

Investigator-Educator Pathway	Clinical Service	Research	Teaching (and Mentoring)	Administrative Service
Independent PhD and non-clinical investigators and research-focused physician-scientists	≤ 40% time	≥ 50% time	≥ 10% time	≤ 25% 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 Accomplish preponderance of criteria in Mission category and demonstrate substantial achievements among other 4 categories; or other relevant achievements not listed below
Move to Tenure Track	Exceed benchmarks for rank of Assistant Professor and demonstrate some achievements in a portion of 5 categories listed at the rank of Associate Professor; or other relevant achievements not listed below
Award Tenure	Exceed benchmarks for rank of Associate Professor and demonstrate some achievements in a portion of 5 categories listed below at the rank of Professor; or other relevant achievements not listed below <i>Tenure must be conferred for Assistant Professors within 10 (clinical faculty) or 7 years (non-clinical faculty); Tenure must be conferred within 4 years of appointment as Associate Professor</i>

	Mission (Research, Teaching, Clinical)	Reputation	Leadership	Independence	Innovation
<b>Assistant Professor</b>	<ul style="list-style-type: none"> <li>Usually 5 primary data peer-reviewed papers</li> <li>~30% of peer-reviewed papers as first or last author</li> <li>Usually awarded Career Development grant of 3 years or more duration</li> <li>Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools</li> </ul>	<ul style="list-style-type: none"> <li>Usually 1 oral presentation at national or international meeting</li> <li>~3x as reviewer of peer-reviewed paper</li> </ul>	<ul style="list-style-type: none"> <li>Organize and lead academic institutional conference</li> </ul>	<ul style="list-style-type: none"> <li>Capability to submit a R-level or equivalent grant within 3 year time-frame</li> </ul>	
<b>Associate Professor</b>	<ul style="list-style-type: none"> <li>Usually H-Index of 10 (~15 total) for primary data peer-reviewed papers</li> <li>~30% of peer-reviewed papers as first or last author</li> <li>R01 or equivalent funding</li> <li>Usually 2-3 years of consistent peer-reviewed independent funding</li> <li>Usually 5 years of significant teaching contributions</li> <li>Co-mentor on F or K award or other CDA</li> <li>Supervisor of graduate student(s)/postdoctoral fellows</li> <li>Faculty trainer for T32 or other NIH training program</li> <li>Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools</li> </ul>	<ul style="list-style-type: none"> <li>1 or more oral presentations for PI or mentee at national or international meeting per year</li> <li>Member of editorial board</li> <li>Usually invited for 1 visiting seminar or professorship per year</li> <li>Member of foundation grant review study section committee</li> <li>Ad hoc member of NIH/VA/DOD/NSF study section committee</li> <li>Invited review as senior author for subspecialty journal or book chapter</li> </ul>	<ul style="list-style-type: none"> <li>Member of national or international academic committee</li> <li>Serve on institutional scientific or administrative committee</li> <li>Co-Director of fellowship or residency program or UPSOM course</li> </ul>	<ul style="list-style-type: none"> <li>PI of independent research program</li> <li>Usually 1 graduate or postdoctoral student in group per year</li> </ul>	<ul style="list-style-type: none"> <li>Inventor on patent</li> <li>Develop new credit-bearing didactic lecture</li> <li>Develop web-based scientific or educational content</li> <li>Develop novel device, model, or research methodology</li> </ul>
<b>Professor</b>	<ul style="list-style-type: none"> <li>Usually H-Index of 25 (~40 total) for primary data peer-reviewed papers</li> <li>~30% of peer-reviewed papers as first or last author</li> <li>Usually 5-7 years of consistent peer-reviewed R01 or equivalent independent funding</li> <li>≥ 10-12 years of significant teaching contributions</li> <li>Mentor on K award or other CDA</li> <li>Former trainee achieving independent PI status</li> <li>Director, Co-Director, or training committee of T32 or other NIH training program</li> <li>Consistent teaching evaluations (≥ 3 on 0-5 scale; or equivalent rating) in UPSOM or other UPitt Schools</li> </ul>	<ul style="list-style-type: none"> <li>Usually 2 or more oral presentations for PI or mentee at national or international meeting per year</li> <li>Editor or Associate Editor of reputable Journal</li> <li>Usually invited for 2 or more visiting seminars or professorships per year</li> <li>Permanent Member of NIH/VA/DOD/NSF study section committee</li> <li>Lecture/Award from National or International Society</li> <li>Senior author of data publication in high impact journal (IF ≥ ~15)</li> <li>Invited review as senior author for high impact journal, or book editor</li> </ul>	<ul style="list-style-type: none"> <li>Institute or Center leader</li> <li>Leader of national or international academic committee</li> <li>Leader of institutional scientific or administrative committee</li> <li>Director of fellowship or residency program or UPSOM course</li> </ul>	<ul style="list-style-type: none"> <li>PI of multiple independent projects</li> <li>Programmatic theme to research</li> <li>Usually 2 graduate or postdoctoral students in group per year</li> </ul>	<ul style="list-style-type: none"> <li>Senior inventor on patent</li> <li>Hold IND/IDE</li> <li>Develop new credit-bearing didactic course</li> <li>Develop high impact scientific or educational website</li> <li>Publish or commercialize novel device, model or research methodology</li> </ul>