

## IUE Policy for Clinical Ranks

Individuals holding tenure-track appointments are not able to transfer that appointment to a clinical rank. If such an appointment becomes desirable to an individual holding a tenure-track appointment, that individual would have to apply for the position when the position is being searched. All searches would proceed through the normal search and screen process for the campus.

### Probationary Period

Individuals must serve in a clinical rank appointment for 6 years before becoming eligible to apply for a long-term contract. Successful completion of each year of the probationary period will be documented by the normal reappointment process. If the individual is granted the long-term contract, it would begin at the end of the 7th year.

### Granting of Long-term Contracts

Requests for the granting of long-term clinical contracts will be forwarded from the Division to the VCAA and, then, on to the Chancellor for the final decision.

### Transition Policy

Individuals who have served in a clinical rank appointment for seven years or more, may be granted long-term clinical rank contracts of 7 years upon successful completion of the annual review process.

During the 6th year of any 7 year long-term contract, the faculty member wishing to be reappointed for another 7 year contract must apply by submitting documentation for review through the annual review process.

Individuals who have combined years of service of 10 years or more in faculty positions (but fewer than 7 years in a clinical rank) may be granted a long-term clinical contract of 5 years upon successful completion of the annual review process.

During the 4th year of any 5 year long-term contract, the faculty member wishing to be reappointed for another 5 year contract must apply by submitting documentation for review through the annual review process.

When these faculty persons complete a contract that brings their total years of service in a clinical appointment to 7 years or more, they will be granted a long-term clinical contract of 7 years upon successful completion of the annual review process

Individuals currently holding clinical faculty appointments will not be penalized by the numerical limits for number of positions in the UFC and IUE Clinical Rank Policy Documents. Any division holding clinical rank appointments, however, cannot add new clinical appointments until the numerical limits are met. (Passed IUE Faculty Senate 4/1/97)

### Promotion

Individuals wishing to be promoted within the clinical ranks must submit documentation when they feel they are ready for promotion to the promotion and tenure committee. Promotion decisions within the clinical rank will proceed through the normal campus promotion process. (Passed IUE Faculty Senate 5/6/97)

## Criteria for Appointment and Responsibilities of Clinical Ranks Faculty

### **Clinical Lecturer:**

#### **Recommended criteria for Appointment:**

1. Master's degree in discipline
2. Minimum of two (2) years full-time in clinical practice
3. Competence in clinical practice
4. Some experience in clinical teaching
5. National certification in area of clinical expertise where appropriate

#### **Responsibilities:**

##### **Instruction (Primary Mission is Teaching)**

1. Expert clinical instruction
2. Mentors students in practice area/interests
3. Utilizes critical thinking strategies with guidance

##### **Advancing Practice:**

1. May participate in research utilization groups/teams
2. Conducts in-service presentations
3. Consultation (Local)

##### **Practice:**

1. Current active participation in area of clinical expertise (majority of hours taught must be in clinical settings and are considered as "active practice.")
2. Uses practice as a model for students (incorporates students into practice).

### **Assistant Clinical Professor:**

#### **Recommended criteria for appointment:**

Same as Clinical Lecturer PLUS:

1. Has held advanced practice position
2. Evidence of advanced clinical experience.

#### **Instruction: (Primary Mission is Teaching)**

Same as Clinical lecturer PLUS:

1. Instruction  
Utilizes critical thinking & assists Clinical Lecturers.  
Mentors new clinical faculty
2. Develops innovative clinical teaching strategies
3. Develops honors courses/teaches honors students (as available)
4. Involved in curriculum development and enhancement and/or service to the school
5. Demonstrates excellent instruction, receives honors/awards for instruction

#### **Advancing Practice:**

Same as Clinical Lecturer PLUS:

1. Presentations (local, state - develops school CEU (Continuing Education Unit) offerings

2. Consultation (local, state)
3. Active participation in professional organizations

**Practice:**

Same as Clinical Lecturer PLUS:

1. Evidence of excellence in clinical practice
2. Actively practices via informal/formal relationship with school
3. Receives state recognition for practice expertise in addition to national certification when appropriate

**Associate Clinical Professor**

**Recommended Criteria for Appointment:**

Same as Assistant Clinical Professor PLUS:

1. Doctorate in discipline or related field
2. Minimum of seven (7) years as Assistant clinical professor rank

**Responsibilities:**

**Instruction: (Primary Mission is Teaching).**

Same as Assistant Clinical Professor PLUS:

1. Evidence as a master teacher
2. Develops innovative instruction strategies
3. Actively participates in development of clinical curricula
4. Receives local/state recognition for instruction

**Advancing Practice:**

Same as Clinical Assistant Professor PLUS:

1. Presents regionally
2. Consults regionally
3. provides local/state leadership in professional associations
4. Develops/implements special projects
5. Disseminates information to faculty, re: developments in the field and funds
6. Actively participates in public policy arenas regarding practice area

**Practice:**

Same as Clinical Assistant Professor PLUS:

1. Receive regional recognition for practice expertise
2. Develops collaborative practice models with clinical agencies

**Clinical Professor**

**Recommended Criteria for Appointment:**

Same as for Clinical Associate Professor PLUS:

1. Doctorate in discipline or related field
2. Minimum of seven (7) years at Associate Clinical Professor

**Responsibilities:**

**Instruction: (Primary Mission is Teaching)**

Same as Associate Clinical Professor PLUS:

1. Provides leadership in development of clinical curricula
2. Develops/submits/implements training grants

**Advancing Practice:**

Same as Clinical Associate Professor PLUS:

1. Presents nationally
2. Consults nationally
3. Provides regional / leadership in professional organizations
4. Provides leadership in development of standards of care
5. Seeks special grants
6. Provides leadership in a public policy area re: practice area

**Practice:**

Same as Clinical Associate Professor PLUS:

1. Receives national recognition for practice (where appropriate)

*Comments on Clinical Ranks*

*The prefix "Clinical" is used for full-time salaried appointees with the rank of Lecturer through Professor whose primary duties are teaching and service in a clinical setting. Continued appointment and advancement in rank will be based on teaching and service only, and Clinical rank appointees are not eligible for tenure.*

*University policies regarding hiring, salaries, annual reviews, promotion and access to Faculty Board of Review are the same for Clinical rank appointees as for Academic ranks. Although Clinical rank faculty are not eligible for University sabbatical leaves, individual schools may provide sabbatical-like leaves for them.*

*The campus faculty governance body will determine the nature of participation for Clinical rank appointees, but they are not eligible for academic administrative appointment at and above the department chair level.*

*As a reminder about the promotion of clinical rank faculty members, the UFC document concerning clinical ranks states the following:*

*"Promotion in rank should go through the normal faculty procedures appropriate to the unit of the University,"...[remember here that the unit for our campus is defined as IUE]..."including peer review by the primary, unit and campus promotion (and tenure) committees."*

*Further, the individual is not required to seek promotion. Should the individual wish to seek promotion, however, it will be through the normal promotion process.*

*The UFC document also states:*

*"The maximum number of full-time, salaried, clinical rank faculty in the health sciences schools shall be determined by vote of the tenured and tenure-probationary faculty of the school, provided that tenured and tenure-probationary faculty shall constitute no less than 60% of the full-time faculty of the school. The maximum number of full-time, salaried, clinical*

*rank faculty in other schools shall be determined by vote of the tenured and tenure-probationary faculty of each school, provided that such clinical appointees shall represent no more than 20% of the total full-time faculty of each school."*

Passed IUE Faculty Senate 3/25/97; Rev. 4/1/97, 5/6/97

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