<table>
<thead>
<tr>
<th>2017 Promotion Benchmarks</th>
<th>CLINICAL TRACK</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>To Asst. Professor</td>
</tr>
<tr>
<td><strong>FOCUS OF ACTIVITIES</strong></td>
<td></td>
</tr>
</tbody>
</table>
| Research                  | • Competence in scholarship  
                           • Publication 5, 3, 2 (avg., med, mode) 2007-2017  
                           Range 0-85  | • Coherent body of work  
                           • Publications: 21, 18, 19 (avg., med, mode) 1998-2017  
                           Range 3-107  | • Established body of work  
                           • Publications: 40, 36, 26 (avg., med, mode) 1998-2017  
                           Range 10-146  |
| Clinical                  | Clinical excellence  | Clinical excellence  | Clinical excellence  |
| Teaching                  | Competence in teaching  
                           (learner evaluations)  | Teaching quality  
                           (learner evaluations)  | Continued teaching quality  
                           (learner evaluations)  |
| Service                   |                           |                           | • Organizational citizenship  
                           • Regional reputation & unique contribution in independent field  
                           • Emerging national reputation in the field  | • Organizational citizenship  
                           • Strong regional & national reputation in field  |