



JAN 25 2007

TO: Raynard S. Kington, M.D., Ph.D.  
Deputy Director, NIH

FROM: Deputy Director for Management

SUBJECT: Proposed Modification of the NIH Title 42 Pay Model

As Chair of the NIH Compensation Committee, and at the request of the Deputy Director for Intramural Research, NIH, I am requesting your approval to modify the NIH Title 42 Pay Model to incorporate the newly established Intramural Professional Designation (IPD) of "Senior Clinical Fellow" under Intramural (Clinical), Band II.

This new IPD will apply to very senior fellows who intend to pursue advanced clinical research training and are not quite ready for the Tenure-Track. To be eligible for this designation, individuals must qualify as a PGY-9 equivalent or higher and must be participating in a competitively selected NIH clinical program (nationally advertised, formal application and review process). These fellows are more senior and do not serve in the same capacity as Clinical Fellows, who are paid under Intramural (Clinical), Band I. While they are on a different career track than Staff Clinicians, they are generally comparable in terms of qualifications and experience, and therefore appropriately paid under the same pay band, Intramural (Clinical), Band II. (Note: The establishment of the new IPD for "Senior Clinical Fellows" and its inclusion in the same band as Staff Clinicians is similar to the relationships already established among NIH intramural basic investigators, where "Senior Research Fellows" and "Staff Scientists" are placed in Intramural (Basic), Band II.)

To establish an equitable and consistent pay range for "Senior Clinical Fellows" as compared to their peers who are similarly qualified and performing at comparable levels, your approval is requested to assign this IPD to Intramural (Clinical), Band II.

*Colleen Barros*  
Colleen Barros

Approved: ✓

Disapproved: \_\_\_\_\_

*[Signature]*  
Deputy Director, NIH

Date: 1/30/7