

TABLE III. Criteria for Promotion and Acceleration: Health Sciences Clinical Series – PATHOLOGY (June 28, 2016)

Academic Actions	Research/Other Creative Activity	Teaching	Professional Competence	Service
A. PROMOTION TO ASSOCIATE RANK:	Evidence of scholarly and/or creative activity that is exportable (examples of evidence: internal and/or external referees; biobibliography) (NOTE: FOR HEALTH SCIENCES CLINICAL FACULTY, INSTEAD OF PEER-REVIEWED PUBLICATIONS THE EVIDENCE MIGHT INCLUDE CASE REPORTS, DEVELOPMENT OF INSTITUTIONAL PRACTICE GUIDELINES, ALGORITHMS FOR DISEASE MANAGEMENT, AND PATIENT EDUCATIONAL MATERIALS)	Defined teaching program with at least satisfactory teaching evaluations (examples of evidence: teaching quantification form listing classroom courses, small-group teaching in all settings, mentoring of students, serving on thesis committees; teaching evaluations)	Development of special area(s) of expertise (examples of evidence: biobibliography; external referees) At least local (institutional) reputation for clinical expertise (examples of evidence: internal and/or external referees)	Service on at least one department, school, or university committee (may be an ad hoc committee instead of standing committee) and demonstration of public service (e.g., ad hoc manuscript reviews, professional organization committees) (examples of evidence: biobibliography)
B. PROMOTION TO FULL RANK:	Same as (A)	Same as (A) but teaching evaluations must be at least very good	Same as (A) PLUS Leadership responsibilities in the institution and/or preferably regionally and nationally as well (examples of evidence: biobibliography; external referees; election to offices in national societies)	Service on at least one major department, school, or university committee and demonstration of public service (e.g., editorial boards, study sections, national committees) (evidence: biobibliography)
C. ADVANCEMENT TO STEP VI:	Same as (A)	Same as (A) but teaching evaluations must be excellent	Same as (B)	Service on more than one major department, school, or university committee and demonstration of public service (e.g., editorial boards, study sections, national committees)
D. ADVANCEMENT TO ABOVE SCALE:	Same as (A)	Same as (C)	Same as (C) but must have regional and/or national reputation for clinical expertise (examples of evidence: external referees; election to offices in international societies)	Same as (C)
E. ACCELERATIONS:	Productivity must be at least twice that for normal advancement in one or more of the areas (research/other creative activity, teaching, professional competence, and service with no deficiencies in the other areas); prizes, awards, election to prestigious societies are desirable			