

Identifying Career Opportunities and Challenges for CCR SS/SC

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1-Women's Malignancies Branch; 2- Neuro-Oncology Branch; 3- Pediatric Oncology Branch

Background

- 2016: WSA survey highlighted a need for more mentoring for females.
 - SSSC participation was limited
- 2018: SS/SC representation added to NCI WSA
- New survey developed to identify career opportunities and challenges experienced by SSSC
 - Male and female participation

Objectives

- Hypothesis: Female SSSCs experience more obstacles to career advancement than males.
- Purpose: To collect actionable insights to improve career fulfillment for SSSC.

Survey Development

- Focused on 4 primary areas:
 - Roles and responsibilities
 - Obstacles and challenges
 - Mentorship
 - Career advancement opportunities
- Survey launched in January 18th, available until March 1st, 2019
 - Approximately 25 questions, all optional
 - Anonymous

Survey Analysis

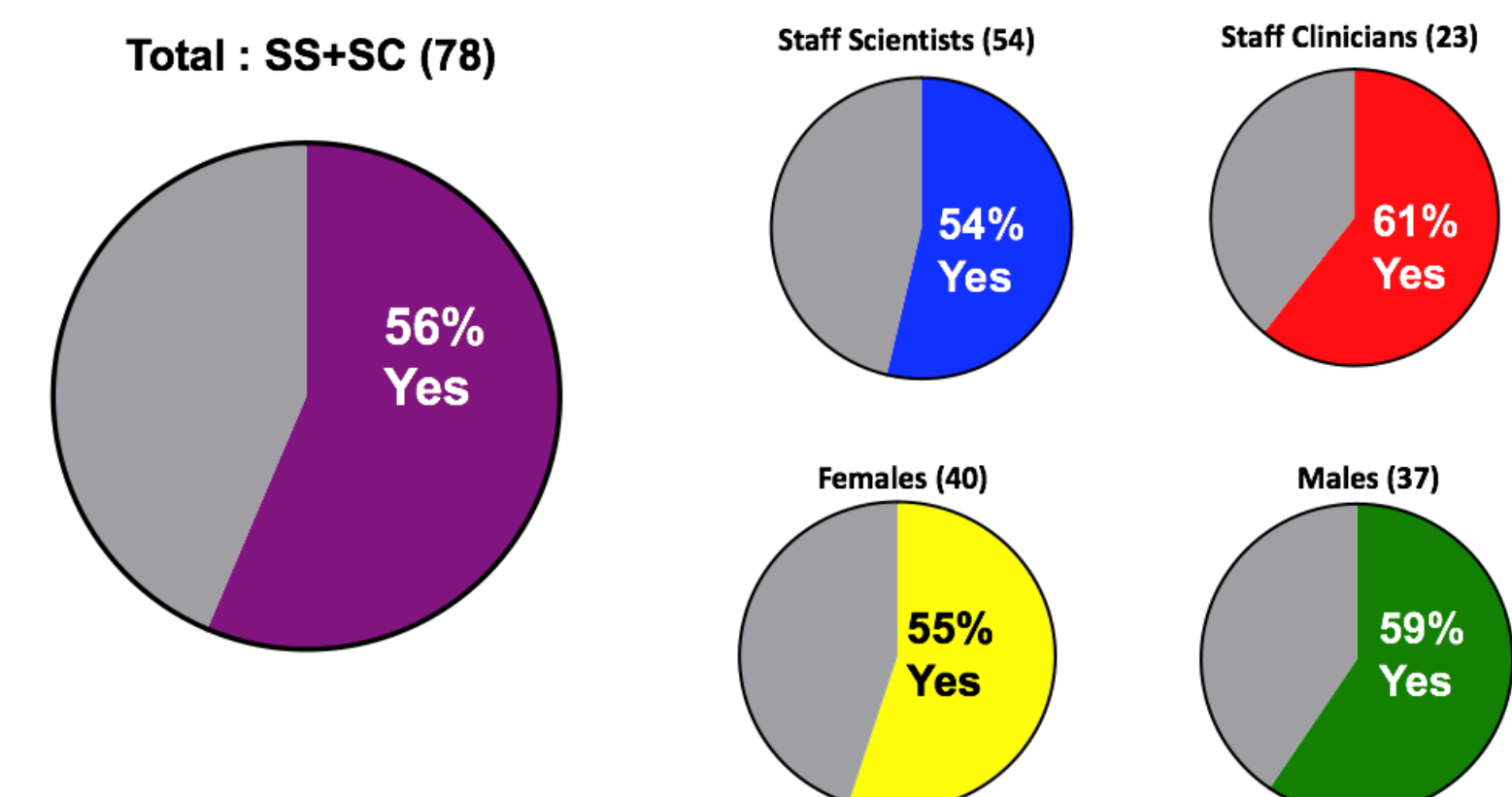
- Analyzed by Elizabeth Vera, Alvina Acquaye, Nirali N. Shah, Brunilde Gril and Terri S. Armstrong
- Aggregate data were presented to the CCR leadership.

Population who Answered the Survey (n= 92)

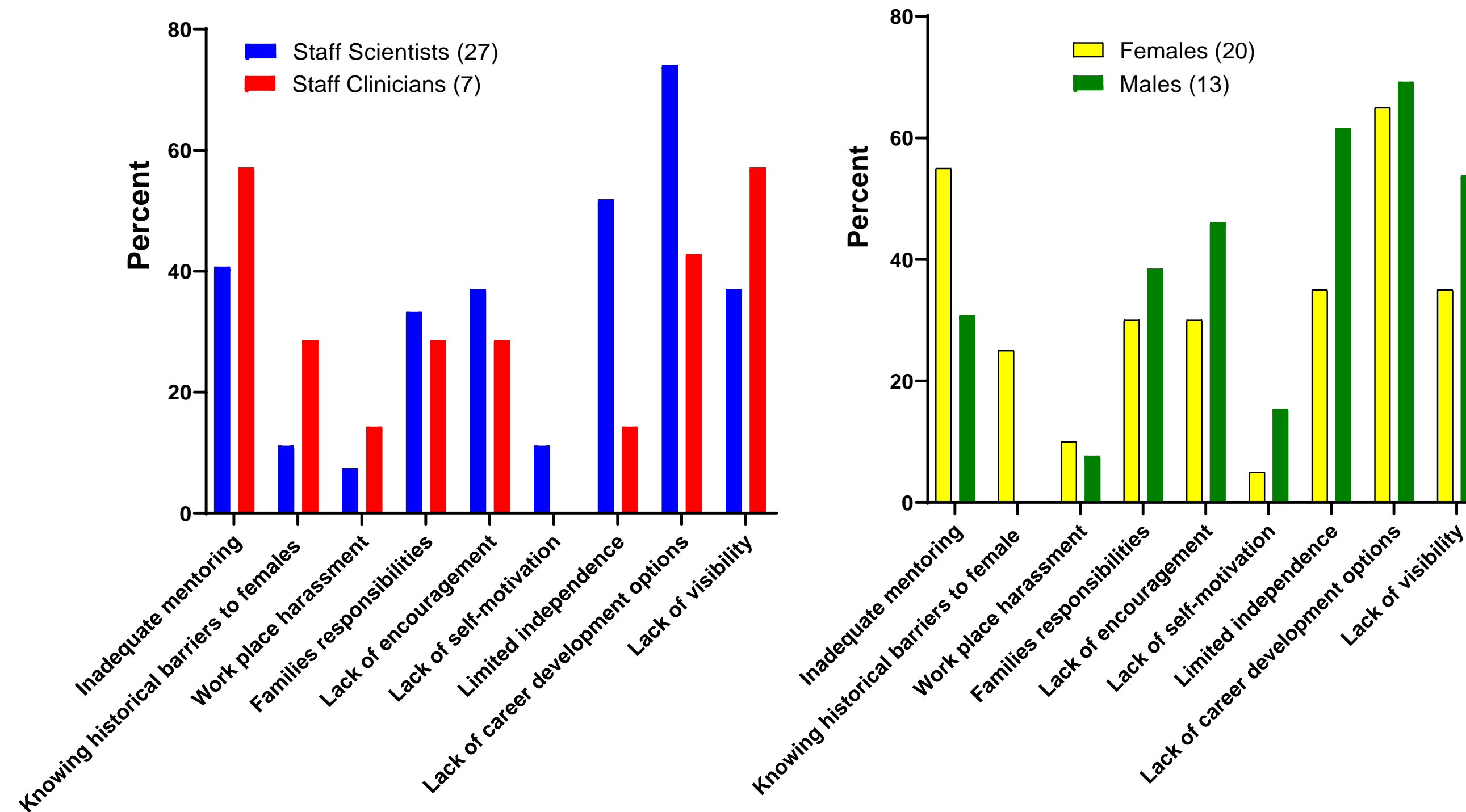
	# Responded	Total in CCR	%
Staff Scientists	68	229	29.7%
Female	31	89	34.8%
Male	34	140	24.3%
Staff Clinicians	24	51	47%
Female	15	25	60%
Male	9	26	34.6%

Key Questions and Results

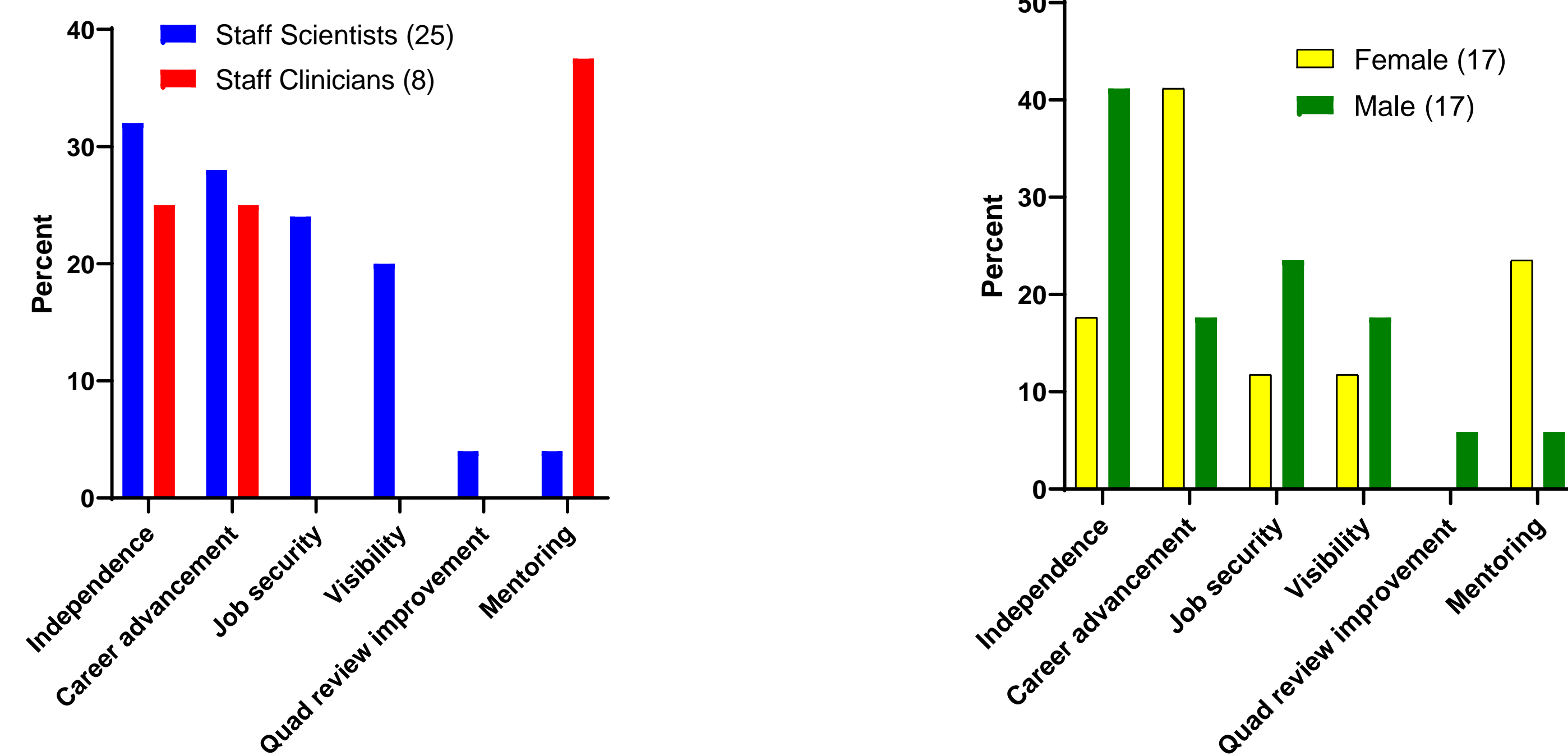
At this point in your career, are you in a position you aspire to?



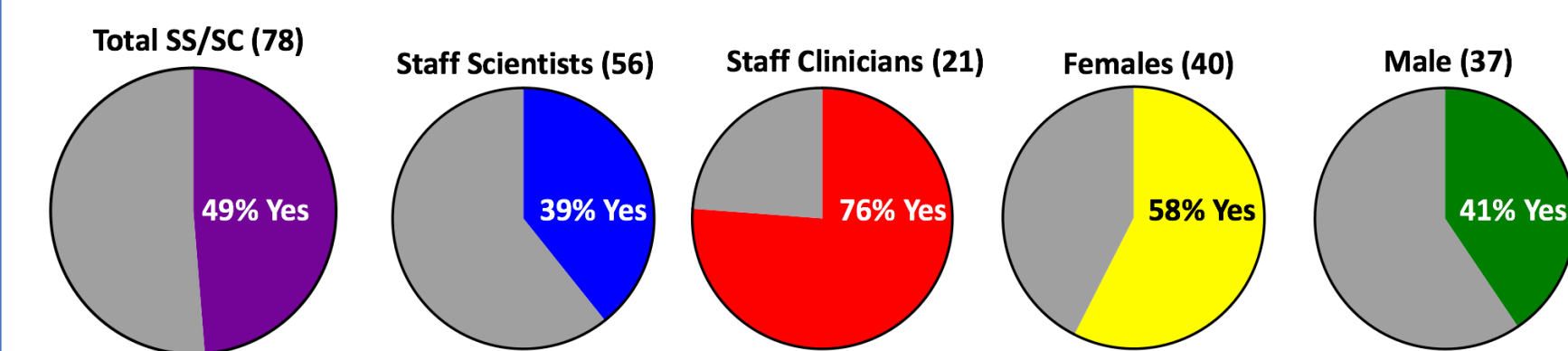
Factors contributing to the fact that the individual is not at a position she/he aspired to:



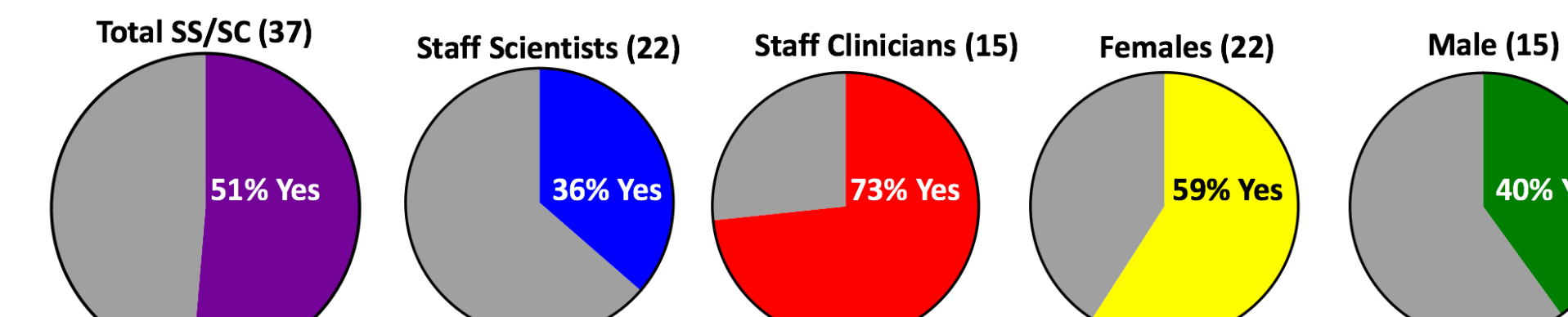
Recommendations for how CCR/NCI could improve the environment for scientific success and work fulfillment (Open-ended, grouped by theme)



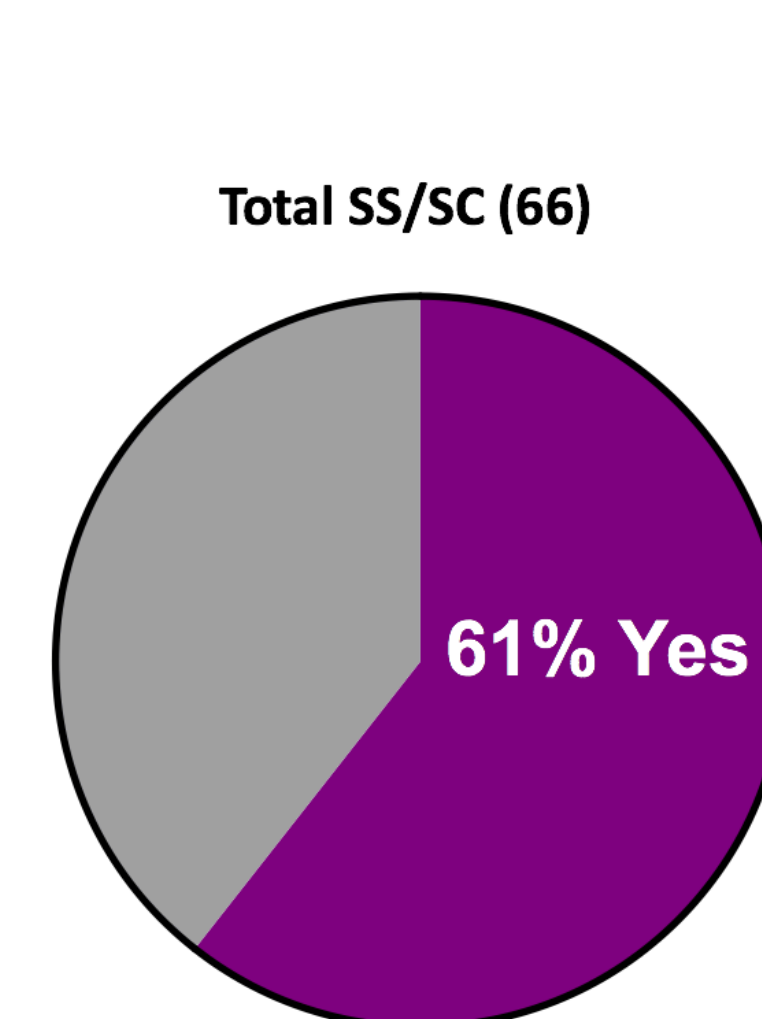
Do you have a mentor?



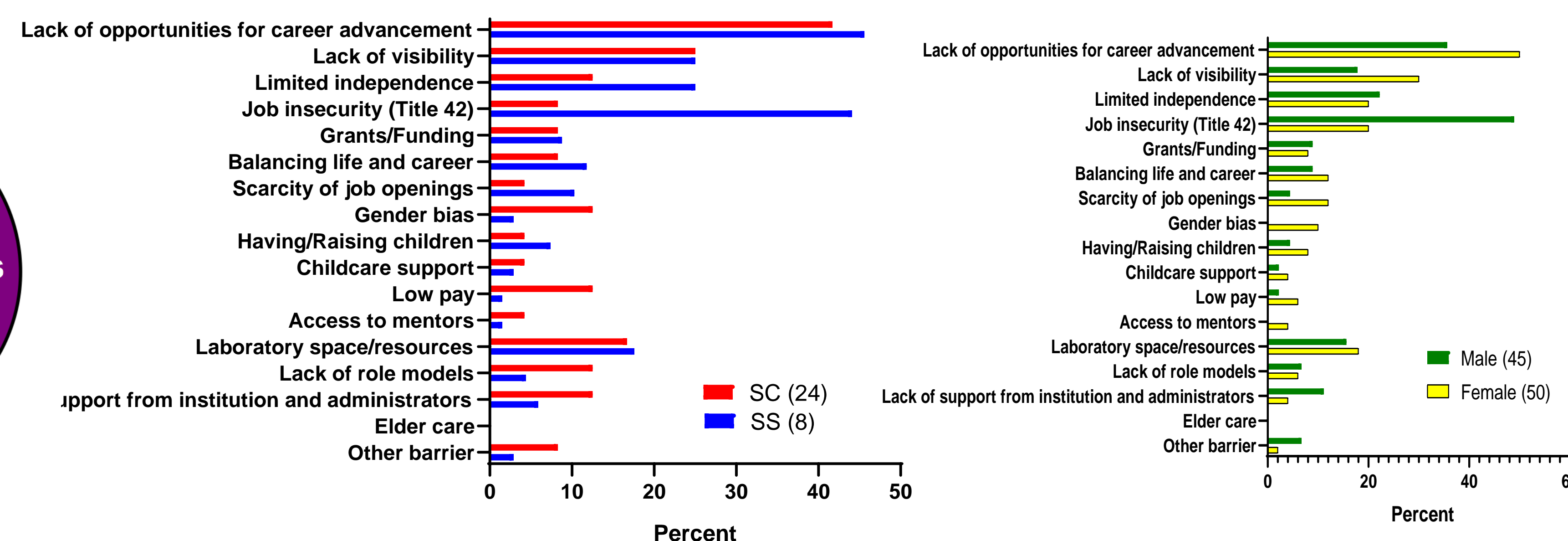
Do you feel that you need more than one mentor?



Do you feel that you've faced barriers to your success?



What do you feel are the biggest barriers faced by a SS or a SC at the CCR?



Main Concerns

- SS: Lack of career development and limited independence
- SC: Inadequate mentoring and lack of visibility
- Both Females and Males: Lack of career development opportunities
 - Females: Inadequate mentoring
 - Males: Limited independence
- New concerns identified in the open-ended question:
 - Job Security and Quad review

Barriers to Career Advancement

- Top barrier:** Lack of career advancement opportunities
 - SS, SC, and females
 - Males: Job insecurity as the greatest barrier, followed by lack of career advancement opportunities.
- Additional barriers:**
 - Job insecurity – 2nd main concern emphasized by SS.
 - Visibility and independence appeared as the 3rd and 4th concerns shared by both genders.

Mentorship

- More SC and females tend to have mentors, compared to SS and males.
- >50% SC and females have a mentor outside of their chain of command.
- Equal number of SS have formal and informal mentoring.
 - A majority of SS have only 1 mentor.
- A majority of SC have informal mentoring and several mentors.
 - SC and females highlighted the need to have more than 1 mentor.
- A majority of women have informal mentoring and more than half have several mentors.
- More than half of the men have informal mentoring, and the majority of men has only 1 mentor.

Summary

	Staff Scientists	Staff Clinicians	Females	Males
In a position to which they aspire:	54% Yes	61% Yes	55% Yes	59% Yes
Factors contributing to dissatisfaction	<ul style="list-style-type: none"> Lack of career advancement options Limited independence 	<ul style="list-style-type: none"> Inadequate mentoring Lack of visibility 	<ul style="list-style-type: none"> Lack of career advancement options Inadequate mentoring 	<ul style="list-style-type: none"> Lack of career advancement options Limited independence
Recommendations to improve environment	<ul style="list-style-type: none"> More independence Career advancement Job security 	<ul style="list-style-type: none"> Mentoring More independence Career advancement 	<ul style="list-style-type: none"> Career advancement options Mentoring 	<ul style="list-style-type: none"> Independence Job security
Barriers faced	<ul style="list-style-type: none"> Lack of career development options Job security Lack of visibility Limited independence 	<ul style="list-style-type: none"> Lack of career development options Lack of visibility 	<ul style="list-style-type: none"> Lack of career development options Lack of visibility Limited independence Job security 	<ul style="list-style-type: none"> Job security Lack of career development options Limited independence Lack of visibility
Resources requested	<ul style="list-style-type: none"> Mentoring CCR leadership active roles Awareness of opportunities to contribute to CCR leadership 	<ul style="list-style-type: none"> Mentoring CCR leadership active roles Awareness of opportunities to contribute to CCR leadership 	<ul style="list-style-type: none"> CCR leadership opportunities Mentoring Awareness of opportunities to contribute to CCR leadership 	<ul style="list-style-type: none"> Mentoring CCR leadership opportunities Awareness of opportunities to contribute to CCR leadership

Next Steps

- Mentorship:**
 - Goals are to meet the needs for SC/females
 - SS/SC Enrichment Program developed by Ofelia Olivero, CCT, NCI - includes formal mentoring, WSA commitment
- Career advancement**
 - The AOS is discussing career advancement opportunities for SS across NIH.
 - Improve visibility, change title of "staff"
- Job Security:** placement into new lab" program presented by Chris Corey during the 2017 SSSC Professional Development day

Acknowledgements

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Key Findings