



Professor, Teaching and Educational Leadership

This Area of Excellence is appropriate for candidates who spend a high proportion of their time on educational activities and who view education as their primary academic focus. Evaluations will be for teaching contributions at Harvard and its affiliates or, for initial faculty appointments at HMS/HSDM, at the institution where a candidate for an appointment previously held a faculty position. Teaching of HMS/HSDM medical, dental and graduate students will be particularly noted.

Educational activities are broadly defined as including: didactic teaching of students, residents, clinical fellows, research fellows and peers; research training and mentorship; clinical teaching and mentorship; and administrative teaching leadership roles. Candidates will be evaluated on both the quantity and quality of their teaching activities, recognition for their roles as educators, and on their scholarship. Candidates must demonstrate scholarship, which may include: publication of original research, reviews and chapters; educational material in print or other media such as syllabi, curricula, and Web-based training modules and courses; and/or educational methods, policy statements and assessment tools developed.

Teaching and Educational Leadership Metrics

Summary

For promotion to *Professor*, the candidate must demonstrate a sustained national, and in some cases international, reputation as an educational leader and innovator, and must be considered to be among the best in the country in the development of educational methods, curricula, policy and/or assessment tools, or in the conduct of educational research. The candidate's expertise must be demonstrated through high-impact scholarship that influences the field nationally and in some cases internationally.

In addition to distinguished service as an Associate Professor:

Teaching may be defined as the following:	Examples of Metrics
Didactic teaching of students, trainees and peers (e.g., lectures, continuing medical education courses, grand rounds, professional development programs, seminars, tutorials)	<ul style="list-style-type: none"> • Innovation in classroom teaching methods with adoption nationally, and in some cases, internationally • Teaching/lecturing nationally and, in some cases, internationally, about issues related to education
Research training and mentorship (e.g., mentor for medical student, dental student, graduate student, resident, clinical or postdoctoral research fellow or junior faculty projects; service as graduate student thesis advisor or committee member)	<ul style="list-style-type: none"> • Number and stature of trainees upon whom the candidate had a major influence; stature may be assessed by the trainees' academic rank, leadership positions, impact on the field and prestigious awards • Publications with trainees • Feedback from trainees, if available
Clinical teaching and mentorship (e.g., teaching in the clinic or hospital including bedside teaching, teaching in the operating room, preceptor in clinic)	<ul style="list-style-type: none"> • Development of innovative clinical teaching methods that are adopted and have an impact nationally, and in some cases, internationally
Administrative teaching leadership role (e.g., residency or fellowship director, course or seminar director)	<ul style="list-style-type: none"> • Increasing and sustained national and, in some cases, international, leadership roles related to education in a professional society • National replication of courses developed by the candidate • Adoption nationally of innovative programs developed by the candidate that result in the attraction of competitive candidates and/or enhancement of diversity by increasing the representation of women

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	and minorities
Recognition	
	<ul style="list-style-type: none"> • Visiting Professorships and invitations to speak nationally, and in some cases internationally, on issues related to education • Leadership of national, and in some cases international, courses related to education • Serving as a consultant nationally, and in some cases internationally, on issues related to development of educational programs or on educational methods, policy or assessment • Service on national, and in some cases international, committees developing guidelines and policies for education/training programs • Service on national, and in some cases international, committees evaluating education/training programs or reviewing grant proposals related to education • Funding to conduct educational research or to develop educational materials, methods, assessment tools or programs • Editor of an educational journal • National and, in some cases, international awards related to education or educational scholarship
Scholarship	
	<ul style="list-style-type: none"> • Publication as author or editor of a major textbook on education • Development of innovative educational methods/materials in print or other media that are widely adopted and influence education nationally, and in some cases, internationally • Publication of senior author high impact research related to educational methods, assessment and/or policy that influence the field nationally, and in some cases, internationally