

Research Prefix	Research	Teaching (and Mentoring)	Administrative Service
PhDs and non-clinical MDs in effectively full-time non-independent research activities	Usually ≥ 90% time	Not required	Not required

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 the Research component of the Mission category for a given rank, and for promotion to Professor substantial achievements among other 4 criteria; or other relevant achievements not listed below
Tenure Track	Not applicable
Tenure	Not applicable

	Mission (Research, Teaching)	Reputation	Leadership	Independence	Innovation
Assistant Professor	<ul style="list-style-type: none"> • Usually 5 peer-reviewed publications, reviews, case reports, or book chapters • ~10% of publications as first or last author • Usually beginning foundation grant-in-aid or intramural award • If engaged in teaching, consistent evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools 	<ul style="list-style-type: none"> • Oral presentation at departmental intramural conference • Yearly oral or poster presentation at intramural, sub-specialty, or national conference • Active member of a scientific or clinical society 	<ul style="list-style-type: none"> • Contribute, organize and actualize the scientific mission of the research laboratory • Train and mentor research staff 		
Associate Professor	<ul style="list-style-type: none"> • Usually 15 peer-reviewed publications, reviews, case reports, or book chapters • ~10% of publications as first or last author • Usually Co-Investigator on major foundation grants and Co-Investigator on at least one major R-level or equivalent federal grant • Usually 2-3 years of consistent research funding as a key contributing member of an independent research group • If engaged in teaching, consistent evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools 	<ul style="list-style-type: none"> • ~5x as reviewer of peer-reviewed article • Yearly oral or poster presentation at national or international meeting • Contributing author for invited reviews in subspecialty journals or book chapters • Ad hoc member of intramural or foundation study section 	<ul style="list-style-type: none"> • Member of local or national academic or scientific committee • Serve on institutional administrative committee • Train and mentor research graduate students and fellows • Major role in departmental or divisional academic core or committee 	<ul style="list-style-type: none"> • Collaborating outside primary research laboratory 	<ul style="list-style-type: none"> • Co-Inventor on patent • Develop web-based scientific or academic content • Co-Develop novel device, model, or research methodology
Professor	<ul style="list-style-type: none"> • Usually 40 peer-reviewed publications, reviews, case reports, or book chapters • ~10% of publications as first or last author • Usually Co-Investigator on multiple major R-level/P-level or equivalent federal grants • Usually 5-7 years of consistent research funding as a key contributing member of an independent research group • If engaged in teaching, consistent evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools 	<ul style="list-style-type: none"> • Member of editorial board • Usually 2 or more oral or poster presentations at national or international meeting per year • Regular member of intramural or foundation study section • Ad hoc member of NIH/VA/DOD/NSF study section committee • Invitation as visiting seminar professorship outside of institution • Research recognition lecture/award within institution • Contributing author of data publication in high impact journal (IF ≥ 10) • Contributing author for invited review in high impact journal 	<ul style="list-style-type: none"> • Member of international academic or scientific committee • Director of institutional administrative committee • Train and mentor junior faculty • Major role in institutional academic core or committee • Director of departmental or divisional academic core or committee 	<ul style="list-style-type: none"> • Funding as PI on intramural or foundation research grant 	<ul style="list-style-type: none"> • Senior inventor on patent • Co-Holder of IND/IDE • Co-Develop high impact scientific or academic website • Integral member of team publishing or commercializing novel device, model or research methodology