DEPARTMENT OF PATHOLOGY CRITERIA FOR NORMAL MERIT ADVANCEMENT

MAJOR ELEMENTS (BALANCED PORTFOLIO)

*Professional competence and activity*: (need at least one category)
At least average clinical practice performance (for HS clinical and clinical X) (per chair, division head, 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)
Department committees
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
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, post
   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