Action Agenda

I. Clinical Appointment

II. Issue

A clinical appointment currently does not exist at Eastern Kentucky University although it is commonly found at other institutions with comparable health sciences and other clinical programs. The faculty handbook would be amended by renumbering the list set out in Part III Faculty Appointments, Promotion and Tenure Policies under Faculty Appointments and inserting the text set forth on the document attached hereto and incorporated herein by reference as number 6, “Clinical and Senior Clinical Faculty.”

III. Background

A critical need exists for qualified professionals in clinical areas; but the demand for these professionals nationwide far exceeds the supply. This situation is not expected to be relieved anytime in the near future. The clinical appointment, if established, will help provide flexibility for EKU clinical programs to deal with staffing shortages exacerbated by growing student demand for courses and the requirement of intensive clinical supervision of these students. The clinical appointment closely mirrors the proposed lecturer appointment. Clinical professionals must have appropriate qualifications that satisfy SACS standards. The Clinical appointment motion is attached.

IV. Alternatives

Not approve the clinical appointment. This will make it more difficult to accommodate student demand and may result in diminished class offerings and constrained enrollment at a time when the University is being called on to increase enrollment. It could also have a negative impact on current EKU clinical faculty if they perceive their clinical program needs are not being supported appropriately.

V. President’s Recommendation

Based on approval of the Faculty Senate, the President recommends approval of the Clinical Appointment
Clinical Appointment

Note: 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, as follows:

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

6. Clinical and Senior 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 that 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 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 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.
meeting.

Senator Dieckmann moved, seconded by Senator Kristofik, to approve amendment 1 (to strike Part I, Section A, #5 in favor of the current policy of having department, college and university committees review all tenure and promotion recommendations, whether positive or negative).

Senator Dieckmann moved, seconded by Senator Kristofik, to approve amendment 2 to change Part I, Section C #6 to: The university shall prohibit faculty from applying for promotion in rank prior to being considered for tenure. Tenure will not be granted without concomitant promotion.

Senator Siegel ruled both motions substantive and postponed the vote to the February, 2006 meeting.

Election of Senate Vice Chair. Senator Johnson was nominated at the November meeting, and Senator Eakin was nominated at the December meeting. Senator Eakin was voted to serve as Senate Vice Chair through the Spring 2006 semester.

Clinical Lectureship Proposal. Senator Schloman suggested a friendly amendment under "6. Clinical Faculty" under the section on "terms" to change the first sentence to: 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. Also to change the second sentence on the same page, sentence three to: Senior clinical faculty may be appointed annually for terms up to five years. Senator Fister agreed to the friendly amendment.

The Senate were in agreement and the amended motion was approved.

NEW BUSINESS:

Report from Council on Academic Affairs. Dr. Pogatshnik moved, seconded by Senator Flanagan, to approve the Geology B.A. Program Suspension and the Geology M.S. Program revision. The Senate were in agreement and the motion carried.

Centennial Resolution. Senator Clocca moved, seconded by Senator Shasby, to approve the proposed Centennial Resolution.

Be it resolved on this the centennial year of Eastern Kentucky University that the Faculty Senate of Eastern Kentucky University celebrates and honors our faculty colleagues and this University for one hundred years of being a school of opportunity for our service region in southeastern Kentucky and the Commonwealth. We also take this opportunity to honor our sister institution, Western Kentucky University, on this shared centennial year as we move forward together in common pursuit of higher education advancement for the people of the Commonwealth.

The Senate were in agreement and the motion carried.

Skip Daughtery shared with the Senators a centennial booklet on EKU's history which will be distributed to freshmen in spring and fall 2006. Merita Thompson and Doug Whitlock discussed some of the proposed activities for the upcoming centennial year. Anyone with event ideas should contact a member of the University Centennial Committee.

Academic Integrity Proposal. Senator Robles moved approval of the Academic Integrity Proposal, seconded by Senator May. Senator Siegel ruled the motion substantive and deferred the vote to the February, 2006 meeting. (Additional PDF files: comparison between old and new policy; Procedures; and Case Flow Chart)

Revised Merit Motion. Senator Collins moved approval of the proposed revised merit motion, seconded by Senator Konkel. Senator May moved, seconded by Senator Eakin, to call a special meeting on January 18 to discuss the motion further. The majority of the Senate were in agreement and the motion to postpone carried.

Senator Marchant suggested that prior to the January 18 meeting the senators should receive a copy of the motion in handbook format.

GENERAL & STANDING COMMITTEE REPORTS

REPORT FROM THE EXECUTIVE COMMITTEE: Senator Siegel