

Research: Milestones and Promotion Criteria to Advance to Associate Professor

These are suggested steps developed in the Department of Medicine (DOM); they are not official Heersink School of Medicine Appointments, Promotion, and Tenure Committee (APTC) recommendations.

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Suggested Milestones by Research Area and Career Year

The table below outlines suggested activities at Year 1, Year 3, and Year 6 for six research areas.

Research Area	Year 1	Year 3	Year 6
Investigator independence	• Set up a research program • Occupy and equip office/laboratory space • Hire/supervise employees/trainees • Initiate research data collection/analysis • Initiate grant and/or manuscript writing	• Oversee a team of employees/trainees • Expand research data collection/analysis • Successfully submit grants and manuscripts • Present research findings at scientific meetings • Receive invitations to review for journals, review for funding agencies, serve as a journal editorial board member, serve on scientific committees	• Demonstration of initiative and independence in research activities in basic or translational science, clinical, outcomes, quality improvement, or population-based research • Culmination of all the below achievements
Publications	• Ensure post-doctoral fellowship studies are published	• Write and submit senior author and coauthor manuscripts	• Publication of independent research findings and scholarly papers in peer-reviewed journals • Publish senior author manuscripts (at least 1 every 3 years) and coauthor manuscripts
Grants & Contracts	• Obtain small internal grants from DOM, SOM, UWIRC, and/or national early-stage career investigator awards (e.g., NIH K award)	• Write and submit established investigator grants (e.g., NIH R01)	• Obtaining grants and/or contracts for support of research • Obtain NIH R01 or equivalent

Research Area	Year 1	Year 3	Year 6
Contributions to teams and demonstration of expertise	Initiate collaborative team research	Expand team-based research, resulting in collaborative grants and publications	- Participation as a member of large research team(s), providing documented critical scientific contribution(s), or serving in a leadership role in directing the research - Co-investigator on extramural grants (e.g., NIH R01) - Project leader on multi-investigator grants (e.g., MPI R01, PPG) - Co-author publications
Presentations	Give local talks, divisional grand rounds	Invitations to present research findings at other institutions and scientific conferences	Presentation of research and other scholarly findings at scientific and professional meetings
Thesis committees	Service on thesis or dissertation committees	Service on thesis or dissertation committees	Service on thesis or dissertation committees

Official HSOM APTC Promotion Criteria — Research

Heersink School of Medicine (HSOM) Promotion and Tenure guidance for promotion to Associate Professor lists the following research criteria:

1. Demonstration of initiative and independence in research activities in basic or translational science, clinical, outcomes, quality improvement, or population-based research.
2. Publication of independent research findings and scholarly papers in peer-reviewed journals.
3. Obtaining grants and/or contracts for support of research.
4. Participation as a member of large research team(s), providing documented critical scientific contribution(s) or serving in a leadership role in directing the research.
5. Presentation of research and other scholarly findings at scientific and professional meetings.
6. Service on thesis or dissertation committees.