



### 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





### 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 2<sup>nd</sup> and 3<sup>rd</sup> 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





#### 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

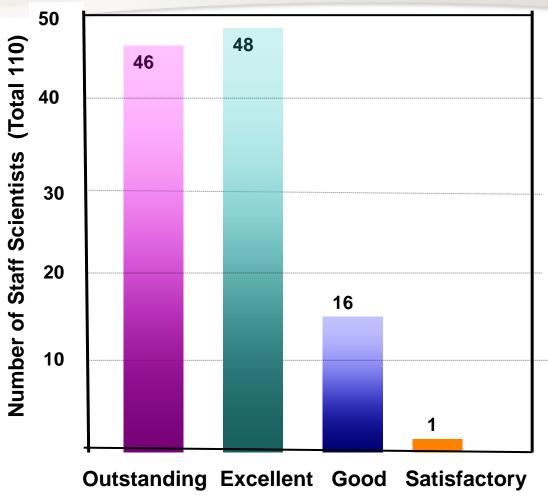
Good

Borderline

Unsatisfactory

# **Results**





standing Excellent Good Satisfactory

Quad Review Scores 2006-2009