



## Significant Supporting Activity: Special Merit in Education (SME)

### Summary

Many faculty make substantial contributions and commitment outside their Area of Excellence. These activities are often of outstanding quality and impact and are recognized by peers and leaders, but are in domains in which the quantity of the candidate's contribution is less than in the Area of Excellence. These significant supporting activities (SSA) will supplement accomplishments in the Area of Excellence, allowing the sum total of an individual's achievements to be considered in the evaluation for promotion.

The following list provides representative activities and accolades that may contribute toward the selection of an SSA. Level of effort and/or responsibility in a particular area is typically commensurate with rank. Decisions regarding the selection of one or more SSAs should be made jointly between a candidate and their nominating department. Inclusion of an SSA is not a requirement for academic promotion.

### Examples of Metrics

#### Activities

- Course or clerkship director, associate director
- Development of new curriculum, courses, or electives
- Service on student, resident, or fellow selection committees
- Teaching regularly in a variety of venues (e.g., teaching of students, residents, fellows)
- Service on governance and other critical committees and task forces supporting education activities at Harvard
- Engaged in teaching well beyond the core expectation
- Contribution to professional educational materials, including curricula, course guides, exam preparation material, and/or multi-media content that may or may not be formally published
- Publications related to education

#### Recognition

- Teaching awards
- Appointment to local teaching leadership roles
- Role in education arms of regional and national societies
- Service on national education committees
- Invitations to serve on national boards or as an examiner for licensure examinations