**Assistant and Associate Professor External Reference**

At Harvard Medical School, secondary academic appointments are viewed as a privilege for which strong rationale needs to be present to mitigate the potential risks to career development and sense of belonging within a department. Please enter the relevant information in the spaces below. For questions 2, 3, and 4, a dropdown menu of the available options is provided.

1. Candidate’s Name: [Please type here]
2. Current Academic Title: [Please click here to choose academic title]
3. Current/Primary Department: [Please click here to choose PRIMARY department]
4. Proposed Secondary Department: [Please click here to choose SECONDARY department]

We seek information on the rationale for the proposed secondary departmental appointment; you need not address the metrics for the academic rank as that has already been confirmed in the candidate’s primary department.

*Please address the following questions with one paragraph dedicated to each question, either via this form or in the body of a separate letter (no word limit).*

1. What will the candidate gain from the proposed secondary academic title? How is this appointment additive to the candidate’s national standing in the field?
2. To what extent do faculty in the national sphere of the candidate’s expertise have appointments in the proposed secondary department? Please comment on any field-specific conventions, as applicable.
3. How would this candidate’s career be hindered by the absence of an appointment in the proposed secondary department?
4. We welcome any additional comments.

**Please type your name here:**

**Please type your title here:**

**Please enter your signature (digital or otherwise) below:**

