

## NINDS Clinical Director 360 Evaluation

An ad hoc committee of the NINDS Council, is conducting a leadership review of Clinical Director, Dr. Avi Nath. The review calls for a 360-type evaluation, the purpose of which is to assess the reviewee's effectiveness in the areas of Scientific Management, Administrative Management, and Ethical Leadership. This questionnaire survey monkey will take between 5-10 minutes. It gathers staff input to capture an overall perspective of Dr. Nath's leadership, which will be summarized and provided as a component of the review.

OMB#: 0925-0648 Exp Date: 05/2021 Public reporting burden for this collection of information is estimated to be 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 29892-7974, ATTN: PRA (0925-0648). Do not return the completed form to this address.

1. Please select the job type that applies to you:

2. Scientific Management (Questions for scientific and clinical staff only)

	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
A) Dr. Nath is a strong and compelling leader for intramural clinical research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B) Dr. Nath works to ensure the highest quality of patient care in NINDS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C) Dr. Nath promotes and supports innovative, independent science by members of his faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
D) Dr. Nath sets policies for a standard of excellence in training and mentoring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E) Dr. Nath's leadership results in the recruitment of highly professional new staff into NINDS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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F) Dr. Nath demonstrates a strong commitment to attracting a diverse pool of applicants, representing all demographics and differing scientific perspectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
G) Dr. Nath interacts with the Board of Scientific Counselors (BSC) in a manner which fairly presents the work of the clinical IRP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H) Dr. Nath contributes positively to the oversight and evaluation of new clinical research protocols.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I) Dr. Nath facilitates scientific and IRB reviews.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
J) Dr. Nath works to ensure diversity in clinical cohorts used in human subjects' research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
K) Dr. Nath ensures compliance with human subjects' research and takes corrective action to fix non-compliance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L) Dr. Nath encourages a climate of scientific interaction and learning.

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M) I understand the direction of the science within the NINDS clinical IRP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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N) Dr. Nath thinks and behaves in a professional manner that is beneficial to the clinical IRP as a whole

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Provide any general comments on strengths or areas of improvement in Scientific Management:

### 3. Administrative Management (Questions for all staff)

	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
A) Dr. Nath acts with transparency for decisions he makes within the IRP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B) Dr. Nath provides relevant updates and status reports from meetings within NINDS and NIH.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C) I understand how resources are allocated by Dr. Nath and how to access these resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D) I understand the processes within the clinical IRP for hiring and promotions, awards and recognition, and service within leadership positions.

(1) Strongly Disagree (2) Disagree (3) Undecided (4) Agree (5) Strongly Agree (6) Do not have information on which to comment.

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E) Dr. Nath ensures that training needs are assessed and that mentoring opportunities are provided for all staff.

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F) Dr. Nath partners effectively with other NINDS leaders.

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G) Dr. Nath is approachable and welcomes feedback.

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H) Dr. Nath establishes and oversees processes for the timely and effective performance feedback to staff.

(1) Strongly Disagree (2) Disagree (3) Undecided (4) Agree (5) Strongly Agree (6) Do not have information on which to comment.

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I) Dr. Nath assures compliance with regulatory guidance for issues such as IT security, records management, and technology transfer.

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J) Dr. Nath instills a culture of laboratory safety.

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K) Dr. Nath generates opportunities for members of the clinical IRP to participate in committees and projects.

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Provide any general comments on strengths or areas of improvement in Administrative Management:

#### 4. Ethical Leadership (Questions for all staff)

	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
A) Dr. Nath is a role model of the highest professional standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B) Dr. Nath treats everyone fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C) Dr. Nath shows respect for others and their ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D) Dr. Nath assures clarity and transparency in making and communicating decisions about hiring, promotions, and leadership opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	(1) Strongly Disagree	(2) Disagree	(3) Undecided	(4) Agree	(5) Strongly Agree	(6) Do not have information on which to comment.
E) Dr. Nath is responsive when I reach out to him with a need, question, or concern.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F) I feel comfortable giving Dr. Nath feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G) Dr. Nath promotes inclusion of appropriate staff in projects and initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H) If a situation arises, Dr. Nath takes responsibility for resolving matters associated with interpersonal issues, such as harassment or bullying.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I) Dr. Nath fosters a climate of the highest research integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(1) Strongly Disagree (2) Disagree (3) Undecided (4) Agree (5) Strongly Agree (6) Do not have information on which to comment.

J) Dr. Nath engages in efforts to create a workplace climate respectful of all individuals.

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Provide any general comments on strengths or areas of improvement in Ethical Leadership:

Done

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