

Approved (with friendly amendment [changes noted in red]) at FS12-05-05 meeting.

Move that a clinical faculty line be established according to the following:

This text will be added to Faculty Handbook:

PART III - Faculty Appointments, Promotion & Tenure Policies Faculty Appointments It will require renumbering the list, inserting clinical as number 6, adjunct as 7, and RTP as 8.

FACULTY APPOINTMENTS

There are eight kinds of appointments to the faculty: (1) temporary, (2) probationary, (3) tenure, (4) visiting faculty, (5) lectureships, (6) clinical, (7) adjunct, and (8) retirement transition program.

6. Clinical Faculty

Clinical Faculty are health care professionals with appropriate degrees/qualifications that satisfy SACS standards and who hold appropriate professional licensure/certification/registration. The primary responsibilities of non-tenure track faculty members appointed in this series are to provide direct on-site clinical supervision to students engaged in clinical practice settings and laboratories. Clinical faculty cannot be tenured and cannot be grandfathered into a tenure track position; however, clinical faculty may apply competitively for any tenure track position that is opened. Clinical faculty cannot teach less than 24 to 32 clinical clock hours per week during each fall and spring semester. The fifth day is used for grading and for conferencing with clinical students and other course faculty.

Rationale: The University has a role which involves three functions: teaching, service and scholarship. In Health Sciences and potentially other Colleges, a clinical component is a mandatory part of the educational experience for students who are in programs that prepare them for licensure and certification. The practice disciplines are enhanced by having clinically competent faculty who provide direct supervision in locations where students have clinical experiences. Colleges such as Health Sciences need adequate numbers of faculty to provide direct student supervision in legally regulated faculty student ratios that meet patient safety and accreditation standards. Appointment of these clinical faculty positions in high demand clinical programs provides consistent and assured clinical coverage. The addition of clinically competent professionals well versed

in a department's curriculum, who are highly qualified to meet responsibilities in providing direct clinical supervision to students, contributes to quality student learning experiences.

Terms: Clinical faculty shall be appointed on a year by year contract basis that may be renewed annually **for a term of** up to three consecutive years. Senior clinical faculty appointments have the same responsibilities as clinical faculty and may be appointed to this rank after serving the third consecutive year as clinical faculty or having previously demonstrated equivalent clinical teaching experience. Senior clinical faculty may be appointed annually for **periods terms** up to five years. A faculty member may be reappointed in the senior clinical line for additional terms beyond the five years as needed by the department. All reappointments of clinical faculty and senior clinical faculty are contingent on the individual's clinical teaching evaluation and the program's need for clinical coverage as based on enrollment data and clinical specialist needs. Areas of activity for appointment and performance review include effective clinical teaching, practice-relevant activities, and maintenance of clinical currency and appropriate licensure and certification.

To establish and/or extend a position for additional terms in the clinical series, the chairperson of the initiating educational unit shall: (1) demonstrate need for such a position based on enrollment numbers and needed coverage in a specialty area (2) indicate the amount of funding needed for the position and recommended term of appointment and (3) obtain approvals of the Dean, and the Associate Provost and/or Provost.

Additional Terms:

1. Clinical faculty will receive compensation comparable to that of tenure-track faculty teaching similar courses and will receive comparable health insurance, life insurance, and retirement contributions.
2. Notice of non-reappointment or of intention not to recommend reappointment will comply with AAUP standards as follows: (a) Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year or, if a one-year appointment terminates during the academic year, at least three months in advance of its termination; (b) not later than December 15 of the second academic year of service if the appointment expires at the end of that year or if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and (c) at least twelve months before the

expiration of an appointment after two or more years at Eastern Kentucky University.

3. Departments with clinical faculty must provide the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment.
4. Clinical faculty may apply for a full-time tenure-track position and could negotiate for early tenure by applying some of the time spent as a lecturer or senior lecturer. However, this is not guaranteed and must be considered on a case-by-case basis by the department and college.