



For those considering academic careers, it is critical to be aware of the promotion criteria as soon as possible. Understanding the promotion metrics can help to guide where and how you are most effectively using your time. The two exercises below can guide you in understanding the promotion metrics and surfacing questions with your mentor.

## Part One Instructions

Below is a link to the Faculty of Medicine Handbook for Harvard Medical School and Harvard School of Dental Medicine. Locate and read the sections of the handbook that are most relevant to you, after which, discuss the questions below with your mentor or peers.

### [Faculty of Medicine Handbook](#)

- [6.1 Selecting an Area of Excellence](#)
- [7.2.1 Promotion to Professor](#)
- [8.1 Promotion to Associate Professor](#)
- [9.1 Promotion to Assistant Professor](#)
- [10. Eligibility for and Appointment as Instructor](#)
- [Link to CV guidelines](#)

## Discussion Questions

1. What are the promotion tracks, or Areas of Excellence, at Harvard Medical School and Harvard School of Dental Medicine? What is/are your Area of Excellence and potentially Significant Supporting Activities?
2. What surprised you after reviewing the promotion metrics?
3. What are the benchmarks for the next stage of your career? What are the most important metrics that you need to bolster for your next promotion at Harvard?
4. How can your mentor help you with the promotion process?



## Part Two Instructions

The criteria and process for promotion at each university is unique. The box below contains a few examples of promotion metrics from universities outside of Harvard. Choose one of the universities below, review the associated promotion criteria, and then discuss the questions below with your mentor or peers. If there is a different university that you would prefer to learn about, research that institution's promotion criteria instead, and then answer the same discussion questions.

Tufts University School of Medicine

- [Appointments and Promotions Information](#)

Tufts University School of Arts and Sciences and School of Engineering

- [Faculty Handbook 2023](#) (see Chapter 2 for Faculty Appointments)

Perelman School of Medicine, University of Pennsylvania

- [Career Track Development \(Explore to see pathways for Academic Clinician, Clinician Educator, Research and Tenure\)](#)

## Discussion Questions

Compare and contrast the promotion metrics in Harvard's Faculty of Medicine Handbook with another university by considering the questions below.

1. What surprised you after comparing the promotion metrics between both schools?
2. At the other institution, how do the benchmarks for the next stage of your career compare to Harvard's benchmarks?
3. What differences do you notice in the supporting materials that are required for promotion at each school?