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

Criteria for Associate Research Physician (detailed here in NIH Sourcebook)

Staff Clinicians approved for the level "Associate Research Physician" are individuals who have demonstrated a commitment to excellence in clinical practice, clinical research and/or education and who possess the ability to integrate teaching and scholarship on an ongoing basis into the practice or learning of medicine and science. At this level, the physician is expected to have taken on leadership roles in the IRP (or have leadership experience at their prior institution), be knowledgeable in the development and conduct of clinical research trials as demonstrated through a successful track record of implementing trials or completed training in areas related to human subjects research and be active in the professional community. This position is envisioned as equivalent to an "Associate Professor" in the academic clinical educator track in outside academic health centers. (Excerpt from Career Development for Staff Clinicians at the NIH [PDF file])

Factors to consider (not all mandatory):	**Examples for consideration (not an exhaustive list):**
Clinical Care: • Delivery of quality patient care with attention to patient safety over an extended period of time to protocol participants as an Attending Physician or through a consult or diagnostic service.	○ Positive feedback for clinical care activities via Board of Scientific Counselors, Quadrennial review, or other mechanism ○ Leadership role on clinical service (e.g., medical director of a unit, clinic, or diagnostic service, or head/chief of consult service) ○ Leading Quality Improvement or Process Improvement projects, innovative approaches to clinical care or care pathways ○ Regional, national, and international patient referrals
Research/Scholarship: • Significant role(s) within a quality clinical research program • Major role(s) in the development and execution of multiple high quality clinical research protocols • Scholarly achievements in scientific publication	○ Role leading clinical research teams (overseeing mid-level providers, nurses, study coordinators, patient care coordinators, IRTAs, other trainees) ○ Role as principal or associate investigator on clinical protocol(s) leading to publications ○ Peer-reviewed and other publications *(publication record not required for advancement)* ○ Clinical workshop or guideline authorship ○ Research collaborations ○ Journal peer review
Teaching/Mentoring: • Major role(s) in the training and mentoring of clinical staff and trainees.	○ Role in clinical fellowship program, lecture series, and other aspects of clinical teaching, including clinical teaching curriculum development and assessment ○ Individual or group mentoring.

	○ Role in research training program, individual or group mentoring or education for research skills to clinical fellows and other trainees.
Service/Administration: • Serving as a resource on the conduct of human subject research trials, including service on an Institutional Review Board (IRB), Data and Safety Monitoring Board (DSMB), or service as a voting member of search committees • Leadership role(s) in the IC or NIH (e.g., IC Protocol Concept Reviewer, service on IC national search committees or other taskforces/ committees). • Significant role(s) in the professional community activities such as national meetings, professional organizations, and extramural collaborations.	Local/ Regional impact • Speaking invitations • NIH committees and other leadership and medical education activities (e.g., Assembly of Scientists, Data Safety and Monitoring Board(s), Institutional Review Board, Graduate Medical Education Committee, Medical Executive Council, Patient Safety and Quality Committee, Pharmacy and Therapeutics Committee, Search Committee(s), Staff Clinician Council, other clinical or education committee). • Serve on medical advisory board for foundation or other organization • Regional/ chapter society leadership • Medical education opportunities through local consortia/ training programs • Participation in service relevant to supporting the mission of the NIH, including inclusion, diversity and equity, health equity, community-based health, and/or wellbeing programs. National/ International *(not required for Associate level)* • National/ international society workshops, society projects, speaking invitations, partnerships or other contributions • Specialty Board involvement or leadership
Receipt of NIH or IC award(s) or recognition by outside organizations	○ IC-level, NIH Director, or other awards, including for clinical care, research, education, and administrative contributions
Additional exceptional factors that are added by and reflect the special character of the IC with the approval of the DDICR	○ Significant role in area of high programmatic need as per IC ○ Support efforts to cultivate workplace diversity, equity, inclusion, and accessibility at the IC level ○ Support efforts to develop strategic planning at the IC level