



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:
CLINICAL EXPERTISE AND INNOVATION
PROMOTION CRITERIA SUMMARY*

Clinical impact and achievement, including clinical innovation in one's field, are the central requirements for promotion at any rank.

Promotion to Assistant Professor:

1. Strong local reputation as an expert in a clinical field with a key role in activities that influence practice. Evidence typically includes one of the following:
 - a. Innovative approaches to diagnosis, treatment, or prevention of disease
 - b. Applications of technology to clinical care
 - c. Development or local adoption of innovative models of care delivery
2. Scholarship, which includes 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.
3. Teaching in the clinical field, which can include any combination of the following:
 - a. Supervision of trainees in the clinic and/or OR; preceptor role
 - b. Grand Rounds, lectures, CME contributions
 - c. Training and mentorship in research, including publications with trainees
4. Other items that will support promotion, but are not essential, include the following:
 - a. Peer reviewer for clinical journals
 - b. Local awards for contributions and/or innovation in the area of clinical expertise

Promotion to Associate Professor:

1. Strong regional, and most often national reputation as an independent clinical expert and innovator who has influenced their field. Evidence typically includes two or more of the following:
 - a. Regional/national leadership roles (as in regional/national courses or programs in area of expertise)
 - b. Invitations to speak regionally/nationally on issues related to area of clinical expertise
 - c. Service on regional/national committees developing guidelines and policies for management or evaluating programs in area of clinical expertise
 - d. Membership on editorial boards in area of clinical expertise

2. Scholarship, including first and senior-author original research plus chapters, reviews, and textbooks that are recognized as authoritative and are widely cited; for physician scientists, a developing record of extramural funding, most often as PI, resulting in publication
3. Teaching and mentorship in the clinical field resulting in career development of mentees and trainees
4. Other items that will support promotion, but are not essential, include the following:
 - a. Peer-reviewed funding to support innovations
 - b. Regional and/or national awards for contributions and/or innovation in the area of clinical expertise
 - c. Mentorship awards

Promotion to Professor:

1. Sustained national (in many cases international) reputation as a top clinician and thought leader without whom the field would not be the same. Evidence typically includes a substantial combination of the following contributions (three or more):
 - a. National/international leadership roles and reputation related to the clinical field
 - b. Visiting professorships and invitations to speak nationally/internationally on issues related to area of clinical expertise
 - c. Editor of a journal in area of clinical expertise
 - d. Service as a consultant on issues related to area of clinical expertise
 - e. National/international awards for contributions and/or innovation in the area of clinical expertise
 - f. Peer-reviewed funding to support innovations that influence clinical practice nationally/internationally
2. A record of exceptional, original, and innovative scholarship, most often senior-authored, in high impact publications of original research. Scholarship will include a combination of some of the following: leadership of an exceptional independent research program or key leadership roles in collaborative studies; for physician scientists, a record of sustained extramural funding, most often as PI; senior-author manuscripts that demonstrate the impact of innovation on quality of care, clinical outcomes, and/or access to care
3. Teaching and mentorship that results in a significant influence on practice in the clinical field, evidenced by developing careers of former trainees and of mentees, and in mentorship awards or nominations

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