

***THE DESCRIPTIONS FOR THE RANK OF PROFESSOR REFER TO THE DESCRIPTIONS FOR ASSOCIATE PROFESSOR; THEREFORE, THE DESCRIPTIONS OF BOTH RANKS ARE INCLUDED HERE.***

## **CONTRIBUTIONS TO UPMC ACADEMIC MISSIONS**

### *Contributions to UPMC Academic Missions — Associate Professor*

While many faculty members with academic appointments make crucial contributions to UPMC through clinical work and teaching without developing and sustaining a distinct identity as a researcher or scholar, such faculty members are distinguished from those with non-academic appointments (e.g., professional appointments) by substantial contributions to UPMC academic missions, which may be evidenced by any of the following activities:

- Authored or co-authored publications, including case reports, review articles, book chapters, or other written communications to professional or non-professional audiences as related to professional expertise
- Other authored or co-authored written products, including
  - Course syllabi
  - Teaching manuals or other teaching materials
  - Policies, procedures, or other administrative materials
  - Audio, video, software, or other media projects
- Participation in research, including roles providing clinical or technical expertise to the development, implementation, or interpretation of investigative work that may be led by others
- Participation in the administration of clinical, teaching, research, or community programs

### *Contributions to UPMC Academic Missions — Professor*

Continued and sustained excellence as a contributor to UPMC academic missions, with evidence for any of the following:

- Broader scope, in content area or in multidisciplinary collaborations
- Greater originality or innovation
- Greater impact on UPMC or the field