



MASSACHUSETTS
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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>.