

Clinical Faculty Ranks

Approved by Policy Council on January 27, 1999

(NOTE: Items I-IV are policies regarding clinical faculty ranks that have been passed by the University Faculty Council and which appear in the Academic Handbook of Indiana University. Item V includes policies regarding clinical faculty ranks that are specific to the School of Education).

I. Definition and use of clinical ranks. Limitations of numbers of clinical ranks appointees.

The prefix “clinical” is used for appointees with the rank of Lecturer through Professor who may be appointed as full-time salaried, part-time salaried, or volunteer members in positions where their primary duties are teaching students and residents/fellows and providing professional services in the clinical setting. The following policy applies to the full-time clinical rank faculty, and in the text below the term “clinical rank faculty” is meant to indicate full-time clinical rank faculty. The part-time and volunteer clinical rank faculty are covered by other provisions governing part-time academic appointments.

Clinical rank faculty may be involved in research which derives from their primary assignment in clinical teaching and professional service; however, continued appointment and advancement in rank must be based on performance in teaching and service.

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 the 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.

II. Rights and privileges

Clinical rank faculty are expected to follow and be protected by university policies, including those pertaining to faculty hiring and faculty annual reviews. The faculty salary policies of the university, campus, school, and department shall apply to clinical rank faculty. Clinical rank faculty are not eligible for university sabbatical leave, but schools may provide sabbatical-like leaves for their clinical rank faculty to provide opportunities for professional learning and collaboration with colleagues.

Participation in university and campus governance is governed by the Constitution of the faculty of Indiana University and the faculty constitutions on each campus. The role of clinical rank faculty in governance within the school shall be determined by vote of the tenured and tenure-probationary faculty of the school. The academic integrity of the school and its programs ultimately are the responsibility of tenured and tenure-probationary faculty. The rights of clinical rank faculty and the regulations concerning their roles within each school shall be written

and available to the school faculty. A copy of all rights and regulations shall be filed with the campus chief academic officer and with the campus faculty governance body.

Clinical rank faculty are not eligible for academic administrative appointments at and above the department chair level.

III. *Appointment and advancement*

Initial appointment in the clinical ranks should be at the level of rank appropriate to the experience and accomplishments of the individual. The process for appointment to clinical rank probationary status or to clinical rank with a long-term contract shall go through the ordinary procedures for faculty appointments. Promotions in rank should go through the normal faculty procedures appropriate to the unit of the university, including peer review by the primary, unit, and campus promotion (and tenure) committees. The criteria for promotion in the areas of teaching and service shall be the same for tenured/tenure-probationary faculty and for clinical rank faculty. The clinical rank faculty shall not be evaluated in the area of research.

IV. *Protection of academic freedom*

Clinical appointees are not eligible for tenure; however, in order to protect their academic freedom, individuals appointed as full-time clinical rank faculty shall be given long-term contracts after a probationary period of not more than seven years. The exact mechanism for this shall be determined by the dean and the faculty governance body within each school using the clinical faculty rank and be approved by the chancellor, but the mechanism should be a long-term contract of not less than five years or be some equivalent, such as a rolling three year contract. The criteria for granting long-term contracts after a probationary period shall be the same as the criteria for granting tenure, except that clinical rank faculty shall earn the right to a long-term contract on the basis of their excellence in teaching and/or service only. Each school will establish procedures and specific criteria for review of individuals concerning the renewal of long-term contracts or their equivalent.

Clinical faculty appointees during the probationary period shall be subject to the same policies and procedures with respect to appointment, reappointment, non-reappointment, and dismissal as apply to tenure-probationary faculty during the probationary period. Dismissal of a clinical rank faculty member holding a longer term contract after the probationary period may occur because of closure or permanent down-sizing of the clinical program in which the faculty member teaches and serves; otherwise, dismissal of such clinical faculty shall occur only for reasons of professional incompetence, serious misconduct, or financial exigency. Non-reappointment of clinical faculty may occur for the foregoing reasons or may occur as well for reason of changing staffing needs of the clinical program. Non-reappointment decisions regarding clinical faculty holding a longer term contract after the probationary period must be made with faculty consultation through processes established by the school's faculty governance institutions. The jurisdiction of campus faculty grievance institutions include cases of dismissal and non-reappointment of clinical faculty.

V. School of Education policies regarding clinical faculty ranks

(Note that **ONLY THE SUBSEQUENT INFORMATION THAT IS IN BOLD PRINT** is new policy of the School of Education related to clinical faculty ranks. Additional information is provided to clarify procedures related to clinical faculty ranks, based on previously passed policies of the University).

These policies shall apply to both the IUB and IUPUI campuses of the School of Education.

Policies of the School of Education and the University make it clear that it is the tenured and tenure-probationary faculty in whom the University vests the ultimate responsibility for the integrity of its academic programs. **To ensure that these responsibilities remain intact, tenured and tenure-probationary faculty shall constitute at least 80% of the faculty in the School of Education and in any department in the School. Furthermore, tenured and tenure-probationary faculty shall represent a majority of voting faculty in every departmental program area in the School. (When program areas are not well defined in the School, tenured and tenure-probationary faculty in the relevant department shall have the responsibility for defining program areas and determining program area faculty membership.)**

The appointment (to probationary status or with long-term contract) of clinical rank faculty shall follow the same procedures as appointment of tenured and tenure-probationary faculty in the School of Education. As with tenured and tenure-probationary faculty, the initial appointment in the clinical ranks shall be at the level of rank appropriate to the experience and accomplishments of the individual. For example, an individual may be hired as a Clinical Professor and immediately be granted a long-term contract with no probationary period. Individuals who are hired as beginning Clinical Assistant Professors shall receive an appointment that is comparable to tenure-probationary faculty (i.e., a one-year renewable contract), go through a probationary period of not more than seven years, and be subject to the same reviews as tenure-probationary faculty (e.g., annual reviews and third-year review).

Procedures for merit review and promotion in rank shall be the same for clinical rank faculty as for tenured and tenure-probationary faculty. Criteria for merit review and promotion in the areas of teaching and service shall be the same as those for tenured and tenure-probationary faculty. The criteria and procedures for granting long-term contracts after a probationary period shall be the same as those for granting tenure, except that clinical rank faculty shall earn the right to a long-term contract shall require either excellent performance in one of these two areas and satisfactory performance in the other or a balanced case consisting of distinction in both areas. The precise provisions of the long-term contract granted shall be mutually agreed upon by the clinical faculty member and the dean of the school.

Procedures for dismissal shall be the same for clinical rank faculty as for tenured and tenure-probationary faculty. Procedures and criteria for non-renewal of probationary clinical faculty shall be the same as for tenure-probationary faculty. Dismissal of a clinical rank faculty member holding a long-term contract may occur because of closure or permanent down-sizing of the

clinical program in which the faculty member teaches and serves; otherwise, dismissal of such clinical faculty shall occur only for reasons of professional incompetence, serious misconduct, or financial exigency. Non-renewal of the long-term contracts of clinical faculty may occur for the foregoing reasons or may occur as well for reason of changing staffing needs of the clinical program.

Procedures for the renewal or extensions of clinical faculty members' long-term contracts shall include: (a) submission to the department chair of a portfolio consisting of a complete curriculum vitae, a summary of teaching evaluations, and other material deemed relevant by the chair and the clinical faculty member on or before January 15 of the year in which the renewal or extension decision is to be made, that is, annually in the case of a rolling contract or in the second to the last year of a fixed-term contract; (b) a recommendation of the department, usually determined through the department merit review process, conveyed with the portfolio to the dean of the School by February 15; (c) a final decision by the dean of the School in consultation with the Promotion, Tenure, and Contracts Committee transmitted in writing to the clinical faculty member by March 15. This decision may be appealed through the procedures available in the University to tenured and tenure-probationary faculty.

Clinical rank faculty are eligible for all academic administrative appointments except program area chair, department chair, associate dean, and dean. Furthermore, clinical rank faculty shall be eligible for membership on School, department, and program committees and have full voting rights on all matters except those involving the hiring, review, tenure, and promotion of tenured and tenure-probationary faculty and the review and promotion of clinical rank faculty at the same or higher rank. Clinical rank faculty thus may not be voting members of committees such as the Tenure, Promotion, and Contracts Committee; Faculty Affairs Committee; search committees for tenured and tenure-probationary faculty; third-year review committees of tenure-probationary faculty; and annual review committees. Clinical rank faculty may be elected to the Policy Council and appointed to all committees of the Policy Council, with the exception of those listed above. Clinical rank faculty may serve on student advisory and research committees as long as the requirements of the Graduate School and the School of Education as to committee membership on the graduate faculty are satisfied.

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