

Resolution to Revise the Faculty Handbook to Update Language on Clinical Faculty
Faculty Senate
Professional Relations Committee
Feb 12, 2024 – First Reading

Whereas the faculty handbook section II.c.3.c is out of date regarding current practices on appointments and duties of clinical faculty, and

Whereas the faculty handbook section II.c.5 does not state that instructional and clinical faculty have both faculty rank and faculty status, and

Whereas the faculty handbook section II.d.3 does not contain language pertaining to the deadlines by which notification of renewal or non-renewal of appointments for clinical faculty, therefore

Be it resolved the faculty handbook section II.c.3.c be replaced in its entirety by the replacement section attached below, and

Be it further resolved the faculty handbook section II.c.5.a shall be amended to state “All persons holding faculty appointments, both full-time and part-time, in the Tenure Track, Instructional, or Clinical classifications shall enjoy faculty rank and status.” with the footnote exempting assistants and fellows kept as it is currently written, and

Be it further resolved the faculty handbook section II.d.3 shall have appended at the end of the current text the following text.

For Clinical Track faculty

- a) For clinical track appointments ≥ 0.50 FTE of assigned faculty workload (teaching, research, service) to Ohio University, not later than April 15 in the first 3 years of service, if the appointment expires at the end of that academic year; or, if a one-year appointment terminates during an academic year or during summer session, at least 60 days in advance of its termination.
- b) For clinical track faculty with more than 3 years of service at Ohio University and on appointments ≥ 0.50 FTE of assigned faculty workload (teaching, research, service) to Ohio University, at least twelve months before the expiration of an appointment.
- c) For clinical track appointments < 0.50 FTE of assigned faculty workload (teaching, research, service) to Ohio University, at least 30 days in advance of termination.
- d) Any notice of non-reappointment will be accompanied by an oral and, if the faculty member so requests, a written explanation of the basis for non-reappointment. The basis for non-reappointment must not violate the faculty member’s academic freedom.

Commented [CD1]: this is 0.5 for instructional faculty

Replacement text for section II.c.3.c

c. Clinical Faculty

The Clinical Faculty Track consists of faculty in the Heritage College of Osteopathic Medicine (HCOM) or the College of Health Sciences and Professions (CHSP) who may hold clinical licenses/credentials and whose work is primarily teaching/mentoring students in clinical knowledge, skills, and professional domains appropriate to their individual disciplines.

- i. Percentage distribution of scholarship, teaching, service and/or clinical responsibilities are negotiated with the department chair at the time of hire in the letter of offer and annually as appropriate to meet the needs of department or college.

Salaries will be negotiated at the time of hire at the departmental or campus level, taking into account factors such as qualifications, years of experience, rank and salaries of existing Clinical Faculty with similar workload assignments in the given department or on the given campus.

- ii. Clinical faculty may hold the rank of Assistant Clinical Professor, Associate Clinical Professor, or Clinical Professor. Faculty in the clinical faculty track will normally be hired at a rank of Assistant Clinical Professor, but rank may be negotiated at the time of hire depending on qualifications and experience.
- iii. Normally, the initial contract for Clinical Faculty will be a nine month renewable contract for a term of one year for the initial five years of service in all instances where a department's experience, or other factors, indicates that a faculty member will be employed for the whole of the ensuing nine-month academic year. Afterward, clinical faculty should be offered five-year contracts as warranted by the performance of the faculty member, desire of the faculty member, and continued need of the department. However, the length of the initial and subsequent contracts can be negotiated based on the qualifications, experience, and need of the faculty member and the department or college.
- iv. Clinical Faculty must be evaluated annually by the department chair based on department guidelines and in accordance with Section II.E.1 of the Faculty Handbook. A comprehensive review should be performed in the last year of a multi-year contract or upon application for promotion. A written evaluation of the faculty member will be forwarded to them by February 15 on an annual basis by their director or chair. The director, chair or division coordinator shall employ a departmental committee or committees in the evaluation process, which shall conform to the department's written procedures and demonstrate peer review as a part of the merit process.
- v. Clinical Faculty may be promoted (without tenure) to Associate Clinical Professor, and Clinical Professor as appropriate.
 - a. An individual is usually expected to spend a minimum of five years in the rank of Assistant Clinical Professor before being considered for promotion to Associate Clinical Professor.

Commented [CD2]: instructional faculty: normally 9 month, multi-year offers after 5 years service, negotiable as to # of months

Commented [CD3]: instructional faculty is 5 years for both. 6th year for TT faculty is due to long review process - decision is based on performance in first 5 years

- b. An individual is usually expected to spend a minimum of five years in the rank of Associate Clinical Professor before being considered for promotion to Clinical Professor.
- vi. Clinical Faculty members may be employed on the basis of full-time or part-time appointments. Clinical Faculty members may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment without loss of rank.
- vii. Faculty holding a Clinical Track position are eligible to apply for tenure-track positions when they become available. The criteria for rank determination in the Clinical Track and the Tenure Track differ. Hence, a faculty member's rank in the Clinical Track is not necessarily transferable to the Tenure Track.
- viii. Tenure Track faculty with appropriate credentials are permitted to petition for a one-time transfer to a Clinical Track position no later than the end of their third year if a clinical faculty position is currently open in their department. In order to make a transfer, interested faculty need to demonstrate that they are good candidates for a Clinical Faculty position. A petition to transfer must originate with the faculty member and be approved by the Department chair, the Dean, the Provost, and the Department's Promotion and Tenure Committee. In the event of a non-approval, a faculty member has a right to appeal. The appeal process parallels the process for grievance appeal as outlined in II.G of the Faculty Handbook. Once a transfer is completed, the faculty member is not eligible to transfer back to a Tenure Track position.
- ix. Clinical faculty (with an FTE of 0.60 or above) have the right to stand for election and to vote to elect at least one at-large senator to Faculty Senate to represent the Clinical faculty in HCOM and CHSP.

Commented [CD4]: why is this needed?

Commented [CD5]: changed from 0.8 FTE in current handbook

Original version of original handbook section

c. Clinical Faculty

The Clinical Faculty Track consists of faculty in the Heritage College of Osteopathic Medicine (HCOM) or the College of Health Sciences and Professions (CHSP) whose work is primarily teaching in a clinical setting and is appropriate to their individual disciplines.

- i In HCOM, the Clinical Medicine Track Medical Faculty consists of physician faculty members who hold Medical faculty teaching contracts with the Heritage College of Osteopathic Medicine and who practice medicine in OhioHealth Physician Group Heritage College, or another practice formally affiliated with the College. They are primarily hired to mentor/teach student physicians/Physician Residents and provide medical services at HCOM and/or HCOM-affiliated healthcare facilities.
- ii In CHSP, the Clinical Faculty track consists of faculty members who hold clinical licenses/credentials and who may practice as clinicians in their disciplines. They are primarily hired to mentor/teach students in clinical disciplines and/or in clinical settings.
 - a. Clinical faculty may hold the rank of Assistant Clinical Professor, Associate Clinical Professor, or Clinical Professor Faculty in the clinical faculty track will normally be hired at a rank of Assistant Clinical Professor, but rank may be negotiated at the time of hire depending on qualifications and experience.
 - b. Normally, the initial contract for Clinical Faculty will be a 12-month, renewable contract for a term of one year. After an initial three years of satisfactory service, he/she/they will receive a contract for a term of three years, with subsequent contracts to be renewable for 5-year terms based on successful evaluations and the continued need of the department or college. However, the length of the initial and subsequent contracts can be negotiated based on qualifications, experience and need of the faculty member and the department or college.
 - c. Clinical Faculty must be evaluated annually by the department chair based on department guidelines, with more extensive reviews performed in the last year of multi-year contracts. Extensive reviews will be completed by a departmental committee with input from chairs, and then sent on to the dean for action of renewal or non-renewal.
 - d. Clinical Faculty may be promoted (without tenure) to Associate Clinical Professor, and Clinical Professor as appropriate.
 - i. An individual is usually expected to spend a minimum of six years in the rank of Assistant Clinical Professor before being considered for promotion to Associate Clinical Professor.
 - ii. An individual is usually expected to spend a minimum of five years in the rank of Associate Clinical Professor before being considered for promotion to Clinical Professor.
 - a. Clinical Faculty members may be employed on the basis of full-time or part-time appointments.
 - b. Clinical Faculty members may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment without loss of rank.

- c. Percentage distribution of scholarship, teaching, and service responsibilities are negotiated with the department chair at the time of hire in the letter of offer and annually as appropriate to meet the needs of department or college.
- d. Faculty holding a Clinical Track position are eligible to apply for tenure-track positions when they become available. The criteria for rank determination in the Clinical Track and the Tenure Track differ. Hence, a faculty member's rank in the Clinical Track is not necessarily transferable to the Tenure Track.
- e. Tenure Track faculty are permitted to petition for a one-time transfer to a Clinical Track position no later than the end of their third year. In order to make a transfer, interested faculty need to demonstrate that they are good candidates for a Clinical Faculty position. A petition to transfer must originate with the faculty member and be approved by the Department chair, the Dean, the Provost, and the Department's Promotion and Tenure Committee. In the event of a non-approval, a faculty member has a right to appeal. The appeal process parallels the process for grievance appeal as outlined in [II.G](#) of the *Faculty Handbook*. Once a transfer is completed, the faculty member is not eligible to transfer back to a Tenure Track position.
- f. Clinical faculty (with a FTE of 0.80 or above) have the right to stand for election and to vote to elect at least one at-large senator to Faculty Senate to represent the Clinical faculty in HCOM and CHSP.