



# Appointment and Promotion Guidelines for Clinical Faculty College of Nursing and Health Sciences

The purpose of these guidelines is to facilitate the appointment and promotion of Clinical Faculty and to ensure high quality teaching, clinical supervision, administration, scholarly activity and service. The Promotion of Clinical Faculty committee, Department Chair/Director, and Dean will use the candidate's portfolios and these guidelines during promotion deliberations. The Promotion of Clinical Faculty committee, Department Chair/Director, and Dean will be responsible for ensuring promotions are awarded only to qualified candidates.

The expectations for promotion of Clinical Faculty members may vary based on the needs of different departments. Clinical Faculty members are not expected to conduct the full triad of teaching, research and service. The mixture of teaching, clinical supervision, administration, scholarly activity, and service may be considered by the Promotion of Clinical Faculty committee, Department Chair/Director, and Dean.

## Promotion

For any promotion, successful performance at the level of the qualifications corresponding to the higher faculty rank is required.

- Performance at the level corresponding to the higher faculty rank based on annual evaluation criteria for teaching, scholarly activity, and service is an indispensable condition for promotion.
- The relative importance of performance in scholarly activity or other creative work and in service may vary by discipline. Nevertheless, performance in both areas at the level corresponding to the higher rank is necessary.

Promotion requires a consistent record of high quality teaching, scholarly activity, and service. The promotion dossier should include student evaluations, annual assignments, and annual evaluations as well as any indication of awards. Any publications, presentations, classroom and laboratory innovations, contributions to student advising, and academic, professional and community service should be included in the promotion application. Clinical Faculty members are not required to apply for promotion and those who apply but are denied may continue at their current rank.

Promotion applications will be considered by the Promotion of Clinical Faculty Committee, Department Chair/Director, and Dean. The committee makes a recommendation to the Department Chair/Director and the Department Chair/Director makes a recommendation to the Dean who makes a recommendation to the Provost. The promotion is effective in the fall semester subsequent to the approval by the Provost.

Clinical Faculty who are promoted, receive a promotion increment as established in the BOT-UFF Collective Bargaining Agreement.

### **Clinical Instructor**

The Clinical Instructor shall have met the Southern Association of Colleges and Schools (SACS) accreditation requirements for faculty degrees and credentials, University Policies for Faculty Employment, and the appropriate credentials according to the standards of his/her professional accrediting agency. The major responsibilities of this position are teaching, scholarly activity, and providing service to the program, department, college, and profession. Promotion is based on the contribution to the clinical and academic mission of the college.

### **Clinical Assistant Professor**

Clinical Assistant Professors must have met the qualifications for the Clinical Instructor. Furthermore, they generally hold the terminal degree in the field (or related area as determined by the discipline). The major responsibilities of this position are teaching, scholarly activity, and providing service to the program, department, college, profession, University and community. They should have a minimum of three years of teaching in an institute of higher learning and/or equivalent professional experience. When appropriate, an advanced credential/certification in the faculty's area of expertise is recognized. Promotion is based on the contribution to the clinical and academic mission of the College.

### **Clinical Associate Professor**

The candidates for the rank of Clinical Associate Professor must meet the qualifications for the rank of Clinical Assistant Professor. In addition, a terminal degree in the field (or related area as determined by the discipline) is required with a minimum of five years of teaching in an institute of higher learning or extensive professional experience. The major responsibilities of this position are teaching, scholarly activity, and providing service to the program, department, college, profession, University and community. Promotion is based on the contribution to the clinical and academic mission of the college.

## **Clinical Professor**

The Clinical Professor must meet the qualifications for the rank of Clinical Associate Professor. The major responsibilities of this position are teaching, scholarly activity, and providing leadership to the program, department, college, profession, University and community. In addition, a terminal degree in the field (or related area as determined by the discipline), with a minimum of ten years of employment in an institute of higher learning and professional experience are required, of which five years must be in teaching. Promotion is based on the contribution to the clinical and academic mission of the college.