



MASSACHUSETTS  
GENERAL HOSPITAL

## CENTER FOR FACULTY DEVELOPMENT

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**Center for Faculty Development**  
*Office for Clinical Careers*  
*Office for Research Careers*  
- Graduate Student Division  
- Post Doctoral Division  
*Office for Well-Being*  
*Office for Women's Careers*

**Area of Excellence:**  
**TEACHING AND EDUCATIONAL LEADERSHIP (TEL)**  
**PROMOTION CRITERIA SUMMARY\***

***Innovations/novel approaches to education and their influence or potential influence as well as recognition/leadership roles are the central requirements for promotion at any rank.***

Explanation of terms:

- **Innovation/novel approach to education:**

*Educational material (e.g., curricula, cases, syllabi, web-based training modules) in print or other media; educational methods, policy statements, assessment tools*

- **Scholarship:**

*Of note and potential relevance to the definition of scholarship for this Area of Excellence: as of August 2021 HMS modified the Significant Supporting Activity of Special Merit in Education to consolidate scholarship under "Activities" and expanded the definition of written materials to include those that are not formally published, e.g.: "Contribution to professional educational materials, including curricula, course guides, exam preparation material, and/or multi-media content that may or may not be formally published."*

*While the MedEd portal and UpToDate count in the domain of scholarship, mainstream peer-reviewed publications are still valuable. Faculty are encouraged to reference their chapters in MedEd or UpToDate in mainstream publications.*

- **Leadership roles:**

*Educational leadership roles encompass any role that has a significant impact across the learning population (students, trainees, and/or faculty). At the institutional level, examples of such roles include EDI and Well-Being leaders at the departmental level.*

**Promotion to Assistant Professor:**

1. Strong local reputation as an active and highly effective teacher with increasing involvement and responsibility. Evidence typically includes one or more of the following:
  - a. Course/residency/fellowship director or other leadership position
  - b. Local/regional invited talks
  - c. Contributions to local professional educational organizations
2. Scholarship, which may include:
  - a. peer-reviewed original publications, reviews, and chapters related to the candidate's clinical expertise or investigation, as there may not yet be peer-reviewed scholarship related to education
  - b. educational material developed and locally adopted, in print or other media
  - c. educational methods, policy statements, assessment tools.
3. Other teaching
  - a. Lectures, including in CME courses, Grand Rounds, seminars, professional development programs, tutorials
  - b. Providing research or clinical training and mentorship
4. Other items that will support promotion, but are not essential, include the following:
  - a. Funding for education research
  - b. Ad hoc reviewer for educational journals
  - c. Local awards for teaching or mentoring

**Promotion to Associate Professor:**

1. Regional and growing national reputation as an independent leader in education. Evidence typically includes two or more of the following:
  - a. innovative teaching methods/curricula/educational policy that is recognized as authoritative and widely cited
  - b. Course/residency/fellowship director or other leadership position
  - c. Funding to conduct educational research or to develop educational materials
2. Scholarship: first or senior author publications related to education and/or educational materials developed by the candidate and adopted for use regionally or nationally (see the first point)
3. Other Teaching
  - a. Number and stature of trainees upon whom the candidate has had a major influence (stature assessed by trainees' academic rank, publications, funding, and awards)
4. Other items that will support promotion, but are not essential, include the following:
  - a. Service on national education committees
  - b. Service on editorial boards of educational journals
  - c. Awards for teaching or mentoring from sources other than institution/HMS

**Promotion to Professor:**

1. Sustained national (in most cases international) reputation as an educational leader and innovator, considered to be among the best in the country. Evidence typically includes a substantial combination of the following contributions (three or more):
  - a. Visiting Professorships and invitations to speak nationally or internationally
  - b. Sustained national/international leadership roles related to education in a professional society
  - c. Serving as a consultant nationally or internationally on issues related to the development of educational programs, methods, policy, or assessment
  - d. Editor and/or member of editorial board of an educational journal
  - e. Adoption nationally of innovative programs developed by the candidate that result in the attraction of competitive candidates and/or the enhancement of diversity
  - f. National adoption or replication of innovative courses/programs developed by the candidate
2. High-impact scholarship that influences the field nationally/ internationally. Examples include:
  - a. publication as author or editor of a major textbook on education
  - b. senior author high impact research related to education, or innovative educational methods/materials in print or other media that are widely adopted and influence education nationally, and in some cases, internationally (See 1e and f above.)
3. Other Teaching
  - a. Number and stature of trainees upon whom the candidate had a major influence (stature assessed by trainees' academic rank, leadership positions, impact on the field, and prestigious awards)
  - b. Feedback from trainees
4. Other items that will support promotion, but are not essential, include the following:
  - a. National or international awards related to education or educational scholarship

\* For more information on the HMS criteria for this Area of Excellence, please follow this link: <https://fa.hms.harvard.edu/promotion-profile-library>.