

SCHOOL OF INTERDISCIPLINARY STUDIES

Criteria for the Appointment and Promotion of Clinical/Professional Faculty to the Ranks of Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor

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The following guidelines for clinical faculty in the School of Interdisciplinary Studies serve to supplement University policies, procedures, and criteria for the appointment and promotion of clinical faculty as stated in documents at the following websites:

http://www.purdue.edu/hhs/faculty/promotion_tenure.html; and
http://www.purdue.edu/provost/faculty/documents/PT_Criteria_Final_10_2015-revs-2017.pdf.

The criteria that follow are intended to guide and inform both faculty seeking promotion and members of the School's Primary Committee and CLA Area Committee responsible for evaluating candidates' credentials. These criteria do not constitute a checklist for promotion; each candidate will be evaluated for promotion in the context of their full record.

Clinical/professional faculty focus principally on excellence in instruction and engagement. In addition to instructional responsibilities on campus, clinical/professional faculty may also work in or supervise a practice site and provide clinical education of students; collaborate and develop professional relationships with industry and governmental agencies; and/or coordinate internships, co-ops, service learning and other experiential learning beyond the classroom.

Clinical/professional faculty members are eligible for annual merit-pay increases in accordance with the annual salary policies approved by the University. Merit-pay increases will be based on an annual merit review. Clinical/professional faculty members will be reviewed according to the same time frame, and following the same procedures and processes, that the Head uses for the annual merit reviews of tenure-track and tenured faculty in the School.

Clinical/professional faculty members are not eligible for tenure; they are eligible for promotion, but not subject to the probationary periods appropriate for tenure-track faculty. Clinical/professional faculty may be considered for promotion when the SIS Primary Committee and Head determine that they have established a record worthy of promotion. This may occur along a timeline similar to that for tenure-track faculty members, but it need not do so.

Promotion to Clinical Associate Professor and Clinical Professor

Promotion in all cases will be based on the excellence and impact of the candidate's record of teaching and pedagogy, innovations in and beyond the classroom, student interactions, and public engagement. Per University policy, to be considered for promotion a candidate should have demonstrated excellence in at least one of these areas, and strength in more than one.

Candidates should have contributed to all mission areas appropriate to their position (clinical practice, teaching, and/or engagement), and should meet minimum thresholds in each area.

More specifically, promotion will be based on an assessment of the candidate's

- (1) instructional and curricular impact both within the School and the candidate's field, as demonstrated by scholarly activities, invited lectures or presentations, or related activities appropriate to the candidate's discipline, pedagogy, public and/or industry engagement, and related accomplishments;
- (2) extraordinary record of teaching, pedagogical innovation in and beyond the classroom, and student interactions; and
- (3) engagement that is integral to the faculty member's academic area, carried out in conjunction with non-university partners (such as, but not limited to, government agencies, news organizations or other public or non-profit stakeholders), and contributes to the understanding and solving of pressing social, civic, and ethical problems.

Whenever possible, clinical/professional faculty who have achieved promotion will be considered for multi-year contracts. Only clinical/professional faculty members who maintain teaching excellence will be offered multi-year contracts.

Criteria:

To be considered for promotion to (or be hired at) the rank of Clinical Associate Professor, the candidate should have established a record of appropriate accomplishment and quality in their specialized area(s) of teaching and/or public engagement. This record will consist of tangible, demonstrable evidence such as:

- Supervision of undergraduate and graduate students
- Development of course and/or curricular materials, including new courses
- Professional and/or scholarly activity as appropriate for discipline and/or pedagogy
- Development, maintenance, and administration of tests and assessments
- Service and participation in shared governance at the School and/or College level
- Teaching innovations through technology and/or pedagogical techniques
- Community engagement, including workshops, professional consultation, programs, archives, centers, electronic resources or other such projects that sustain community partnerships and contribute to the public good and/or dissemination of public knowledge

To be considered for promotion to (or be hired at) the rank of Clinical Professor, the candidate should have made significant contributions since the previous promotion (or appointment), such as:

- Fulfilled promise of excellence in teaching and pedagogy, including advancements that led to significant and innovative course and/or curricular improvements
- Contributions to scholarship, for example by sharing scholarly and/or pedagogical work at conferences and in publications
- Broader pedagogical contributions, such as authoring textbooks that are published by reputable publishers or production of multi-media materials on clinical instruction
- National and international visibility including: invited keynote presentations at major conferences and/or professional meetings, invitations to publish in scholarly journals and/or other widely-recognized venues, or participation in high-impact and highly-visible public engagement projects
- Securing competitive grants to develop curricula and/or other pedagogical or engagement-based projects
- Successful mentorship of instructors and lecturers
- Public engagement that is sustained, extensive, and widely-recognized as contributing to the understanding and solving of pressing social, civic, and ethical problems