

Latest changes to Staff Scientist titles

Titles: Associate Scientist and Senior Associate Scientist

- Honorary and “not in themselves a commitment for an associated pay increase or sole justification for a pay increase. However, the performance/achievements that resulted in approval of the honorary title may be used to support a pay increase...”

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

- “...to signify and acknowledge Staff Scientists who have achieved successively higher levels of expertise, skill, and independence....equivalent of Research Associate Professor and Research Professor, respectively” in academia

<https://oir.nih.gov/sourcebook/personnel/ipds-appointment-mechanisms/staff-scientist/explanation-staff-scientist-position-titles-academic-colleagues>

Staff Scientist titles policy changed on
April 6, 2022

Before April 6, 2022

- Percentage limits on titles—15% Associate Scientist & 10% Senior Associate Scientist
- Not all ICs confer the titles
 - OIR survey results

Yes	CC, NCI-CCR, NEI, NIAID, NIAMS , NICHD, NIDA , NIEHS
Pending	NIDDK, NIMH
No	NINR, NCCIH, NCI-DCEG, NHGRI , NHLBI, NIA, NIAAA, NIBIB, NIDCD, NIDCR, NIEHS, DNTP, NIMHD, NINDS, NLM

On April 6, 2022

AOS Staff Scientist Committee present proposal at SD/CD meeting

- All ICs adopt the Staff Scientist titling policy to achieve equity among NIH Staff Scientists
- The titling policy should be adopted as best practices by each IC, with clear criteria for the titles. The IC can retain flexibility, but the process should be transparent
- Existing caps on titles should be removed

➤ Proposal accepted unanimously

AOS Staff Scientist Committee

Swati Choksi, NCI

Matthew Longley, NIEHS

Gary Bird, NIEHS

Alejandro Alvarez Prats, NICHD

Angela Thornton, NIAID

Herman Edskes, NIDDK

Peter Bandettini, NIMH

Daman Kumari, NIDDK

May Christine Malicdan, NHGRI

Katherine Calvo, CC

Ana Olivera, NIAID

Karen Laky, NIAID

After April 6, 2022

- OIR and Staff Scientist Advisory Committee* review IC policies for title conferral, using Fair Review Principles as guidance

- IC policy review status:

Approved	CC, NCI-CCR, NCI-DCEG, NICHD, NIDDK, NIA, NINDS
Reviewed	NEI, NIAID, NIEHS, NIMH, NHLBI
Not submitted	NIAMS, NIDA, NINR, NCCIH, NHGRI, NIAAA, NIBIB, NIDCD, NIDCR, NIEHS-DNTP, NIMHD, NLM

*Daman Kumari, Karen Laky, Swati Choksi, Peter Bandettini, Gary Bird (former member Matt Longley)

Fair Review Principles (in Sourcebook)

IC Review Criteria

- Clear criteria for title, but not all will necessarily be required for any individual Staff Scientist
- No criterion can be contingent on any factor beyond Staff Scientist's control

IC Review Process

- Peer review—Staff Scientist committee or ad hoc reviewers
- Best practices in reviewing must be observed

Example of Associate Scientist title criteria (NIA)

The following elements will be considered; **however, not all elements are required for AS status:**

1. Plays a major role within a research program;
2. Contributes significantly to promoting the mission of the NIH and the NIA through service on committees, and/or participation in activities involving the promotion of diversity and inclusion, etc.;
3. Performs demonstrated training and mentoring of junior staff and trainees;
4. Is a recipient of honors and/or awards;
5. Presents seminars and/or posters at meetings/conferences and/or serves as consultant to junior staff and trainees on their presentations;
6. Has made significant methodological or other contributions to scientific literature as evidenced in publications;
7. Is held in high regard by peers, as demonstrated by being called upon as experts for advice and/or assistance;
8. Actively participates in collaborations (with permission of PI); and
9. Is invited to serve as a peer-reviewer of grants and/or manuscripts.

Other nomination related questions

- Staff Scientist prepares the nomination package according to IC title policy, PI or Lab/Branch Chief submits nomination
- At least annual opportunity to be nominated*
- Flexibility in eligibility, e.g., experienced and more senior level Staff Scientist candidate already with equivalent academic title should not be required to wait for a BSC to be nominated for title*

*strong recommendation of OIR/Staff Scientist Advisory Committee