

<b>Clinician Pathway</b>	<b>Clinical + Administrative Service</b>	<b>Research</b>	<b>Teaching (and Mentoring)</b>
Clinically and Administratively focused MDs	~80% time	Variable	≥ 10% time

<b>Promotion</b>	Usually initiated after 5 or more years at rank of Assistant Professor; usually initiated after at least 5-7 years at rank of Associate Professor Demonstrate substantial achievements in a portion of each of Mission, Reputation, and Leadership categories listed below for a given rank; also any relevant achievements in Independence and Innovation categories, or other areas not listed below
<b>Tenure Track (none)</b>	Not applicable
<b>Tenure (none)</b>	Not applicable

	<b>Mission (Research, Teaching, Clinical)</b>	<b>Reputation</b>	<b>Leadership</b>	<b>Independence</b>	<b>Innovation</b>
<b>Assistant Professor</b>	<ul style="list-style-type: none"> <li>• Usually 3 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents</li> <li>• ~20% of publications first or last author</li> <li>• Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools</li> <li>• Meeting or exceeding RVU targets</li> <li>• Meeting clinical quality metrics</li> </ul>	<ul style="list-style-type: none"> <li>• Usually 1 oral presentation at national or international meeting</li> <li>• ~2x as reviewer of any form of peer-reviewed article</li> <li>• Institutional/regional recognition for clinical or teaching accomplishments</li> </ul>	<ul style="list-style-type: none"> <li>• Organize and lead institutional case conference</li> <li>• Serve on institutional QI or clinical committee</li> <li>• Leadership of QI initiatives</li> <li>• Development of practice guidelines</li> </ul>		
<b>Associate Professor</b>	<ul style="list-style-type: none"> <li>• Usually 8 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents</li> <li>• ~20% of publications first or last author</li> <li>• Lead clinical trials</li> <li>• Co-Investigator on foundation, industry, or federal grant</li> <li>• Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools</li> <li>• Meeting or exceeding RVU targets</li> <li>• Meeting clinical quality metrics</li> </ul>	<ul style="list-style-type: none"> <li>• 1 or more oral presentation per year at national or international meeting</li> <li>• ~1 invited review as senior author for clinical or teaching article in subspecialty journal or book chapter</li> <li>• National recognition for clinical or teaching accomplishments</li> <li>• ACES recognition</li> <li>• Social media impact on health, health policy or consumer health information ≥ 10,000 public audience</li> </ul>	<ul style="list-style-type: none"> <li>• Organize and lead institutional clinical/grand rounds conferences</li> <li>• Director or Co-Director of subspecialty fellowship or residency program or UPSOM course</li> <li>• Serve on institutional clinical, educational, or QI committee</li> <li>• Member of academic national or international clinical committee</li> <li>• Participation in Community or Alumni service programs</li> </ul>		<ul style="list-style-type: none"> <li>• Inventor on patent</li> <li>• Develop web-based clinical content, new diagnostic tools, surgical techniques and devices</li> <li>• Develop new clinical services or models of care</li> </ul>
<b>Professor</b>	<ul style="list-style-type: none"> <li>• Usually 15 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents</li> <li>• ~20% of publications first or last author</li> <li>• Lead ground-breaking clinical trials</li> <li>• Co-Investigator on multiple foundation, industry, or federal grants</li> <li>• KCF (Key clinical faculty for fellowship)</li> <li>• Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools</li> <li>• Development and distribution of CME</li> <li>• Meeting or exceeding RVU targets</li> <li>• Meeting clinical quality metrics</li> <li>• Demonstrated population-based health outcomes improvement</li> </ul>	<ul style="list-style-type: none"> <li>• 2 or more oral presentations by PI or mentee at national or international meeting per year</li> <li>• Book Editor with clinical or teaching focus</li> <li>• ~3 invited reviews as senior author for clinical or teaching article in subspecialty journal or book chapter</li> <li>• International recognition for clinical or teaching accomplishments</li> <li>• ‘Best Doctor’ recognition</li> <li>• Broad social media impact on health, health policy or consumer health information ≥ 100,000 public audience</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership in medical associations and professional entities</li> <li>• Director of major clinical service/program</li> <li>• Leader of institutional clinical or education committee</li> <li>• Leader of national or international clinical committee</li> <li>• Leadership of Community or Alumni programs</li> </ul>		<ul style="list-style-type: none"> <li>• Senior inventor on patent</li> <li>• Develop high impact clinical website</li> <li>• Publish or commercialize novel clinical procedure or product</li> <li>• Take new clinical services or models of care system-wide</li> </ul>