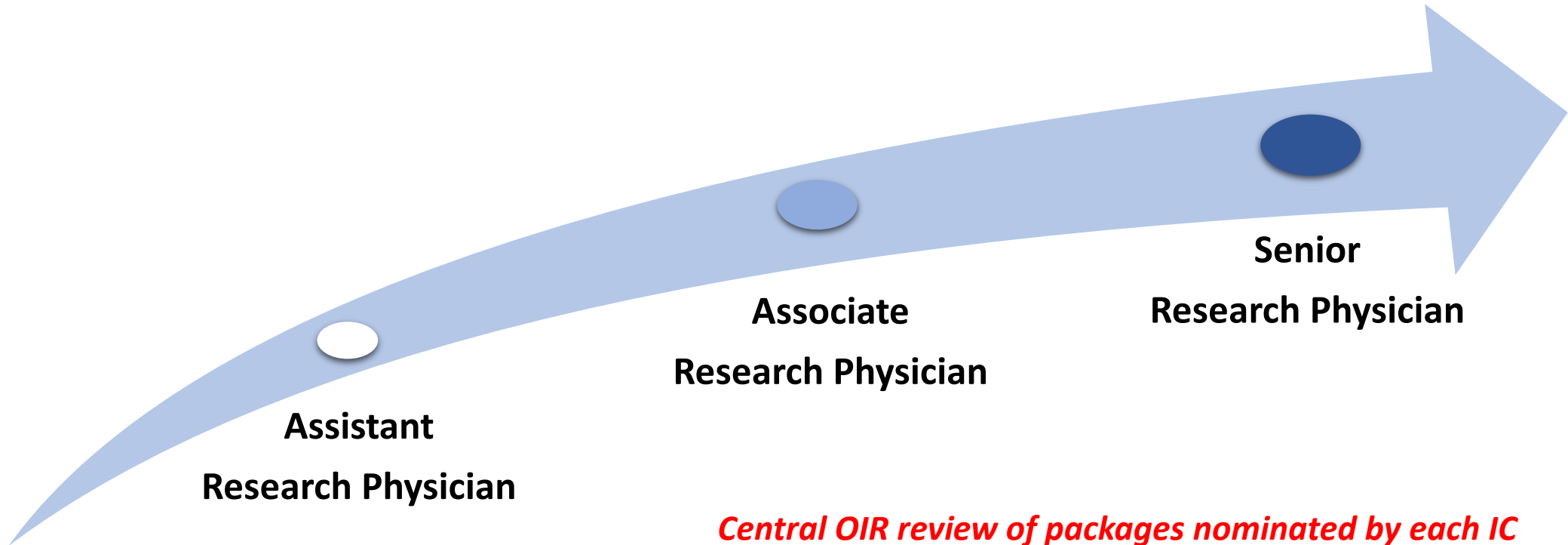
National Institutes of Health
Office of Intramural Research,
Staff Clinician Council



Fill out post-town hall survey

NIH Staff Clinician Career Development Opportunities

Staff Clinician Letter of Agreement with Supervisor Required For All Staff Clinicians



Central OIR review of packages nominated by each IC

What are benefits of SC title designations?



INTERNAL

- **Recognize** varied roles of Staff Clinicians in clinical research programs across NIH IRP
- **NIH-IRP title designations** registered centrally in OIR
- **Framework** for identifying SC mentor/mentee partnerships
- **Responsibility** of supervisor/ IC to encourage growth, e.g. opportunities to meet national/ international benchmarks
- **CRADA** (Cooperative Research and Development Agreement), **MTA** (Material Transfer Agreement)



EXTERNAL

- **Provide** title designations comparable to outside academic rankings (Asst./ Assoc./ Full Prof.)
- **Improve recognition** with outside collaborators, during participation in society meetings
- **Facilitate** outside job searches
- **Travel support** to two or more meetings, one for CME
- **Website recognition**

SC title designations are distinct from NIH hiring or IPD promotion mechanisms

NOT RELATED TO:

- **Research funds** (*must be negotiated w/ supervisor or obtained via B2B, RASCAL, etc.*)
- **Pay or raises**
- **Hiring mechanism** (Title 38, Title 42, or PHS, etc.) as long as FTE
- **IPD** such as Staff Clinician-1 or Staff Clinician-2, or Grade/step increases
- **Contractors or special volunteers** are not able to receive titles
- **Must be \geq 50% of FTE position** to be nominated for Assoc. and Senior RP
- **Senior Clinician** is separate mechanism, must be filled via national OIR-led search