<table>
<thead>
<tr>
<th>Clinician Pathway</th>
<th>Clinical + Administrative Service</th>
<th>Research</th>
<th>Teaching (and Mentoring)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinically and Administratively focused MDs</td>
<td>~80% time</td>
<td>Variable</td>
<td>≥ 10% time</td>
</tr>
</tbody>
</table>

**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 (none)**
- Not applicable

**Tenure (none)**
- Not applicable

<table>
<thead>
<tr>
<th>Mission (Research, Teaching, Clinical)</th>
<th>Reputation</th>
<th>Leadership</th>
<th>Independence</th>
</tr>
</thead>
</table>
| **Assistant Professor** | • Usually 3 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents  
• ~20% of publications first or last author  
• Lead clinical trials  
• Co-Investigator on foundation, industry, or federal grant  
• 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 | • Usually 1 oral presentation at national or international meeting  
• ~2x as reviewer of any form of peer-reviewed article  
• Institutional/regional recognition for clinical or teaching accomplishments | • Organize and lead institutional case conference  
• Serve on institutional QI or clinical committee  
• Leadership of QI initiatives  
• Development of practice guidelines | |
| **Associate Professor** | • Usually 8 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents  
• ~20% of publications first or last author  
• Lead clinical trials  
• Co-Investigator on foundation, industry, or federal grant  
• 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 | • 1 or more oral presentation per year at national or international meeting  
• ~1 invited review as senior author for clinical or teaching article in subspecialty journal or book chapter  
• National recognition for clinical or teaching accomplishments  
• ACES recognition  
• Social media impact on health, health policy or consumer health information ≥ 10,000 public audience | • Organize and lead institutional clinical/grand rounds conferences  
• Director or Co-Director of subspecialty fellowship or residency program or UPSOM course  
• Serve on institutional clinical, educational, or QI committee  
• Member of academic national or international clinical committee  
• Participation in Community or Alumni service programs | |
| **Professor** | • Usually 15 peer-reviewed publications, reviews, case reports, chapters, books, or educational documents  
• ~20% of publications first or last author  
• Lead ground-breaking clinical trials  
• Co-Investigator on multiple foundation, industry, or federal grants  
• KCF (Key clinical faculty for fellowship)  
• Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools  
• Development and distribution of CME  
• Meeting or exceeding RVU targets  
• Meeting clinical quality metrics  
• Demonstrated population-based health outcomes improvement | • 2 or more oral presentations by PI or mentee at national or international meeting per year  
• Book Editor with clinical or teaching focus  
• ~3 invited reviews as senior author for clinical or teaching article in subspecialty journal or book chapter  
• International recognition for clinical or teaching accomplishments  
• ‘Best Doctor’ recognition  
• Broad social media impact on health, health policy or consumer health information ≥ 100,000 public audience | • Leadership in medical associations and professional entities  
• Director of major clinical service/program  
• Leader of institutional clinical or education committee  
• Leader of national or international clinical committee  
• Leadership of Community or Alumni programs | |

**Variables**
- KCF (Key clinical faculty for fellowship)
- ACES (Annual Clinical Evaluation System)
- RVU (Relative Value Units)

**Leadership**
- Leadership in medical associations and professional entities
- Director of major clinical service/program
- Leader of institutional clinical or education committee
- Leader of national or international clinical committee
- Leadership of Community or Alumni programs

**Independence**
- Inventor on patent
- Develop web-based clinical content, new diagnostic tools, surgical techniques and devices
- Develop new clinical services or models of care

**Innovation**
- Senior inventor on patent
- Develop high impact clinical website
- Publish or commercialize novel clinical procedure or product
- Take new clinical services or models of care system-wide