

Clinician-Leader Pathway	Clinical + Administrative Service	Research	Teaching (and Mentoring)
Clinically and Administratively focused MDs	~80% time	Variable	≥ 10% time

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

	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 • ~20% of publications 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 any form of peer-reviewed article • Institutional/regional recognition for clinical or teaching accomplishments 	<ul style="list-style-type: none"> • Organize and lead institutional case conference • Serve on institutional QI or clinical committee • Leadership of QI initiatives • Development of practice guidelines 		
Associate Professor	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 		<ul style="list-style-type: none"> • Inventor on patent • Develop web-based clinical content, new diagnostic tools, surgical techniques and devices • Develop new clinical services or models of care
Professor	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 		<ul style="list-style-type: none"> • 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