### Criteria for Normal Merit Advancement in the SSPPS: All Series

#### Major Elements of a Balanced Portfolio

<table>
<thead>
<tr>
<th>Research &amp; Creative Activity</th>
<th>Teaching</th>
<th>Professional Competence &amp; Activities</th>
<th>University &amp; Public Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Scholarly &amp; Creative Accomplishments) (need at least one category)</td>
<td>(need at least one category)</td>
<td>(need at least one category)</td>
<td>(need at least one from each category)</td>
</tr>
</tbody>
</table>
| **Ladder-rank, In-Residence, Adjunct, and Clinical X-** | 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 clinical practice performance (for HS clinical and clinical X) (per dean, division chair, and/or peers) | **University Specific-**  
School committees  
Health system committees  
Campus committees  
**Public Service Specific-**  
Editorial boards  
Study sections  
Scientific advisory boards  
Expert testimony  
Professional organization committees  
Professional organization offices  
Projects for professional organizations  
Ad hoc manuscript reviews for journals  
Grant application reviews  
Service to community organizations and groups |
| First- or senior-authored research articles, reviews/invited articles, refereed conference proceedings in peer-reviewed journals  
Research grants (principal investigator) | **Health Sciences Clinical-**  
Research articles, case reports, review articles, refereed conference proceedings, poster 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 | At least average mentoring of students, residents, fellows, and/or faculty (per mentee evaluations) | *University Specific-*  
School committees  
Health system committees  
Campus committees  
**Public Service Specific-**  
Editorial boards  
Study sections  
Scientific advisory boards  
Expert testimony  
Professional organization committees  
Professional organization offices  
Projects for professional organizations  
Ad hoc manuscript reviews for journals  
Grant application reviews  
Service to community organizations and groups |
| **Teaching Professor**  
Research articles, book chapters, review articles, refereed conference proceedings, workshops, poster or platform presentations (any authorship)  
Preparation and development of instructional material Advancement of courses  
Writing or significantly revising a course manual | Above average classroom teaching of medical students, pharmacy students, residents, fellows, graduate students, and/or undergraduate students (per teaching evaluations) | Above average teaching performance (per teaching evaluations) | *University Specific-*  
School committees  
Health system committees  
Campus committees  
**Public Service Specific-**  
Editorial boards  
Study sections  
Scientific advisory boards  
Expert testimony  
Professional organization committees  
Professional organization offices  
Projects for professional organizations  
Ad hoc manuscript reviews for journals  
Grant application reviews  
Service to community organizations and groups |
| | | Service to professional organizations | |