

NIH Staff Clinician Annual Town Hall

May 11, 2023

Staff Clinician Council
Office of Intramural Research



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



Agenda: NIH Staff Clinician Annual Town Hall

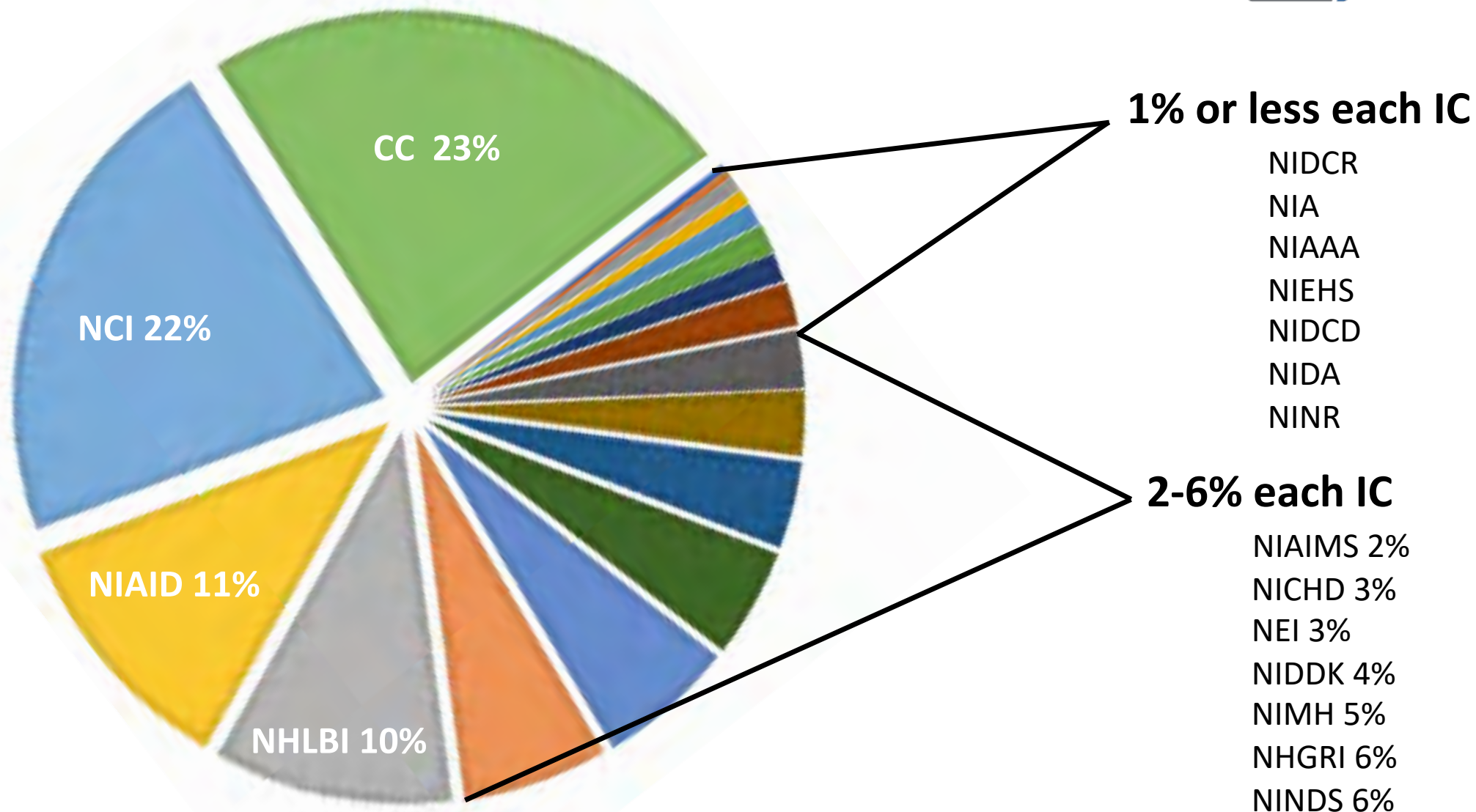
- **Key Note Remarks**
 - **SC Recognition by IRP** - *Nina Schor (DDIR)*
- **Opening Remarks**
 - State of the Union: SCC accomplishments over the year – *Parker Ruhl (SCC Chair)*
- **2023 Staff Clinician Council Updates**
 - **Staff Clinician Mentoring** - *Carl Hashimoto (OIR)*
 - **Staff Clinician 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

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**





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



Staff Clinician Title Review Committee

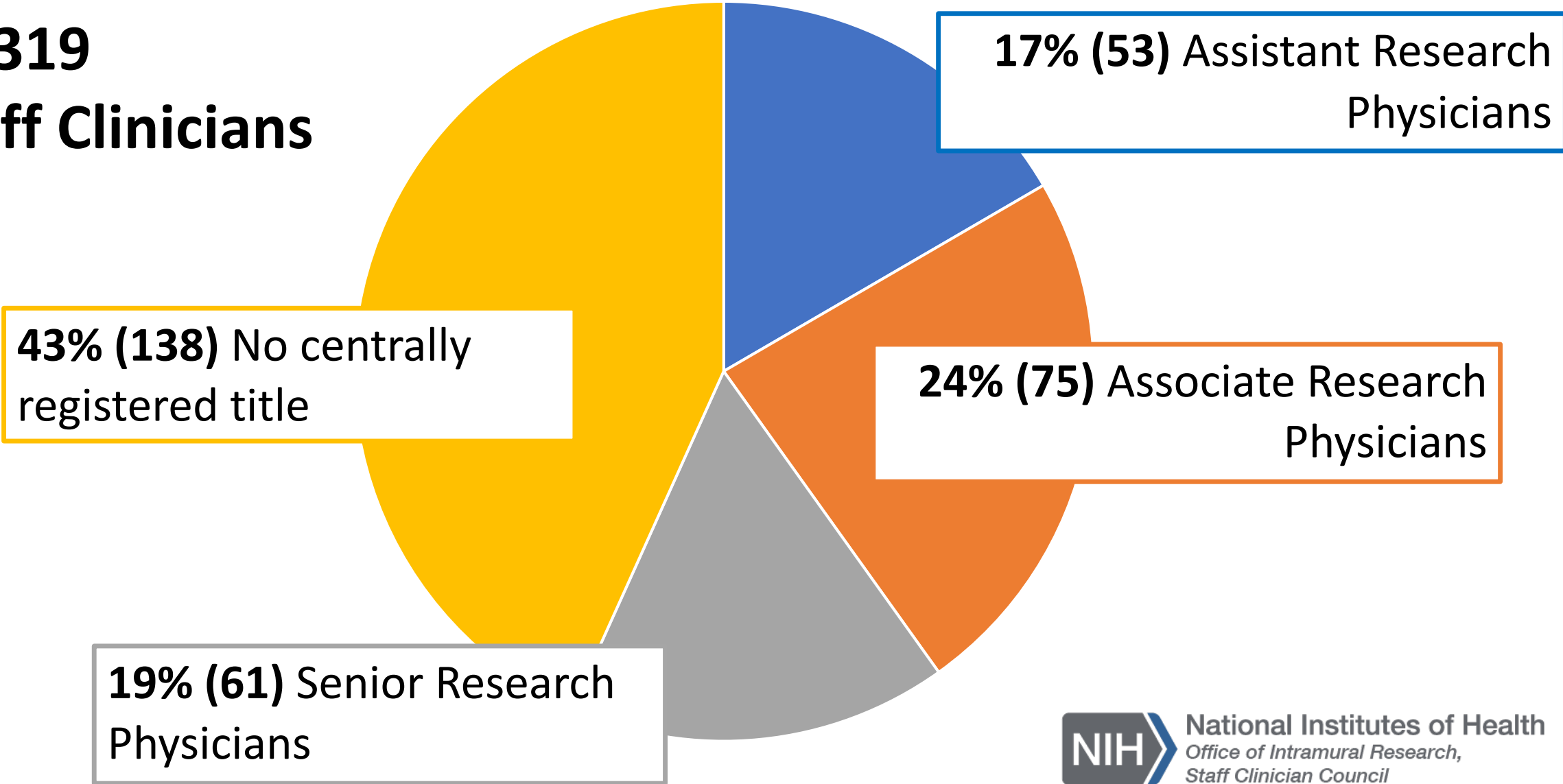
Advisory to DDICR

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

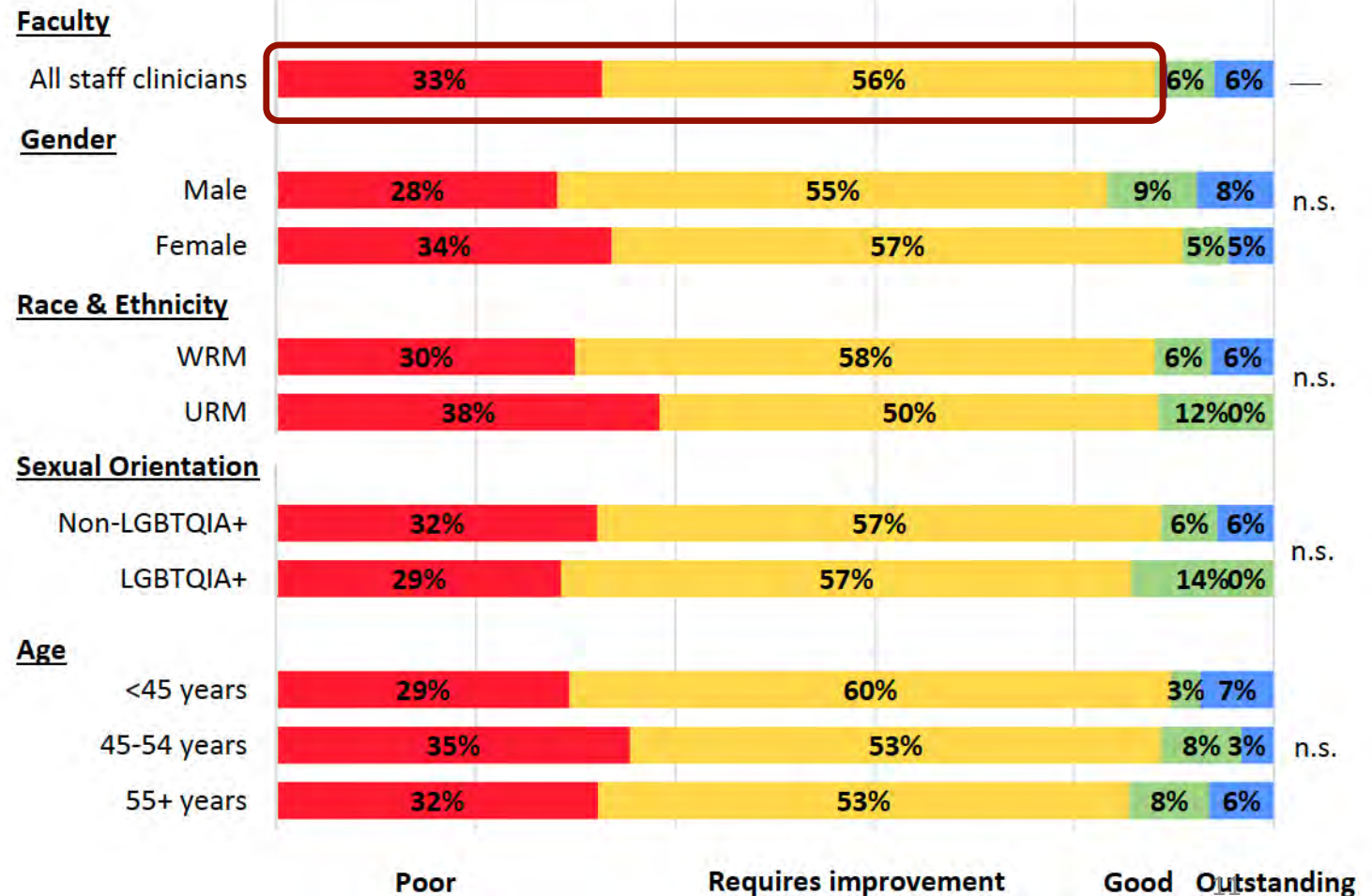
- 89% find mentoring inadequate
- Perceptions low across subgroups, remain late into careers
- Strength: 63% SCs aspire to be leaders in medicine

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

Mentoring

Mentoring received, quality, quantity, and key components

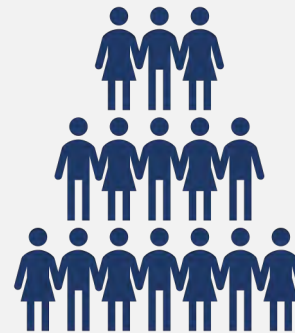
Response rate: 67% Staff Clinicians



Staff Clinicians: Pilot Mentoring Program



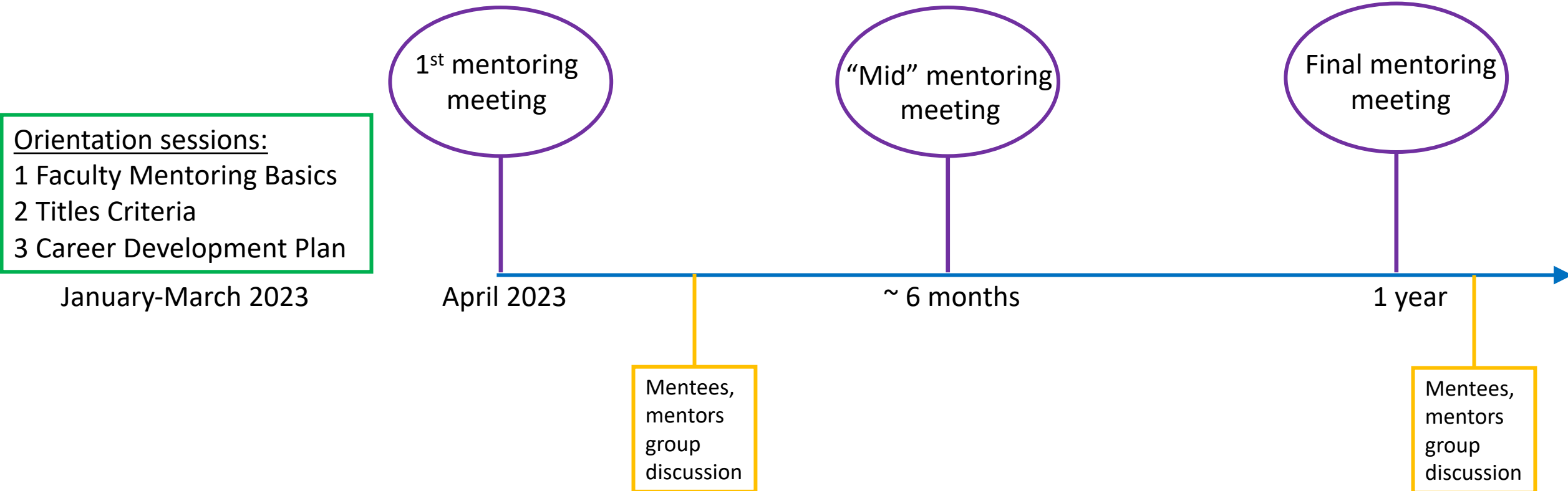
10 mentees paired with 2 mentors each across ICs



Build stronger community while supporting clear desire for mentorship

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

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*



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[@SCCatNIH](#) 

SC_Council@nih.gov

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



Fill out post-town hall survey