

IX. Appointment and Promotion in the Clinical Title Series

A. Introduction

The University has a role and mission which involves three functions: education, service, and research. In some areas, these three functions are interrelated to a great extent. The educational program is enhanced by having clinically competent faculty who provide care and/or counseling to clients in locations where students have clinical experiences. Further, these areas have a continued need to expand clinical offerings to meet the educational requirements necessary to prepare students in various health professions so that they can meet the needs of citizens in the Commonwealth of Kentucky.

Clinically competent professionals who are highly qualified to meet responsibilities in providing care and/or counseling to clients are essential if the education and research programs of these areas are to remain adequate and competitive. To fulfill the need indicated above more effectively and to attract and retain professional personnel, a clinical title series for appointments and promotions without tenure is established for the Colleges of Medicine, Dentistry, Pharmacy, Allied Health Professions, Nursing, and other colleges that have clinically relevant disciplines.

Some clinical title series faculty appointed in the College of Medicine may be appointed to a department, and some may not, on the recommendation of the Dean and with the approval of the Senior Vice President and Chancellor of the Medical Center. The Associate Dean for Clinical Affairs will assume responsibility for the faculty not appointed to a department and will function in a manner equivalent to a department chair for this group of faculty. To carry out the functions of establishing a position, appointing and/or promoting these faculty the Dean would consult with a Clinical Program Review Committee made up of at least three clinically oriented faculty members.

B. Definition

The clinical title series is a series of academic ranks and titles for appointment and promotion of appropriately qualified individuals, who participate in the University's academic program, but who have duties and responsibilities which essentially relate to clinical practice and service to clients/patients. They are individuals who have elected to practice within a setting that specifically contributes to the academic program of the University, particularly in the clinical area. The primary responsibilities of the non-tenured faculty member appointed in this series in the Medical Center are to provide patient care services, to expose students to their professional expertise, and to direct their educational experience in the clinical settings where the faculty member practices.

C. Establishment of a Position

To establish a position in the clinical title series, the chairperson of the initiating educational unit shall: (1) after consultation with the faculty, prepare a statement demonstrating the need for such a position and indicate the source, amount, and term of funding for the

position, and (2) obtain approvals of the statement by the dean of the college and the Provost or Senior Vice President and Chancellor of the Medical Center.

D. Areas of Activity

Four areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the clinical title series for the Medical Center: (1) practice or practice-relevant activities; (2) effective clinical teaching; (3) professional status and activity; and (4) ability to generate practice funds. Guidelines for the third area are described under the regular title series (Section V.A.3 of this Administrative Regulation). Guidelines for the fourth area of activity are well-established in that the source of funds generated should cover salaries and costs of benefits for the faculty members who are appointed in this role.

E. Academic Ranks, Titles, and Criteria

The academic ranks and related titles in the clinical title series shall be: (1) clinical instructor; (2) assistant clinical professor; (3) associate clinical professor; and (4) clinical professor. This series is established for the purpose of being able to recruit and retain fully-affiliated and full-salaried faculty in the clinical disciplines. It is intended to accommodate those faculty who wish to practice in an academic setting. Appointees in the clinical title series shall be subject to annual performance review as is customary for other faculty.

All appointments will recognize the individual's potential to attain or generate practice funds, or who will be associated with a unit able to provide funds for practice.

All promotions shall be based upon professional qualifications and academic service to the University. Professional qualifications consist of education, experience, practice, and clinical recognition. Academic service consists primarily of effective clinical teaching. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the clinical title series, the following criteria provide guidelines for appointment and promotion:

1. Clinical Instructor

Appointment to the rank of clinical instructor is extended to an individual (a) who has completed the final earned degree or other professional certification relevant to the clinical area, (b) who has demonstrated clinical competence and has a license to practice in the discipline, and (c) who has potential for significant professional growth in the clinical area and contribution in the area of clinical practice and academic service.

2. Clinical Assistant Professor

Appointment or promotion to the rank of clinical assistant professor is extended to an individual who meets the qualifications of clinical instructor and who has provided evidence of professional recognition at the local level as a clinician.

3. Clinical Associate Professor

Appointment or promotion to the rank of clinical associate professor is extended to an individual who has substantial clinical and academic service commitments. The individual appointed or promoted to this rank shall have demonstrated creative contributions to the academic and clinical service programs of the University. The individual also shall have earned regional recognition as a clinician.

4. Clinical Professor

Appointment or promotion to the rank of clinical professor is an indication that, in the opinion of colleagues and administrators, the individual is an outstanding practitioner. Regional, and perhaps national, recognition has been accorded the individual and beyond that, excellence in areas of emphasis has been achieved and appropriately documented.

F. Procedures for Appointment and Promotion

Procedures for appointment and promotion to academic ranks related to approved positions in the clinical title series are the same as those for the regular and special title series (refer to Sections II, III, IV, XIII, and XIV, except that faculty members of the clinical title series shall be consulted on a departmental or divisional basis as appropriate about appointment and promotion to academic ranks equal to or below their own.

The procedure by which an appointee in the clinical title series may be proposed, recommended, and approved for associate membership in the Graduate Faculty is the same as that for an appointee of the regular title series. **Clinical title series members shall not direct graduate theses and dissertations, but they may serve on thesis and dissertation committees and such other committees as are appointed by the Dean of the Graduate School.**

If the appointment of a faculty member is changed from the clinical title series to the regular or special title series through proper administrative channels, years of service while on appointment in the clinical title series shall be eliminated from consideration in the determination of the probationary period related to the appointment of the faculty member in the regular or special title series.

G. Terms of Appointment

A clinical instructor shall be appointed for a specific term, not to exceed three years or, if for a lesser period of time, the period of funding from clinical practice, contracts, grants, or other sources. A clinical assistant professor, a clinical associate professor, or clinical professor shall be appointed for a term not to exceed five years or, if for a lesser period of time, the period of funding from clinical practice, contracts, grants, or other sources. A faculty member may be reappointed in the clinical title series for one or more additional terms, contingent upon continuity of funding and the individual's accomplishments.

H. Conditions of Employment

A faculty member on appointment in the clinical title series is eligible for all benefits of the regular title series, except tenure and sabbatical leave. University contributions toward retirement, social security, and insurance benefits for the faculty member shall be covered through clinical practice, contracts, grants, or other sources which provide support for the individual's position.

Faculty membership, with or without voting privileges, may be extended to an appointee in this series by the educational unit to which the individual is assigned. However, a faculty member on appointment in the clinical title series shall not be eligible to vote on matters relating to regular or special title series faculty appointment, retention, promotion, or tenure, or to be elected to the University Senate.