**CLINICAL APPOINTMENTS AND PROMOTIONS GRID**

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| Clinical Rank | Requirements for Appointment (initial or maintenance of appointment) | Requirements for Promotion to Next Level |
| Instructor | • Board eligible in IM, IM subspecialty, and/or non-IM specialty  • 6 academic credits per year | • Board certified in IM, IM subspecialty, and/or non-IM specialty  • At least 3 years at current level (advised)  • 12 academic credits per year |
| Assistant Professor | • Active board certification in Internal Medicine, IM subspecialty, and/or non-IM specialty  • 12 academic credits per year | • At least 5 years at current level (advised)  • 18 academic credits per year, PLUS  • One of:   * 18 additional academic credits (36 total) * Significant contributions to literature or other scholarly activity * Leadership role within RWJMS |
| Associate Professor | • Active board certification  • Prior appointment:   * as Assistant Professor at RWJMS, or * as Associate Professor at outside institution with:   + significant scholarly contributions, or   + significant contributions to RBHS   • 18 teaching academic per year, PLUS  • One of:   * 18 additional academic credits (36 total) * Significant contributions to literature or other scholarly activity * Leadership role within RBHS | • At least 10 years at current level (advised)  • 24 academic credits per year, PLUS  • One of:   * 24 additional academic credits (48 total) * Significant contributions to literature or other scholarly activity * Leadership role within RBHS |
| Professor | • Active board certification  • Prior appointment:   * as Associate Professor at RWJMS, or * as Professor at outside institution with:   + significant scholarly contributions, or   + significant contributions to RBHS   • 24 academic credits per year, PLUS  • One of:   * 24 additional academic credits (48 total) * Significant contributions to literature or other scholarly activity * Leadership role within RBHS | N/A |