

<b>Clinical Prefix</b>	<b>Clinical Service + Administrative Service</b>	<b>Research</b>	<b>Teaching (and Mentoring)</b>
Clinically and Administratively-focused MDs; spend majority of time in non-UPSOM venues	≥ 90% time	Not required	Required and ≤ 10%

<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

	Mission (Research, Teaching, Clinical)	Reputation	Leadership	Independence	Innovation
<b>Assistant Professor</b>	<ul style="list-style-type: none"> <li>• Sometimes 1-2 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents</li> <li>• ~10% 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 and appropriate learner evaluation metrics in other settings</li> <li>• Meeting or exceeding RVU targets</li> <li>• Meeting clinical quality metrics</li> </ul>	<ul style="list-style-type: none"> <li>• Usually a previous presentation at local or national meeting</li> <li>• Usually has peer-reviewed at least one article</li> <li>• Institutional/regional recognition for clinical or teaching accomplishments</li> </ul>	<ul style="list-style-type: none"> <li>• Serve on institutional QI or clinical committee</li> <li>• Participation in development of clinical practice guidelines</li> </ul>		
<b>Associate Professor</b>	<ul style="list-style-type: none"> <li>• Sometimes 3-5 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents</li> <li>• ~10% of publications first or last author</li> <li>• Participation in clinical trials</li> <li>• Sometimes a Co-Investigator on foundation, industry, or federal grant</li> <li>• Usually 2-3 years of consistent teaching contributions</li> <li>• Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools and appropriate learner evaluation metrics in other settings</li> <li>• Contributing to CME courses</li> <li>• Meeting or exceeding RVU targets</li> <li>• Meeting clinical quality metrics</li> </ul>	<ul style="list-style-type: none"> <li>• Usually previous presentations at national or international meetings</li> <li>• Contributed to a clinical or teaching article in subspecialty journal or book chapter</li> <li>• National recognition for clinical or teaching accomplishments</li> <li>• Social media impact on health, health policy or consumer health information ≥ 10,000 public audience</li> <li>• Service on editorial board</li> </ul>	<ul style="list-style-type: none"> <li>• Serve on institutional clinical or educational committee</li> <li>• Member of institutional or community clinical or teaching committee</li> <li>• Participation in Community or Alumni service programs</li> <li>• Leadership of QI initiatives</li> <li>• Development of clinical practice guidelines</li> </ul>		<ul style="list-style-type: none"> <li>• Inventor on patent</li> <li>• Develop web-based clinical content, teaching 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>• Sometimes 5-10 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents</li> <li>• ~10% of publications first or last author</li> <li>• Leadership in clinical trials</li> <li>• Sometimes a Co-Investigator on multiple foundation, industry, or federal grants</li> <li>• Usually 3-5 years of consistent teaching contributions</li> <li>• Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools and appropriate learner evaluation metrics in other settings</li> <li>• Well-organized teaching portfolio materials</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>• Usually multiple previous presentations at national or international meetings</li> <li>• Invited presentations at outside hospitals or universities</li> <li>• Senior author/invited impactful review on clinical or teaching articles in subspecialty journal or book chapter</li> <li>• International recognition for clinical or teaching accomplishments</li> <li>• ACES recognition</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>• Member of academic national or international clinical or teaching committee</li> <li>• Leader of institutional clinical committee</li> <li>• Leadership in 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 teaching product</li> <li>• Take new clinical services or models of care system-wide</li> </ul>