

POLICY MEMORANDUM NO. 237

TO: All Instructional Faculty
Deans and Department Heads

FROM: Charles W. Steger

DATE: June 7, 2004

SUBJECT: Creation of Clinical Track Faculty Ranks

Approved by CFA: March 19, 2004
First reading University Council: April 5, 2004
Approved by University Council: April 19, 2004
Approved by the President: April 19, 2004
Approved by the Board of Visitors: June 7, 2004
Effective Date: July 1, 2004

The University Council and the Board of Visitors, on recommendation of the Commission on Faculty Affairs, approved a resolution creating a series of non-tenure-track clinical faculty ranks.

Following is the text of that resolution:

WHEREAS, the College of Veterinary Medicine employs approximately a dozen non-tenure track instructional faculty members whose primary assignment is to teach clinical skills and to oversee student learning and patient care in the veterinary hospital setting; and

WHEREAS, these educators currently hold the rank of instructor without opportunities for career advancement; and

WHEREAS, the College has experienced increasing difficulty in recent years recruiting and retaining skilled clinicians for these roles because of competition with opportunities and higher salaries in private practice;

WHEREAS, creation of a career track with opportunities for promotion in rank constitutes one of several strategies to address these concerns;

THEREFORE BE IT RESOLVED that a series of non-tenure track clinical faculty ranks be established along with general expectations for qualifications of each, and that appropriate sections of the Faculty Handbook be revised accordingly as below.

BE IT FURTHER RESOLVED that College of Veterinary Medicine in consultation with the college faculty association, and with review and

approval by the Provost, will adopt a faculty handbook for clinical faculty appointments providing greater detail on the standards and expectations for their employment and identifying the process and criteria for promotion within the ranks.

(University) Faculty Handbook changes to incorporate the new ranks:

Section 2.1 Faculty Definition: A listing of the four new clinical faculty ranks shall be included in the definition of general faculty, non-tenure instructional ranks:

.....one of the following non-tenure instructional ranks:

- instructor,
- lecturer,
- **clinical instructor,**
- **clinical assistant professor,**
- **clinical associate professor,**
- **clinical professor,**
- visiting professor,
- adjunct professor, or

The new clinical faculty ranks shall be defined in section 2.3 “Other Faculty Ranks” as follows:

2.3.1.5 Clinical Faculty Ranks

General collegiate faculty members with responsibilities primarily in instruction and/or service in a clinical setting, such as veterinary medicine, are considered clinical faculty. The following clinical faculty appointments are intended to promote and retain clinical educators and to complement the clinical activities of the University. The clinical faculty track provides for long-term, full-time or part-time faculty appointments to individuals whose primary responsibilities are in clinical settings and in the instructional programs. While clinical faculty may conduct clinical research and present their findings in professional venues, there are no expectations for an extensive research program as is typical of tenure track faculty appointments. Tenure cannot be earned in these ranks and time spent in one of these ranks is not applicable toward probationary tenure-track faculty service. The clinical faculty ranks include:

Clinical Instructor: Persons appointed to this rank will have the appropriate professional degree. Preference is given to individuals eligible for or certified by the most appropriate specialty college or organization recognized by the profession. Appointments at this rank are typically for one year and are renewable.

The Clinical Professor series is designed for clinical faculty members who will have extended appointments on the faculty and who are expected to interact with graduate students / residents and interns, serving on committees or supervising their training. Appointments to one of these

ranks may be from one to five years and are renewable without limit. Normally a national search would be conducted for appointment at one of these ranks (or an approved exemption sought for exceptional skills or similar justification).

Clinical Assistant Professor: Persons appointed to this rank will have the appropriate professional degree and eligibility for or certification by the most appropriate specialty college recognized by the professional organization. Credentials shall be consistent with those for appointment to Assistant Professor, with an expectation for primary commitment to the instructional and clinical teaching setting.

Clinical Associate Professor: Persons appointed to this rank will have the appropriate professional degree and will be a diplomate in the appropriate specialty college recognized by their professional organization. Credentials shall be consistent with those for appointment to Associate Professor, with an emphasis on clinical accomplishments.

Clinical Professor: Persons appointed to this rank will have the appropriate professional degree and will be a diplomate in the most appropriate specialty college recognized by their professional organization. Credentials shall be consistent with those for appointment to Professor, with an emphasis on clinical accomplishments.

Further detail of the duties and responsibilities of these ranks, criteria and the process for promotion, and the terms and conditions of employment for clinical faculty may be found in the Clinical Faculty Series Handbook in the relevant college.

Other sections of the Faculty Handbook which refer to specific faculty ranks shall be modified as appropriate to include reference to the clinical faculty ranks, such as Section 2.7.2 "Procedures for Allegations of Misconduct of Scholarly Activities" section on eligibility.