

Clinician-Educator Pathway	Clinical Service	Research	Teaching (and Mentoring)	Administrative Service
Scholarship of teaching and learning focused MDs	≥ 40% time	Variable	> 25% time	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 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
Tenure Track	Not applicable
Tenure	Only considered under exceptional circumstances of outstanding intellectual and academic achievement in education (most always at rank of Professor)

	Mission (Research, Teaching, Clinical)	Reputation	Leadership	Independence	Innovation
Assistant Professor	<ul style="list-style-type: none"> • Usually 3 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents • ~30% of publications first or last author • Consistent teaching evaluations (≥ 4 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 any form of peer-reviewed article • Institutional/regional recognition for education, mentoring, or clinical accomplishments 	<ul style="list-style-type: none"> • Organize and lead institutional case conference • Leadership of QI initiatives 		
Associate Professor	<ul style="list-style-type: none"> • Usually 10 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents • ~30% of publications first or last author • Co-Investigator on foundation, industry, or federal grant • Usually 5 years of significant teaching contributions • Consistent teaching evaluations (≥ 4 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools • KCF (Key clinical faculty for fellowship) • Well-organized teaching portfolio, including, programmatic, innovative, or new teaching materials/methods • Development and distribution of CME • Meeting or exceeding RVU targets • Meeting clinical quality metrics 	<ul style="list-style-type: none"> • 1 or more oral presentation per year at national or international meeting • ~3 invited articles/reviews as senior author for clinical or teaching article in subspecialty journals or book chapters • National recognition for education, mentoring, or clinical accomplishments • ACES recognition 	<ul style="list-style-type: none"> • Organize and lead institutional teaching conferences • Director or Co-Director of subspecialty fellowship or residency program or UPSOM course • Serve on institutional clinical, educational, or QI committee • Member of national or international clinical or education committee 		<ul style="list-style-type: none"> • Inventor on patent • Develop new credit-bearing didactic lecture • Develop web-based educational or clinical content • Develop new clinical services or models of care
Professor	<ul style="list-style-type: none"> • Usually 20 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents • ~30% of publications first or last author • Co-Investigator on multiple foundation, industry, or federal grants • ≥ 10-12 years of significant teaching contributions • Consistent teaching evaluations (≥ 4 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools • KCF (Key clinical faculty for fellowship) • External peer review of teaching and evidence of student learning outcomes • Meeting or exceeding RVU targets • Meeting clinical quality metrics 	<ul style="list-style-type: none"> • 2 or more oral presentations per year at national or international meeting • Book Editor with clinical or teaching focus • ~5 invited articles/reviews as senior author in subspecialty journals or book chapters • International recognition for education, mentoring, or clinical accomplishments • 'Best Doctor' recognition • Election to Academy of Master Educators in University of Pittsburgh SOM 	<ul style="list-style-type: none"> • Director of major fellowship or residency program • Director of clinical service/program • Leader of institutional clinical, educational, or QI committee • Leader of national or international education committee 	<ul style="list-style-type: none"> • Develop independent educational research program • Usually 1 mentee pursuing education training • Recognition of accomplishment in scholarship of teaching and learning as evidenced from peers at the local or national level 	<ul style="list-style-type: none"> • Senior inventor on patent • Develop new credit-bearing didactic course • Develop high impact educational or clinical website • Publish or commercialize novel educational product • Take new clinical services or models of care system-wide