

Clinician-Investigator Pathway: Promotion Benchmark Examples

Criterion	Assistant → Associate Professor	Associate → Professor	Tenure Eligibility
Timeline	Minimum 5 years as Assistant Professor	Minimum 5-7 years as Associate Professor	Within 10 years (Assistant Prof) or 4 years (Associate Prof)
Research Excellence	<ul style="list-style-type: none"> Develop research program Submit R-level or equivalent grant within 3 years Begin publishing primary data papers Establish collaborative research skills 	<ul style="list-style-type: none"> ≥15 primary data peer-reviewed papers PI of research program with evident theme and progression Increasing trajectory of senior/corresponding author publications Consistent resources from federal, foundation, industry, or other sources 	<ul style="list-style-type: none"> ≥40 total primary data peer-reviewed papers Sustained high-impact publication program Documented scholarly influence (H-index, citations) Consistent extramural funding as PI or Co-PI required
Clinical Excellence	<ul style="list-style-type: none"> Maintain excellence in patient care Specialty board certification or eligibility Integrate clinical insights with research Build clinical-research identity 	<ul style="list-style-type: none"> Meet clinical quality metrics Board certification maintained Clinical expertise sought regionally Evidence of clinical excellence (awards, recognition) 	<ul style="list-style-type: none"> Sustained high-quality patient care Documented clinical expertise and leadership Dual excellence in clinical practice and research National recognition for clinical care
Funding & Grants	<ul style="list-style-type: none"> Capability to submit R-level grant within 3 years Seek research funding opportunities Build grantsmanship skills 	<ul style="list-style-type: none"> Consistent resources to sustain scholarship Federal, foundation, industry, or other funding sources Evidence of continued funding trajectory 	<ul style="list-style-type: none"> Consistent track record of extramural funding as PI, Co-PI, or Co-I Sustained ability to lead independent research program Multiple funding sources demonstrated
Leadership	<ul style="list-style-type: none"> Develop collaborative networks Build translational research skills Participate in research teams 	<ul style="list-style-type: none"> PI of research program Growing recognition in clinical and research domains Leadership in collaborative research 	<ul style="list-style-type: none"> Leadership in multicenter studies or clinical trials Director of major fellowship or residency program Director/Co-Director of T32 or NIH training program Leadership in national professional societies or study sections
Recognition	<ul style="list-style-type: none"> Build foundation for integrated career Demonstrate trajectory in both domains Establish research presence 	<ul style="list-style-type: none"> Growing reputation in clinical and research communities Evidence of high-impact scholarship (H-index, citations) Recognition for translational medicine contributions 	<ul style="list-style-type: none"> National/international recognition through major awards Editor/Associate Editor of reputable journals Permanent Member of NIH/VA/DOD/NSF study section External validation through invited presentations and expert roles
Mentoring & Legacy	<ul style="list-style-type: none"> Commitment to teaching (≥10% effort) Begin mentoring trainees Develop educational skills 	<ul style="list-style-type: none"> Mentor clinical and research trainees Evidence of mentoring effectiveness Contribute to training programs 	<ul style="list-style-type: none"> Former trainees achieving independent PI status Track record of mentoring successful clinician-scientists Transformative contributions to clinical practice and scientific knowledge Leadership of research collaborations advancing clinical practice

Key Notes:

- These **benchmarks are examples** to guide faculty development **and are not to be strictly followed as rigid checklists**. Promotion and tenure decisions are based on a holistic review of a faculty member's full body of work, considering the quality, impact, and significance of contributions within the context of their career trajectory.
- Consistent extramural funding as PI or Co-PI is required for tenure in the Clinician-Investigator pathway. Clinical effort is considered when evaluating research productivity patterns.