



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: LONGER SERVICE PROMOTION CRITERIA SUMMARY\*

*A sustained, high-quality contribution to teaching\*\* is the central requirement for promotion.*

*The Dean's letter can illustrate the faculty member's quality of teaching by drawing on evaluations by students, residents, and fellows.*

*Part-time faculty qualify for promotion under Longer Service so long as they meet the minimum annual 50 hours of teaching required by HMS.*

### **Promotion by Longer Service Criteria is only to the rank of Assistant Professor\*\*\*:**

Evidence typically includes two or more of the following:

1. Clinical teaching: as preceptor in clinic, in OR, at bedside
2. Didactic teaching: lectures, CME courses, grand rounds, professional development programs, seminars, tutorials
3. Administrative teaching leadership role: residency or fellowship director/associate director, course or seminar (co) director, curriculum advisor
4. Other elements that will support promotion, but are not essential, include:
  - Teaching awards
  - Participation in regional/national courses
  - Regional/national invitations to speak on issues related to education

### **\*\*\* Which promotion track—Longer Service or another AoE (Clinical Expertise and Innovation or Teaching and Educational Leadership)?**

- Scholarship:
  - For *LS* there is no requirement for written scholarship.
  - For *CEI*, scholarship is required, including first-author original research publications, plus chapters and reviews in the area of clinical expertise, guidelines/protocols for patient care, and/or publications evaluating the impact of a clinical innovation. Candidates include 2 publications in their promotion packet.

- For *TEL*, scholarship is required: peer-reviewed original publications, reviews, and chapters related to education (educational material developed and locally adopted, in print or other media, and/or educational methods, policy statements, assessment tools). If there is no peer-reviewed scholarship related to education, scholarship can include peer-reviewed original publications, reviews, and chapters related to the candidate's clinical expertise or investigation. Candidates include 2 publications in their promotion packet.
- Evaluation letters:
  - For *LS*, 3 letters (at least 2 internal) are required from writers at the rank of Assistant Professor or above.
  - For *CEI* and *TEL*, 4 letters (at least 2 internal and 1 external) from writers at the rank of Associate Professor or above.

*Faculty who are promoted under Longer Service are eligible for further promotion under other Areas of Excellence). Scholarship, presentations, national reputation, etc. will have to substantially increase to meet the P&R criteria for Associate Professor. Note that reviewers are mostly considering the candidate based on what has happened since the last promotion to Assistant Professor, vs before the last promotion, so a previous LS promotion is not a handicap.*

**\*\*Teaching Categories that count toward 50-hour minimum HMS annual teaching requirement:**

- Teaching Students in Courses
- Formal Teaching Residents, Fellows, Post-Docs
- Clinical Supervision and Training
- Laboratory and Other Research Supervision and Training
- Formal Teaching of Peers (e.g., CME)
- Local Invited Presentations (e.g., Grand Rounds)
- Mentoring
- Educational Administration

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