

Investigator-Educator 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"> Establish scholarly identity Develop research program Capability to submit R-level or equivalent grant within 3 years Begin building publication record Evidence of collaborative research 	<ul style="list-style-type: none"> ≥15 primary data peer-reviewed papers Consistent resources from federal, foundation, industry, or other sources Demonstrated capability to support active research program Growing regional and national recognition Evidence of high-impact scholarship (H-index, citations) 	<ul style="list-style-type: none"> ≥40 total primary data peer-reviewed papers Sustained high-impact publication program Consistent track record of extramural funding as PI or Co-PI required Documented scholarly influence (H-index, citations) Editor/Associate Editor of reputable journals
Teaching Excellence	<ul style="list-style-type: none"> ≥10% teaching/mentoring effort Develop effective teaching skills Begin mentoring students and trainees Contribute to educational programs 	<ul style="list-style-type: none"> 5+ years significant teaching contributions Consistently strong evaluations (≥4 on 1-5 scale) Evidence of mentoring success with diverse populations Contribute to curriculum development 	<ul style="list-style-type: none"> 10-12+ years significant teaching contributions Director-level educational program leadership Former trainees achieving independent PI status National recognition for educational excellence Transformative educational scholarship
Funding & Grants	<ul style="list-style-type: none"> Evidence of ability to procure independent funding 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 Capability to support active research program Note: Some scholarly themes may not require significant external funding 	<ul style="list-style-type: none"> Consistent track record of extramural funding as PI or Co-PI required Sustained ability to lead independent scholarly program Demonstrated funding success over time Multiple funding sources
Leadership	<ul style="list-style-type: none"> Demonstrate potential and trajectory Build collaborative networks Participate in team science Meaningful service contributions 	<ul style="list-style-type: none"> Leadership in advancing collaborative research Contribute meaningfully to scholarly community Emerging expertise in field Local, regional, and national visibility 	<ul style="list-style-type: none"> Leadership in team science and multicenter studies Leadership roles in national professional societies or study sections Permanent member of NIH/VA/DOD/NSF study section Sustained leadership positioning institution as national leader Professional leadership in scholarly community
Recognition	<ul style="list-style-type: none"> Demonstrate promise through developing programs Build foundation for sustained scholarship Explore and establish research identity 	<ul style="list-style-type: none"> Regional and national recognition Growing local, regional, and national visibility Evidence of high-impact scholarship (H-index, citations) Recognition for research/educational innovations 	<ul style="list-style-type: none"> National/international recognition through major awards Distinguished lectureships and society honors External validation through expert panels and consultation roles Significant influence on field Policy influence through scholarship
Mentoring & Legacy	<ul style="list-style-type: none"> Commitment to mentoring and teaching Develop mentoring skills Support diverse learners Begin building collaborative networks 	<ul style="list-style-type: none"> Effectively mentor others Evidence of mentoring success with diverse populations Contribute to training programs Mentor emerging scholars 	<ul style="list-style-type: none"> Track record of mentoring successful independent scholars Former trainees achieving independent PI status or leadership positions Transformative contributions to knowledge and/or educational practice Scholar development with lasting impact Creation of programs/methodologies with lasting impact

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 Investigator-Educator pathway. Expected time allocation: Clinical Service 0%, Research ≥50%, Teaching & Mentoring ≥10%, Administrative Service ≤25%. Excellence can be demonstrated through research emphasis, education emphasis, or combined approaches.