Update: Promotions and Appointments in the Faculty of Medicine

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Appointments in the Faculty of Medicine

Full Time Faculty

- Instructor/Lecturer: 1182 (12%)
- Assistant Professor: 1441 (15%)
- Associate Professor: 2491 (26%)
- Professor: 4438 (46%)
Harvard Medical School and Harvard School of Dental Medicine
Growth in Percentage of Women Full Time Faculty by Rank (1980-2015)
as of July 2015

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Key Facts

• Women constitute 47% of the total faculty as of 2015

• Of the 639 faculty promoted to professor over the past 9 years, 24% have been women

• 54% of the new professors announced at the Faculty of Medicine in December were women
Changes in the Promotion and Appointment Process

• New promotion criteria
• Required mentor and career conference for ladder faculty
• Option to start as Assistant Professor
• Implementation of a streamlined senior promotions process, effectively cutting the time to promotion to professor by 50-75%
• Adoption of a mechanism to ‘pre-approve’ assistant professor candidates by the P&R committee, allowing for an increased number of cases reviewed each month and no backlog
• The development of a promotion ‘milestone’ site that allows faculty and department heads to track the status of their promotions
• Regular faculty orientations at HMS to educate new faculty about how to advance academically

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Changes in the Promotion and Appointment Process, continued

- Continued support of the HMS Leadership Course for Physicians and Scientists
- A 2016 introduction of the first ‘junior faculty promotions’ celebration to acknowledge all promoted to assistant and associate professor
- Acceptance of the Faculty Recruitment Task Force recommendations which call for greater training for search committees to support increased diversity
- Paperless promotion process and on-line appointment procedures
- Accountability of Departments for those not promoted
- Updated appointment handbook – July 2016