

2st Reading and Vote: Resolution to establish a Clinical Faculty track to include the College of Health Sciences and Professions

Whereas several of the programs within the College of Health Sciences and Professions has a direct clinical component/requirement;

Whereas the accreditation criteria for nursing, physical therapy, speech language pathology, and audiology require clinical practice,

Whereas the roles and responsibilities of neither Group I nor Group II positions fit the unique roles of clinicians, and make recruitment and retention of clinical faculty difficult in the current system;

Whereas numerous universities across the country including most of our peer institutions and universities in Ohio that have similar programs, have clinical faculty tracks associated with these program,s and thus OU is at a disadvantage in hiring clinicians.

Be it resolved that the language in the Faculty Handbook Section II.C.3.e be amended to

II.C.3. e. Clinical Faculty Track consists of faculty in the Heritage College of Osteopathic Medicine (HCOM) or the College of Health Sciences and Professions (CHSP) whose work is primarily teaching in a clinical setting and as appropriate to their individual disciplines.

- In HCOM, the Clinical Medicine Track Medical Faculty consists of physician faculty members who hold Medical faculty teaching contracts with the Heritage College of Osteopathic Medicine and who practice medicine in University Medical Associates or another practice formally affiliated with the college. They are primarily hired to mentor/teach student physicians/Physician Residents and provide medical services at OUCOM and/or OUCOM affiliated healthcare facilities.
 - In CHSP, the clinical faculty track consists of faculty members who hold clinical licenses/credentials and who may practice as clinicians in their disciplines. They are primarily hired to mentor/teach students in clinical disciplines and/or in clinical settings.
- ii. Clinical faculty may hold the rank
- a. Assistant Clinical Professor
 - b. Associate Clinical Professor
 - c. Clinical Professor

Faculty in the clinical faculty track will normally be hired at a rank of Assistant Clinical Professor, but rank may be negotiated at the time of hire depending on qualifications and experience.

- iii. Normally, the initial contract for Clinical faculty will be a 12-month, renewable contract for a term of one year. After an initial three years of satisfactory service, he/she will receive a contract for a term of three years, with subsequent contracts to be renewable for 5-year terms based on successful evaluations and continued need of the department or college. However, the length of the initial and subsequent contracts can be negotiated based on qualifications, experience and need of the faculty member and department or college.
- iv. Clinical Faculty must be evaluated annually by the department Chair based on department guidelines with more extensive reviews performed in the last year of multi-year contracts. Extensive reviews will be completed by a departmental committee with input from Chairs, and then sent on to the Dean for action of renewal or non-renewal.
- v. Clinical Faculty may be promoted (without tenure) to Assistant Clinical Professor, Associate Clinical Professor, and Clinical Professor as appropriate.
 - a. An individual is usually expected to spend a minimum of six years in the rank of Assistant Professor before being considered for promotion to Associate.
 - b. An individual is usually expected to spend a minimum of five years in the rank of Associate Professor before being considered for promotion to Professor.
- vi. Clinical Faculty members may be employed on the basis of full-time or part-time appointments.
- vii. Clinical Faculty members may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment without loss of rank.
- viii. Percentage distribution of scholarship, teaching, and service responsibilities are negotiated with the department chair at the time of hire in the letter of offer and annually as appropriate to meet the needs of department or college.
- ix. Faculty holding a Clinical Track position are eligible to apply for tenure track positions when they become available. The criteria for rank determination in the Clinical Track and the Tenure Track differ. Hence, a faculty member's rank in the Clinical Track is not necessarily transferable to the Tenure Track.
- x. Tenure Track faculty are permitted to petition for a one time transfer to a Clinical Track position no later than the end of their third year. In order to make a transfer, interested faculty need to demonstrate that they are good candidates for a Clinical Faculty position. A petition to transfer must originate with the faculty member and be approved by the Department Chair, the Dean, the Provost, and the Department's Promotion and Tenure Committee. In the event of a non-approval, a faculty member has a right to appeal. The appeal process parallels the process for grievance appeal as outlined in II.G of the Faculty Handbook. Once a transfer is completed, the faculty member is not eligible to transfer back to a Tenure Track position.

