



Staff Scientist Quadrennial Review

Retrospective performance review every 4 years

Evaluates accomplishments based on responsibilities

Scientific contributions can be independent or collaborative

Functions of Quad review from OIR Sourcebook

Evaluate continuation/placement

Determine salary adjustment

Track personnel resources

Title 42

Flexible system to support scientific research

Consistency in pay of similarly qualified scientists doing similar work



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Quad reviews not done for staff scientists reviewed at site visits

Cores increasingly site visited

Planning underway for comprehensive assessment of all CCR cores

Quad review rewards

Salary increases occurred in the past

Pay adjustment not likely this year

Everything is under greater scrutiny now

CCR Senior Staff are reexamining Quad rewards/consequences

Associate Scientists

Nominated by Lab/Branch Chief, approved by CCR Senior Staff

Received an “Outstanding” Quad review

Compensation aligns closely with 2nd and 3rd Tier of Band II

NCI/CCR service activities expected along with research



Feedback From the 2013 Review

2013 Quad Review Panel

*11 members of CCR Promotion Review Panel, David Roberts, Chair
3 CCR Deputy Directors, Drs. Gress, Merlino, and Samelson
36 Staff Scientists were reviewed*

Recommending memo

*Should not be lists cut and pasted from CV
PI should describe your duties and accomplishments
PI should express enthusiasm or disappointment in performance*

Publication update

*4 months between package preparation and review
One first-authored paper can shift someone from Good to Excellent
Status updates should be provided the week before the review*



Staff Scientist Quad Review

Review criteria

scientific productivity (publications, patents, support)

collaborations

participation in scientific community

presentations (talks, posters)

teaching/mentoring

continuing ed/training

awards/recognition

Rating/Score

Outstanding

Excellent

Good

Borderline

Unsatisfactory



Results

