



Eastern Kentucky University Policy and Regulation Library

4.6.11

Volume 4, Academic Affairs
Chapter 6, Faculty Appointments and Evaluation
Section 11, Clinical Faculty

Approval Authority: Board of Regents

Responsible Executive: Provost

Responsible Office(s): Provost, Colleges,
Departments

Effective: February 2, 2015

Last Revised: February 2, 2015

Issued: January 30, 2006

Next Review Date:

Clinical Faculty

Policy Statement

Clinical Faculty positions are faculty appointments that are appropriate for situations (a) where provision of direct on site clinical/laboratory supervision necessitates additional clinical faculty to maintain legally regulated and accreditation mandated faculty-student staffing ratios; (b) where other appointments are not available, or (c) where unique expertise or credentials are needed in a clinical or laboratory setting.

Clinical Faculty and Senior Clinical Faculty shall have appropriate qualifications that satisfy the University's credentialing standards (Policy 4.6.1P) as well as the standards of accreditation or approval from national accrediting agencies or state or national boards; shall hold appropriate licensure, certification, and experience; shall have faculty status; and shall not be subject to Policy 4.6.4P, Promotion and Tenure. Their appointment shall consist primarily of teaching responsibilities but may, as needed, include service, or other assigned responsibilities as part of the workload assignment.

In the College of Health Science, the workload for clinical faculty is not less than the equivalent of 24-32 clinical clock hours per week (four days per week) with a fifth day for grading and conferring with clinical students, course faculty, or other department faculty. Clinical faculty may be assigned when needed to supplement clinical course teaching in the classroom; however, the combined clinical, laboratory, clinical course teaching, or other assigned responsibilities should be equivalent to a workload of at least 24-32 clinical clock hours per week.

In the College of Education, Clinical Educators are University faculty and P-12 school-based educators who assess and support the development of candidates' knowledge, skills, and dispositions throughout the candidates' programs. Clinical Educators serve the College in a variety of capacities with a range of responsibilities including maintaining partnerships with P-12 schools, coordinating placements for candidates, providing guided experiences within field-based assignments in the clinical courses, completing direct observation and evaluation of

candidates in the field, and providing direct clinical instruction. Clinical Educators shall have appropriate qualifications that satisfy the University's credentialing standards (Policy 4.6.1P) as well as the standards of accreditation or approval from national accrediting agencies or state or national boards; shall hold appropriate current licensure, certification, and experience. Workload for a clinical educator is calculated on a candidate to educator ratio reflective of state regulations and accreditation guidelines and equal to no more than a traditional 15 credit-hour teaching load.

The workload for clinical faculty in other fields shall be the equivalent of no more than a 15 credit-hour teaching load.

Clinical Faculty appointments are on a year-by-year fixed nine-month basis. Such appointments are approved only when there is a demonstrated need and available funding. Clinical Faculty may be no more than 25 percent of the total full-time faculty in a college and, when feasible or indicated, clinical faculty positions should be converted to tenurable positions. The incumbent Clinical Faculty member may apply for that tenure-track appointment competitively, but Clinical Faculty or Senior Clinical Faculty cannot be grandfathered into a tenure-track position.

Clinical Faculty may be appointed as Senior Clinical Faculty after 1) completion of five years of appointment as Clinical Faculty at ECU, 2) demonstration of excellence in teaching and other assigned duties, as described above, and 3) attainment of other criteria as determined by the Department.

Pursuant to KRS 164.321, 6(a), for the purposes of electing the faculty regent for the ECU Board of regents, it shall be understood that Clinical Faculty and Senior Clinical Faculty hold a rank equivalent to instructors and are, therefore, eligible to vote in the election for faculty regent. Clinical Faculty may only serve as a faculty regent to the extent allowed by statute.

Entities Affected

- Colleges and University level Administrators
- Departments
- Clinical Faculty

Procedures

1. The creation of a new Clinical Faculty position must be approved by the Dean and The Provost. If the creation of a new Clinical Faculty position exceeds 25% of full-time faculty in the College, the Dean must provide a justification of need.
2. The Terms for Appointment for a Clinical or Senior Clinical Faculty shall state the workload responsibilities of a 15-credit hour workload equivalent or not less than the equivalent of 24-32 clock hours of clinical teaching (four days per week, with the fifth day being for

grading and conferring with clinical students and other faculty), as appropriate to the discipline.

3. Clinical Faculty and Senior Clinical Faculty shall be provided the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment. Appropriate office space for clinical faculty who are off campus in clinical agencies for the majority of their clinical teaching assignment can include shared space.
4. On a date determined by the Provost Office, the Dean shall annually provide a request for Clinical Faculty positions in the college for the following academic year, including any recommendations of incumbents for reappointment. Reappointment decisions should be based on the following priorities:
 - 1) Department need
 - 2) Funding for position
 - 3) Faculty qualifications

Results from previous evaluations at ECU may also be used in reappointing incumbents

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 specialty 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.

Responsibilities

- College Dean
 - Ensuring that funding is available for Clinical Faculty prior to approving a position
 - Ensuring that no more than 25% of full-time faculty in a college are Clinical Faculty
 - Ensuring that the Terms of Appointment state the workload responsibilities of a 15-credit hour workload equivalent or not less than 24-32 clock hours of clinical teaching per week (four days per week with a fifth day for grading or conferring with clinical students or with other faculty), as appropriate to the discipline
 - Submitting to the Provost annually a request for lecturer positions including any recommendations for reappointments
- Department Chair
 - Documenting the need for a Clinical Faculty position
 - Ensuring Clinical Faculty and Senior Clinical Faculty have the appropriate qualifications

- Determining the workload, based on the needs of the Department, for each Clinical Faculty position
- Submitting to the Dean annually a request for Clinical Faculty positions including any recommendations for reappointment

Effective Date

The effective date of this policy, as revised, is the date of adoption by the Board of Regents. Clinical faculty hired prior to August 2012 and who will not be reappointed at the end of 2014-15 academic year will be given a terminal appointment for 2015-16. Beginning in 2015-16, all clinical faculty will be notified no later than April 15 of non-reappointment for the following academic year.

Interpreting Authority

Executive Vice President for Academic Affairs and Provost

Policy Adoption Review and Approval

Policy Revision

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
February 2, 2015	Board of Regents	Adopted *
December 10, 2014	President Benson	Approved
November 5, 2014	Provost Council	Approved with amendments
November 3, 2014	Faculty Senate	Approved with amendments

Policy Issued

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
January 30, 2006	Board of Regents	Adopted
November 7, 2005	Faculty Senate	Approved