



**Director of Research Quality Improvement and Education
New York State Psychiatric Institute
New York, NY**

THE SEARCH

The New York State Psychiatric Institute (NYSPI) seeks a rigorous, proactive, and education-minded leader to serve as its inaugural Director of Research Quality Improvement and Education (the Director). The Director will be responsible for strengthening and guiding NYSPI's research quality and research education programs to improve the overall conduct and compliance of research and the safety of NYSPI's human subjects. To be successful, the Director must ensure that all members of NYSPI's research community have the tools, systems, and training they need to conduct the vital and cutting-edge mental health research for which the organization has been known.

Since its inception, NYSPI has been at the forefront of psychiatry. Among its accomplishments are: the discovery of the spirochetal origin of general paresis; the earliest use of lithium in the United States; the first data describing a genetic predisposition to schizophrenia; leadership in the discovery of the genes causing Huntington's and Wilson's disease; and the development of the DSM-III, DSM III-R, DSM-IV, and DSM-5-TR. This is an incredible opportunity to help create strong quality improvement and educational programming to support and contribute to the vital work and research at one of the oldest and largest institutes of its kind in the country.

The New York State Psychiatric Institute has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

ABOUT NEW YORK STATE PSYCHIATRIC INSTITUTE

The New York State Psychiatric Institute, established in 1895, was one of the first institutions in the United States to integrate teaching, research, and therapeutic approaches to the care of patients with mental illnesses. In 1921, the Presbyterian Hospital formed an alliance with Columbia University's College of Physicians and Surgeons, leading to the formation of the Columbia University Medical Center. This affiliation allowed for coordinating the care of the sick with the educational and research programs of the College. Following that alliance, in 1925, NYSPI became affiliated with Presbyterian Hospital and Columbia University, adding general hospital facilities to the Institute's psychiatric services and research

laboratories. Today, NYSPI is owned and operated by the State of New York under the supervision of the Office of Mental Health.

The NYSPI treatment, training, and research facilities were supplemented in 1983 by a 14-floor Psychiatric Research Building, the Kolb Annex. NYSPI was further modernized in 1998 by the opening of a new hospital building to replace the original one. Overlooking the Hudson River and George Washington Bridge, the new Herbert Pardes Building of the Psychiatric Institute provides a state-of-the art environment for patient care, education, and research. The approximately 320,000 square feet offer space for 55 inpatient beds, specialized outpatient research clinics, educational facilities, and research laboratories. Walkway bridges to and from the Kolb Annex and New York-Presbyterian Hospital provide comfortable and efficient all-weather avenues for patient and staff travel within the Columbia University Irving Medical Center.

Through the years, distinguished figures in American psychiatry have served as directors of the Psychiatric Institute, including Drs. Ira Van Gieson, Adolph Meyer, August Hoch, Lawrence Kolb, Edward Sachar, and Herbert Pardes. The Institute is the flagship for the Columbia University Department of Psychiatry, for which it is the primary location of research and educational activities.

The New York State Psychiatric Institute consists of more than 400 faculty, many of whom are part of Columbia University's Department of Psychiatry, and more than 2,000 professional staff. The NYSPI offers a diverse set of clinical services for individuals with schizophrenia, depression, eating disorders, substance abuse, anxiety disorders, trauma and stressor-related disorders, and other conditions. The NYSPI also offers a wide range of educational and training programs for medical students, residents, fellows, practicing physicians as well as professionals in related disciplines such as clinical psychology, nursing, and social work.

RESEARCH AT NYSPI

Research at NYSPI covers a wealth of subjects ranging from basic neurobiology to clinical, epidemiological, child psychiatry, and services-related studies. In addition, there are a wide variety of ongoing clinical trials in disorders ranging from depression to schizophrenia to borderline personality disorder. These clinical trials provide treatment in the context of ongoing research studies, generally at no cost to the patient. There are also numerous human research studies that examine patterns, risk factors, cognitive function, and the neurobiology of mental illness but do not provide treatment.

Currently almost 500 externally funded studies with budgets totaling \$86 million are underway, most of them supported by the federal government.

You can view some current research studies [here](#).

NYSPI LEADERSHIP

Dr. Joshua Gordon, Director

Joshua A. Gordon, MD, PhD, has been named the next chair of the Department of Psychiatry at Columbia University Vagelos College of Physicians and Surgeons (VP&S), director of the New York State Psychiatric Institute, and psychiatrist-in-chief of the New York-Presbyterian campus at CUIMC. His appointments were effective Aug. 15, 2024.

This appointment is a homecoming for Gordon, who served on the Columbia faculty from 2004 to 2016, when he was named director of the National Institute of Mental Health (NIMH). A respected neuroscientist, psychiatrist, educator, and administrator with an international reputation, Gordon also is chief of the integrative neuroscience section at the National Institute of Neurological Disorders and Stroke. Gordon initially joined VP&S in 2004 following completion of his medical residency and research fellowship at Columbia. While at Columbia, he directed an active, NIH-funded research program in basic neuroscience relevant to mental illness, taught students and residents, and maintained a part-time practice in clinical psychiatry. He also served as associate director of the adult psychiatry residency program, where he oversaw the neuroscience curriculum and administered research programs for residents, including the Leon Levy Foundation Psychiatric Neuroscience Fellowship Program.

In September 2016, Gordon was appointed director of NIMH, where he oversaw an institution of more than 1,000 employees and a \$2 billion annual budget, developed national scientific priorities in mental health research, and expanded efforts to support and mentor early career scientists from diverse backgrounds. Gordon has received numerous awards and honors and was elected to the National Academy of Medicine in 2018. He earned his MD and PhD degrees at the University of California, San Francisco.

You can read more about NYSPI's administrative leadership [here](#).

THE ROLE OF THE DIRECTOR OF RESEARCH QUALITY IMPROVEMENT AND EDUCATION

The Director will be responsible for improving NYSPI's overall research quality by proactively providing clear guidance to leadership, researchers, faculty, and staff on the best and most current research practices in both FDA and non-FDA regulated psychiatric research. The Director will supervise four quality and compliance monitors and a research education manager. A strong people manager, the Director must tend to the continued growth of the regulatory acumen and customer service orientation of their staff by encouraging their learning through participation in professional organizations and certifications. In collaboration with HRPP leaders and the Chief Research Compliance Officer, the Director will oversee all of NYSPI's human subjects research education, compliance monitoring, and quality assurance activities. Inherent to this will be assisting in the continued development and implementation of post-approval monitoring that emphasizes education and quality for research studies involving human subjects. Further, they will coordinate annual internal quality and risk assessment studies to develop an annual and

transparent work plan for training, compliance, and quality improvement activities. In instances of non-compliance, data discrepancies, or ethical concerns, they will direct any for-cause audits and ensure a thorough and impartial investigation that provides a clear road map for efficient resolution of issues.

KEY OPPORTUNITIES AND CHALLENGES

In particular, the new Director will be charged with addressing the following opportunities and challenges:

- Proactively build, implement, and optimize a robust and transparent research education and quality assurance program.
- Proactively monitor, identify, and respond to emerging challenges in the field of human research protection and maintain updated knowledge of guidance and regulations to ensure all training and education is timely and compliant.
- Collaboratively help lead and manage the necessary changes and corrective actions to reinstate human research activity at NYSPI, including compliance with the OHRP, federal and state regulatory requirements, and institutional policies and procedures.
- Train, support, and retain a team of high-performing compliance monitors.
- Build and maintain collegial relationships with leaders and researchers across NYSPI, RFMH, OMH, Columbia, and beyond, cultivating a culture of compliance.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring many of the following qualifications and qualities:

- An M.A./M.S. Degree or equivalent related experience;
- Thorough knowledge and understanding of federal rules and regulations associated with research ensures all research programs and other activities that involve human subjects are in full compliance;
- A minimum of seven years of experience, with supervisory or management experience, in a Human Research Protections Program setting at an academic medical center;
- Demonstrated experience building and implementing quality improvement and educational programming;
- Demonstrated understanding of, and commitment to, working as a member of the NYSPI's leadership team;
- Effective interpersonal skills and ability to build strong inter-organizational relationships;
- Excellent analytical and independent problem-solving skills, organizational, coordination, and prioritization skills;
- Ability to synthesize information from multiple sources to produce succinct, detail-oriented, and accurate documents, policies, reports, and announcements.

LOCATION AND COMPENSATION

The Director of Research Quality Improvement and Education will work onsite at NYSPI located at 1051 Riverside Drive, New York, NY 10032. The compensation range for this role is set between \$167,905 - \$190,003.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Confidential inquiries, nominations/referrals, and/or resumes with cover letters may be submitted electronically to:

Rebecca Kennedy (she/her), Partner
Angelo Alexander (they/them), Senior Associate
Cortnee Bollard (they/them), Senior Search Coordinator

<https://www.imsearch.com/open-searches/new-york-state-psychiatric-institute/director-research-quality-improvement-and>

Applicants with lived mental health experience are encouraged to apply. RFMH is deeply committed to supporting underserved individuals, organizations, and communities. To this end, RFMH is focused on implementing activities and initiatives to reduce disparities in access, quality, and treatment outcomes for underserved populations. A critical component of these efforts is ensuring that RFMH is a diverse and inclusive workplace where all employees' unique attributes and skills are valued and utilized to support the mission of the Agency. RFMH is an equal opportunity/affirmative action employer.