

DEPARTMENT OF PATHOLOGY:
CRITERIA FOR NORMAL MERIT ADVANCEMENT
MAJOR ELEMENTS OF A BALANCED PORTFOLIO

Professional competence and activity: (need at least one category)

- At least average clinical practice performance (for HS clinical and clinical X) (per dean, division chair, and/or peers)
- Service as director of a program/service/unit (if applicable) (must be at least average)
- Development of new programs (if applicable) (must be at least average)
- Provision of consultation for outside healthcare entities

Teaching: (need at least one category)

- At least average classroom or service-rotation teaching of medical students, pharmacy students, residents, fellows, graduate students, and/or undergraduate students (per teaching evaluations)
- At least average mentoring of students, residents, fellows, and/or faculty (per mentee evaluations)

University service: (need at least one category)

- School committees
- Health system committees
- Campus committees

Public service: (need at least one category)

- Editorial boards
- Study sections
- Scientific advisory boards
- Expert testimony
- Professional organization committees
- Professional organization offices
- Projects for professional organizations
- Ad hoc manuscript reviews for journals
- Grant application reviews
- Service to community organizations and groups

Scholarly and creative activity:

A) Ladder-rank, in residence, adjunct, and clinical X series (need at least one category)

- First- or senior-authored research articles, reviews/invited articles, refereed conference proceedings in peer-reviewed journals
- Research grants (principal investigator)

B) Health Sciences clinical (need at least one category)

- Research articles, case reports, review articles, refereed conference proceedings, poster or platform presentations (any authorship)
- Preparation of practice guidelines
- Preparation of instructional materials for patients
- Service as a co-investigator on clinical trials or clinical research grants

APPROVED BY DEPARTMENT OF PATHOLOGY FACULTY ON:

November 19, 2018