

**PLANNERS**

The following planners and/or their spouse/partner have reported no relevant financial relationship with a commercial interest.

Donna Lawton, MS; Nancy Rigotti, MD; Ann Skoczinski, PhD; Theodore Stern, MD

The following planners and/or their spouse/partner have reported a relevant financial relationship with a commercial interest.

**Anne Klibanski, MD**, Course Director  
Investigator (grant support): Ipsen  
Consultant: Chiasma  
Scientific Advisory Board (consulting): Crinetics

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**SPEAKERS**

The following speakers and/or their spouse/partner have reported no relevant financial relationships with a commercial interest.

Theodore Stern, MD

The following speakers and/or their spouse/partner have reported a relevant financial relationship with a commercial interest.

None.

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**Can I/Should I Be Promoted?**

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Theodore A. Stern, MD  
Ned H. Cassem Professor of Psychiatry in the field of Psychosomatic Medicine,  
Harvard Medical School;  
Chief Emeritus, Avery D. Weisman Psychiatry Consultation Service,  
Director, Thomas P. Hackett Center for Scholarship in Psychosomatic Medicine  
Director, Office for Clinical Careers,  
Massachusetts General Hospital;  
Editor-in-Chief, *Psychosomatics*

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**Have you thought about being promoted?**

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- If you have, what are your thoughts?
  - What makes you consider it?
  - Have you thought about when you could be promoted?
  - Do you know what it would take?
  - Do you know who initiates it?
  - Do you know how to begin the process?
  - Do you know where to get help?

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**Have you thought about being promoted?**

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- If you have not, what are your thoughts?
  - What makes you not consider it?
  - Is it self doubt/insecurities?
  - Is it negative/expected negative feedback?
  - Is it because of lack of visible role models?
  - Can you exceed the rank of your mentor?
  - Do you consider it a "time sink"?
  - Is it of no value to you?

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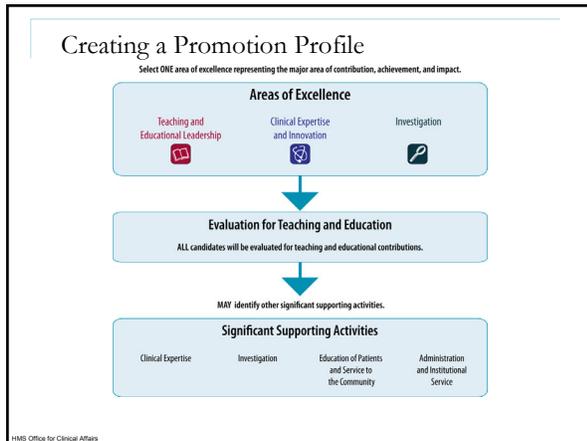
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**Teaching and Educational Leadership** → **AREA OF EXCELLENCE**

TEACHING AND EDUCATION

SUPPORTING ACTIVITIES

Examples

- Assistant Professor
  - Local roles and recognition, e.g., assistant course director or residency director
  - Development of teaching material that is adopted locally
- Associate Professor
  - Innovation in or novel application of teaching methods with adoption regionally and, in some cases, nationally
  - Development of educational materials that are adopted regionally or nationally
  - Service and often leadership role on national committees developing educational guidelines
  - Scholarship about education

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### Important for Teaching and Educational Leadership

- ❖ Teaching with some reach outside the institution
- ❖ Scholarship on teaching: syllabi, course curricula, electronic educational materials.\*
- ❖ If most important scholarship is clinical, consider Clinical Expertise (especially as Associate Professor candidate)
- ❖ Teaching awards and other teaching honors are important.
- ❖ May have some funding to develop courses/programs.
- ❖ May have significant leadership both internally (residency director, course director) and outside (Professional societies and national organizations).

\*MedEdPORTAL ([www.aamc.org/mededportal](http://www.aamc.org/mededportal)) is a free peer-reviewed publication repository for medical and teaching materials, assessment tools, and faculty development resources.

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### Clinical Expertise and Innovation

#### Examples

- Assistant Professor
  - Key role in development or local adoption of innovative approaches to diagnosis or treatment or prevention of disease
- Associate Professor
  - Development of innovative approaches to diagnosis, treatment or prevention of disease, that influence care at a regional, and most often national, level, such as development of a clinical care model, practice guidelines or an innovative application of an existing technology

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### Important for Clinical Expertise and Innovation

- ❖ Report of Clinical Activities is vital. At the Assistant Professor level need to show expertise but also some potential to innovate
- ❖ Funding less important
- ❖ Scholarship includes both peer-reviewed (research investigations) and non-peer-reviewed publications (clinical guidelines, reviews and chapters)
- ❖ First author publications with transition to senior author (corresponding author). If publications are primarily middle author need explanation of contributions
- ❖ Narrative report in first person; include clinical work, research, teaching and service activities. This is your chance to convince committee members that you are important to the mission of HMS

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Areas of Excellence for Clinicians	
Clinical Expertise and Innovation	Teaching and Educational Leadership
<ul style="list-style-type: none"><li>• Assistant Professor:<ul style="list-style-type: none"><li>- Teaching</li><li>- Local Reputation/Leadership</li><li>- Scholarship</li></ul></li><li>• Associate Professor:<ul style="list-style-type: none"><li>- Teaching</li><li>- National Reputation/Leadership</li><li>- Scholarship</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Assistant Professor:<ul style="list-style-type: none"><li>- Teaching</li><li>- Local Reputation/Leadership</li><li>- Scholarship</li></ul></li><li>• Associate Professor:<ul style="list-style-type: none"><li>- Teaching</li><li>- National Reputation/Leadership</li><li>- Scholarship</li></ul></li></ul>

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What should I do next?
<ul style="list-style-type: none"><li>• Make an appointment with the Office for Clinical Careers</li><li>• Make the most of your Annual Career Conference</li><li>• Find the right mentor</li><li>• Speak to a recently promoted colleague</li><li>• Attend other seminars (e.g., CV Narrative, Work-Life Balance, Academic Career Advancement Series)</li></ul>

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Office for Clinical Careers Contact Information
<p>To schedule an appointment: Email: <a href="mailto:clinicalcareers@partners.org">clinicalcareers@partners.org</a> OR Call: (617) 724-1382</p>

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