Investigation as an Area of Excellence
Criteria for Promotion at Harvard Medical School

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Creating a Promotion Profile

Select ONE area of excellence representing the major area of contribution, achievement, and impact.

Areas of Excellence

- Teaching and Educational Leadership
- Clinical Expertise and Innovation
- Investigation

Evaluation for Teaching and Education

ALL candidates will be evaluated for teaching and educational contributions.

MAY identify other significant supporting activities.

Significant Supporting Activities

- Clinical Expertise
- Investigation
- Education of Patients and Service to the Community
- Administration and Institutional Service
Choosing an *Area of Excellence*

- **Area of excellence** should:
  - Represent the major area of achievement and impact
    - Quantity as well as quality should be considered
  - Be the foundation for the candidate’s reputation and recognition
  - Represent current activities
  - Be well represented in one’s scholarly works
  - Be understood by the Department and the candidate as the primary domain of activity
Area of Excellence: Investigation

Metrics

- Scholarship
- Invitations to speak
- Funding
- Grant review activities
- Service on committees
- Leadership in organizations
- Editorial roles
- Awards
- Teaching
Assistant Professor

- A strong local reputation for research in specific area of expertise
- Scholarly publications, including some as first author, but could have documented intellectual role on large collaborative studies
- Typically is the PI on one or more grants, although need not have R01 funding

Associate Professor

- National reputation as an independent investigator and major contributor to the field
- Independent scholarship, most often including first and senior authorship on high-quality publications that have advanced the field
- Successful extramural funding record, often includes R01 awards or similar funding

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Area of Excellence

Investigation

Examples

- Professor
  - sustained national, frequently international, reputation as a top researcher in the field
  - leader of an exceptional independent research program and/or key leadership roles in collaborative studies
  - longstanding record of exceptional scholarship which most often includes senior authorship on high impact publications of original research
  - may also have played a leadership role on, and made critical contributions to, publications of high impact collaborative research.
  - sustained record of extramural funding, which most often will include principal investigator funding
  - evidence of effective teaching and supervision as demonstrated by the number and stature of his/her trainees
Evaluation for Teaching and Education

- All faculty are evaluated for contributions to teaching at Harvard and its affiliates
  - Specifically note teaching of Harvard medical, dental and graduate students
- Degree of contribution considered
- Educational activities are broadly defined
- Expected that almost all faculty will contribute to teaching
HMS Resources

Websites:

- [http://www.fa.hms.harvard.edu/](http://www.fa.hms.harvard.edu/)
  - The Office for Faculty Affairs at Harvard Medical School

- [http://facultypromotions.hms.harvard.edu/](http://facultypromotions.hms.harvard.edu/)
  - Overview of all ‘Area(s) of Excellence’
  - Create “customized” criteria for rank and activities
  - Format your CV using templates and detailed instruction guide

- **Dedicated e-mail and phone line for questions**
  - E-mail: OFA_Promotions@hms.harvard.edu
  - Phone: 617-432-7112
Thank You!