

Clinician-Investigator Pathway	Clinical Service	Research	Teaching (and Mentoring)	Administrative Service
Research-Contributing MDs	≥ 40% time	≤ 50% time	Variable	Variable

Promotion	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 Accomplish preponderance of criteria in Mission category and demonstrate substantial achievements among other 4 categories; or other relevant achievements not listed below
Move to Tenure Track	Exceed benchmarks for rank of Assistant Professor and demonstrate some achievements in a portion of 5 categories listed at the rank of Associate Professor; or other relevant achievements not listed below
Tenure	Exceed benchmarks for rank of Associate Professor and demonstrate some achievements in a portion of 5 categories listed below at the rank of Professor; or other relevant achievements not listed below <i>Tenure must be conferred for Assistant Professors within 10 (clinical faculty) or 7 years (non-clinical faculty); Tenure must be conferred within 4 years of appointment as Associate Professor</i>

	Mission (Research, Teaching, Clinical)	Reputation	Leadership	Independence	Innovation
Assistant Professor	<ul style="list-style-type: none"> • Usually 5 primary data peer-reviewed papers • ~30% of peer-reviewed papers first or last author • Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools • Meeting or exceeding RVU targets • Meeting clinical quality metrics 	<ul style="list-style-type: none"> • Usually 1 oral presentation at national or international meeting • ~2x as reviewer of peer-reviewed paper 	<ul style="list-style-type: none"> • Organize and lead academic or clinical institutional conference • Serve on institutional administrative committee • Leadership of QI initiatives 		
Associate Professor	<ul style="list-style-type: none"> • Usually H-Index of 10 (~15 total) for primary data peer-reviewed papers • ~30% of peer-reviewed papers first or last author • Co-Investigator on foundation, industry, or federal grants • Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools • Research supervisor of residents and fellows • Meeting or exceeding RVU targets • Meeting clinical quality metrics 	<ul style="list-style-type: none"> • 1 or more oral presentations for PI or mentee at national or international meeting per year • Member of editorial board • Usually invited for 1 visiting seminar or professorship per year • Invited review as senior author for sub-specialty journal or book chapter • ACES recognition 	<ul style="list-style-type: none"> • Member of national or international scientific or clinical committee • Co-Director of major clinical/service program • Co-Director of fellowship or residency program or UPSOM course 	<ul style="list-style-type: none"> • Develop independent clinical, research, or educational program 	<ul style="list-style-type: none"> • Inventor on patent • Develop new credit-bearing didactic lecture • Develop web-based scientific, clinical, or educational content • Develop novel device, model, or research methodology • Develop new clinical services or models of care
Professor	<ul style="list-style-type: none"> • Usually H-Index of 25 (~40 total) for primary data peer-reviewed papers • ~30% of peer-reviewed papers first or last author • Principal-Investigator on foundation, industry, or federal grants • Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools • KCF (Key clinical faculty for fellowship) • Research supervisor of residents and fellows • Meeting or exceeding RVU targets • Meeting clinical quality metrics 	<ul style="list-style-type: none"> • Usually 2 or more oral presentations for PI or mentee at national or international meeting per year • Editor or Associate Editor of reputable Journal • Usually invited for 2 or more visiting seminars or professorships per year • Member of foundation grant review study section committee • Lecture/Award from National or International Society • Senior author of publication in high impact subspecialty journal (IF ≥ ~10) • Invited review as senior author for high impact sub-specialty journal, or book editor • 'Best Doctor' recognition 	<ul style="list-style-type: none"> • Institute or Center leader • Leader of national or international scientific or clinical committee • Leader of institutional administrative committee • Director of major clinical service/program • Director of fellowship or residency program or UPSOM course 	<ul style="list-style-type: none"> • PI of independent research program • Usually 1 or more graduate or postdoctoral students in group per year 	<ul style="list-style-type: none"> • Senior inventor on patent • Hold IND/IDE • Develop new didactic credit-bearing course • Develop high impact scientific, clinical, or educational website • Publish or commercialize novel device, model or research methodology • Take new clinical services or models of care system-wide