

Attachment 1
Proposed Revisions to University Handbook Section C12.2
Clinical Faculty Appointments
Approved by Faculty Affairs February 7, 2012

Recommendation for revisions to language of C12.2:

- Delete the reference to "department of clinical sciences and the college of "Veterinary Medicine" in the second sentence.
- Revised language: Clinical faculty holding teaching and clinical service positions.
- Added language: Clarify that units must revise their departmental documents prior to the use of the clinical faculty appointments

Rationale:

Revised language would permit programs to appoint clinical faculty in programs including Communication Sciences and Disorders and Marriage and Family Therapy and other programs that provide clinical services to the public and educate students for clinical positions. As presently written, non-tenured faculty who are appointed as Research Assistant Professors have clinical duties that are a much bigger portion of their duties than research. The issue is an impediment for promotion and does not accurately reflect position descriptions. The revision would expand the opportunities for faculty in select programs.

C12.2 Appointments at the rank of clinical assistant professor, clinical associate professor, and clinical professor. ~~Clinical faculty holding teaching and clinical service positions through which they contribute to the missions of the department of clinical sciences and the college of Veterinary Medicine.~~ The primary responsibility for persons on these appointments will be teaching and clinical service. A component of the clinical appointment may include opportunity for scholarly achievement. Persons appointed to these positions should have credentials appropriate to the discipline. Clinical faculty are not eligible for tenure.

1. Clinical assistant professor, clinical associate professor, and clinical professor---term appointment.

This appointment may be full time or part time clinical track appointment. A term appointment carries no expectation of continued employment beyond the period stated in the contract. Service on a term appointment is not credited toward tenure, and the Standards for Notice of Non-reappointment do not apply.

2. Clinical assistant professor, clinical associate professor, and clinical professor--- regular appointment.

This may be a full-time or part-time track position. As such a clinical professor at any rank on a regular appointment is a member of the general faculty and is afforded all

perquisites accorded to the general faculty, including Notice of Non-Reappointment (see Appendix A, University Handbook), with the exception that years of service on a regular appointment will not be counted toward tenure.

Units that wish to use clinical faculty appointments must first include in their departmental documents the specific criteria that apply to these positions and the processes to be used for appointment, reappointment, annual evaluations and promotion. Under certain circumstances outlined in the Departmental Document, persons appointed to these ranks may transfer to a tenure track appointment, to be set forth in the units' respective departmental documents, persons appointed to clinical track or tenure track appointments may make a one-time transfer from their appointed track to the other. Approval of the departmental document revisions will follow the regular process.

Persons appointed to these ranks may expect to be promoted on the basis of demonstrated individual merit in relationship to their association with the university's mission and within their discipline. Each higher rank demands a higher level of accomplishment consistent with the expectations based on specific criteria, standards, and guidelines developed by departmental faculty in consultation with the department head or chair and the appropriate dean. Department heads/chairs are expected to notify faculty members regarding their progress toward or readiness for promotion review.

Recommendations for appointment, reappointment, annual evaluation, and promotion shall be made according to the guidelines and procedures described in the University Handbook (see Section C). Persons appointed to clinical assistant professor positions will receive annually renewable one-year contracts. Those persons appointed to clinical associate professor positions will receive annually renewable three-year contracts. Those persons appointed to clinical full professor positions will receive annually renewable five-year contracts. Notice of Non-reappointment for these appointments must be given 12 months before the end of the contract. (FS 6-14-05 /BOR 1-19-06/BOR 1-19-12)