INDIANA UNIVERSITY
SCHOOL OF HPER

POLICY ON CLINICAL FACULTY APPOINTMENTS

Definition

Clinical faculty shall be defined as a practitioner, with at least three years of professional experience, whose primary role is one or both of the following:

1. … Teaching the knowledge and skills for the professional care and practice directed toward patients, clients, and/or students.
2. … Supervising students engaged in the activities of professional care and practice directed towards patients, clients, and/or students.

The secondary role of the clinical faculty member is service.

Examples of “professional” used in the above statements are:

a. Someone who supervises student teachers must have taught the specific subject in elementary, middle- or high school setting.

b. Someone who teaches public health must have worked in a public health environment.

c. Someone who teaches fitness leadership must have worked in the fitness industry.

d. Someone who teaches therapeutic recreation must have worked in a therapeutic recreation setting.

Appointment

An individual may only be appointed to a clinical rank if, by so doing, the number of clinical faculty in the Department does not exceed 20 % of the number of tenure and tenure-track faculty in that Department.

The initial appointment will be for a three-year probationary period.

Candidates for appointment in the Clinical Ranks will be identified by a national search. Individuals currently holding a Clinical Rank faculty position will be excluded from this requirement.

The ranks of the clinical faculty include: Lecturer, Assistant Professor, Associate Professor, and Professor.
Rights, Privileges, and Responsibilities

Clinical faculty in the School of HPER have the same rights, privileges and responsibilities as do the tenure and tenure-track faculty, except that:

1. Continuing appointments will be on a three-year rolling contract. Performance review to determine eligibility for the rolling contract will take place early in the third year of the initial probationary three-year period. After that review, providing a positive review and the needs of the Department do not change, the three-year rolling contract will be awarded to the clinical faculty. Following a positive annual review at the end of the first year of the rolling contract and provided the needs of the Department do not change, an additional year would be added to the end of the three year contract. Thereafter, an additional year will be added to the end of the contract for each year of successful review, providing the needs of the Department do not change. Individuals judged to have an unsatisfactory or below average year will be denied the annual year extension, and therefore, would only have two years remaining on the contract. Following another year of successful performance, that person could, at the discretion of the Department Chair, be moved back to a three-year rolling contract.

2. The full-time teaching/supervisory load for clinical faculty will be approximately twice that of tenure and tenure-track faculty.

3. Administrative service to the Department of the School shall be limited to those responsibilities for Programs, Institutes, or Centers within the scope of the clinical assignments.

4. Clinical faculty are eligible to hold membership on all School committees except promotion and tenure committees for tenure and tenure-track faculty. Representation of the Clinical Rank faculty on elected School councils (e.g. Academic Council and Research Council) shall not exceed the percentage of representation of Clinical Rank faculty in the School. Committee eligibility at the department level will be determined by each department.

5. Clinical faculty are not eligible for sabbatical leaves. However, sabbatical-like leaves may be granted by the Department Chair where the benefits to the University of such an undertaking are clearly demonstrable. Eligibility and terms for sabbatical-like leaves shall be consistent with those of the sabbatical leave program for tenure and tenure-track faculty.

6. Promotion criteria will be based on excellence in teaching and, at least, good in service.