<table>
<thead>
<tr>
<th>FOCUS OF ACTIVITIES</th>
<th>2016 Promotion Benchmarks</th>
<th>RESEARCH PROFESSOR TRACK</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>To Asst. Professor</td>
<td>To Assoc. Professor</td>
</tr>
</tbody>
</table>
| Research            | • Competence in scholarship and evidence of intramural funding  
                       • Potential for success in field and for independent funding  
                       • Publications: 21, 19, 12 (avg. med, mode) 2007-2016  
                       Range 4-77  
                       • Coherent body of work  
                       • Independent external funding  
                       • Publications: 43, 38, 38 (avg., med, mode) 1998-2016  
                       Range 12-130  
                       • Established body of work  
                       • History of continued independent funding  
                       • Publications: 66, 62, 42 (avg., med, mode) 1998-2016  
                       Range 35-124 |
| Teaching            | Competence in teaching    | Teaching quality (learner evaluations) | Teaching quality (learner evaluations) |
| Service             | Participation in national meetings | • Organizational citizenship  
                       • National reputation & unique contribution in independent field | • Organizational citizenship  
                       • National & international reputation with unique contribution in independent field |