



MASSACHUSETTS  
GENERAL HOSPITAL

## CENTER FOR FACULTY DEVELOPMENT

125 Nashua Street, Suite 8-8240  
Boston, Massachusetts 02114  
Tel: (617) 724-0818  
Email: [cfid@partners.org](mailto:cfid@partners.org)  
<https://www.massgeneral.org/faculty-development>

*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: INVESTIGATION PROMOTION CRITERIA

*Productivity and recognition are the central requirements for promotion at any rank. Reviewers will focus on productivity since the most recent appointment or promotion.*

#### Promotion to **Assistant Professor**:

1. Strong local reputation for contributions to research within an identified research focus or area of expertise. Evidence typically includes one or more of the following:
  - a. Local /regional invited talks
  - b. Local and/or regional awards for research and/or innovation
  - c. Role in planning sessions for scientific societies locally, and in many cases regionally
2. Scholarship, which most often includes first-author publications of original research. Publications on which the candidate is in another authorship position from collaborative research to which they have made documented, substantive intellectual contributions are also helpful.
3. Funding to conduct research, although not necessarily as PI. This is typically one or more of the following:
  - a. Career development award
  - b. PI role on federal, foundation, investigator-initiated industry, or institutional grant(s)
  - c. Co-investigator with a defined role and substantive intellectual contributions to a collaborative or multicenter study
4. Other items that will support promotion, but are not essential, include the following:
  - a. Ad hoc reviewer for scientific journals
  - b. Service on institution research-related committee
5. 50 hours of teaching per year are required for every promotion but do not play as central a role as productivity and recognition. Most teaching for investigators takes the form of the following:
  - a. Supervision of trainees (in their research group)
  - b. Other types of teaching are listed at the end of this document.

**Promotion to Associate Professor:**

1. National reputation as an independent investigator and major contributor within an identified research focus or area of expertise that is distinctly different from that of the candidate's mentor. Evidence typically includes two or more of the following:
  - a. Invited talks at national meetings
  - b. National awards for research and/or innovation
  - c. Service on national committees related to research, including grant review panels such as NIH study sections, FDA panels, and data and safety monitoring boards for multicenter trials.
  - d. Significant role in planning sessions for national scientific societies
2. Scholarship, which includes senior-author publications of original research as well as first-author Publications on which the candidate is in another authorship position from collaborative research to which they contributed critical ideas or innovations are also helpful.
3. Successful extramural funding record as PI
4. Teaching (see end of document for examples)
  - a. Supervision and mentoring of trainees (in their research group) is a major element of teaching for the investigation track.
5. Other items that will support promotion, but are not essential, include the following:
  - a. Leadership role(s) on institution research-related committees / in an institutional research core.
  - b. Ad hoc reviewer for scientific journals.
  - c. Membership on steering committees, other study committees and/or writing groups of national multicenter studies.

**Promotion to Professor:**

1. Sustained national and a growing international reputation as a top researcher in the field. Evidence typically includes a substantial combination of the following contributions (three or more):
  - a. Invited talks at international and national meetings
  - b. National or international awards for research and/or innovations
  - c. Leadership role on national committees related to research, including grant review panels such as NIH study sections, FDA panels, and data and safety monitoring boards for multicenter trials.
  - d. Editor and/or editorial board member at scientific journal(s) or consultant to journal(s)
  - e. Leadership role in planning sessions for national and/or international scientific societies
  - f. Service on editorial boards of scientific journals or as a consultant to journals in area of expertise
  - g. Leadership role of committee or writing group of national/international, multicenter studies
  - h. Adoption of the candidate's novel methods/technologies by others in the field

2. Longstanding record of exceptional, original, and innovative scholarship, most often senior authorship on high impact publications of original research. The candidate may also have played a key role on and made critical contributions to collaborative research that is published in high-impact journals.
3. Leader of an exceptional independent research program and/or key leadership roles in collaborative studies
4. Record of sustained extramural funding, which most often is as PI
5. Teaching (see end of document for examples)
  - a. Substantial commitment to training, with supervision of multiple trainees through sustained mentoring, is a major element of the investigation track.

### **Teaching**

HMS faculty are expected to devote a minimum of 50 hours per year to teaching Harvard students and/or trainees. Any of the following counts for teaching hours:

- Teaching in courses
- Research training and mentorship
  - Teaching or training of lab techniques and protocol
  - Training of technicians if supervision resulted in significant career development
  - Mentoring that leads to significant career development (grant application, publication with the trainee or faculty member)
- Membership on Dissertation Advisory Committee, Preliminary Qualifying Exam Committee, or Thesis Advisory/Defense Committee
- Attending on a clinical service that includes trainees

Other paths toward teaching opportunities include:

- **HMS Scholars in Medicine Office** <https://meded.hms.harvard.edu/about-scholars-medicine>  
Harvard faculty may post an opportunity for student scholarship in the SMO Opportunities Database, which will also appear on Harvard Catalyst faculty profiles.
- **Nanocourses:** <https://curriculumfellows.hms.harvard.edu/nanocourses>