



Significant Supporting Activity:

Academic Engagement and Inclusion (AEI)

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 (SSAs) 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

We refer here to equity, diversity, inclusion, belonging, and related concepts with the abbreviation EDIB. Efforts in any of these domains may focus on limited health literacy, limited English proficiency, poverty, health disparities, disability, race, ethnicity, gender, sex, religion, and/or other populations. Anyone and everyone can support EDIB and the benefits it brings to academia, healthcare, and society at large.

Note that this Significant Supporting Activity (SSA) may only be used to address individual contributions to EDIB within the academic domain. It is not intended to elicit any information about a faculty member's personal demographic traits which should not be disclosed unless it is necessary context to understanding a particular contribution.

Examples of actions and activities that support an SSA in Academic Engagement and Inclusion include:

- Service on academic committees and professional organizations that seek to promote EDIB
- Service in a leadership role related to EDIB and/or social justice (e.g., director of office or center)
- Work on policies that address disparities in representation in medicine and biomedical research
- Development of programs that foster diversity, inclusion and belonging among our students, trainees or faculty
- Engagement in the academic community to encourage biomedical science careers, to expand access to quality care and improve health literacy, and/or to reduce disparities in health
- Educational initiatives and/or curriculum development to describe, render visible, and/or critique health inequities
- Development of protocols, programs, repositories or databases to increase key representation of diverse participants in clinical trials and research studies
- Engaging in research and/or development of clinical or educational programs related to disparities in health

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Activities (cont.)

- Contributions to policy papers, best practice guidelines, legislative endeavors, relevant curricula, and/or other written materials related to EDIB efforts
- Publications of original research, reviews, and/or innovations related to EDIB

Recognition

- Selection or invitation to serve on regional or national committees or working groups related to issues of EDIB
- Invitations to present on issues related to EDIB within academic medicine
- Funding to support related initiatives or programs
- Awards for contributions and/or innovations in EDIB