**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 |