

Rationale for the new non-tenure-eligible Clinical Professor titles

Non-tenure eligible veterinary specialists are critical to the increasingly diverse and complex missions facing the practice of veterinary medicine. They offer important contributions to teaching, clinical service and enhance the reputation of the University. The proposed realignment of Iowa State University's NTE Clinical Professor titles, already adopted by a majority of North American Colleges of Veterinary Medicine, will be an *important mechanism not only to recruit, but also retain* these veterinary specialists. Their appointment (without tenure) as Assistant Professor, Associate Professor or Professor, preceded by the modifier "Clinical" will elevate their standing among peer Institutions and within the University system and bring the College of Veterinary Medicine at Iowa State University more in line with the nomenclature of peer institutions.

The proposal to establish non-tenure-eligible clinical professor titles addresses the following needs:

- 1) The current range of available titles does not appropriately recognize the contribution of such faculty to the increasingly diverse, complex and demanding environment in which the modern veterinary college exists.
- 2) The increasing need for clinical and diagnostic specialists whose mission is primarily service and teaching in a clinical and/or diagnostic environment.
- 3) The need to better recognize, recruit, retain, and reward veterinary clinical and diagnostic expertise in an academic environment through the use of the increasingly common titles of Clinical Professor.

For all these reasons we propose a modification to the current NTE Clinician titles at Iowa State University.

Appointments to this track are expected to occur primarily in the College of Veterinary Medicine as "Clinical" denotes diagnosis and/ or treatment of disease in a patient. However, as occurred when the clinical track was established, all colleges will have the opportunity to develop a collegiate faculty policy using Assistant Professor, Associate Professor or Professor, preceded by the modifier "Clinical" consistent with the University policy. There will also be an implementation plan developed that will outline a process for possible transfers of people with current Clinician or Senior Clinician titles.

3.3.2.6 Clinical Faculty

3.3.2.6.1 Definition

Clinical faculty (non-tenure-eligible positions with a title of Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor) hold positions through which they contribute to the service, teaching, and/or outreach missions of the university. Clinical faculty are members of the general faculty.

All Clinical faculty must devote a significant portion of their time to providing or overseeing the delivery of professional services to individual patients or clients. In addition, teaching students, residents, or fellows of the university at the undergraduate, graduate, professional, or postgraduate level is an essential job function for Clinical faculty. They are expected to integrate the delivery of their professional services with their teaching. While the use of Clinical faculty titles is most easily conceived in the context of the College of Veterinary Medicine where faculty are involved in the delivery of professional services to patients and clients, there are other disciplines where the use of Clinical titles for similar purposes may be entirely appropriate. The use of Clinical titles for faculty positions that largely perform administrative functions with little or no teaching obligations is inconsistent with this appointment.

3.3.2.6.2 Terms of Appointment

Non-tenure-eligible Clinical faculty appointments are limited term, full or part-time renewable appointments that are subject to approval by the department, college, and provost. These appointments will normally be A base (12 months), but may be B base (9 months). Clinical faculty are subject to appointment, evaluation, renewal, advancement, termination and conduct consistent with the Faculty Handbook and with other University policies. Persons holding Clinical appointments are eligible to be named to the Graduate Faculty in accordance with Graduate College procedures. A formal search that follows open search policy is required to fill an open Clinical position. Tenured and/or tenure-eligible and non-tenure eligible faculty shall be involved in the search process, review of applications and credentials, final recommendations for hiring, and determination of rank consistent with the department's documented standards.

3.3.2.6.3 Clinical Assistant Professor

Clinical Assistant Professor is a title used for someone early in their academic career, but with accepted highest credentials demonstrating both an expertise in

their field and potential to significantly contribute to the required areas of clinical service and teaching. These appointments:

- are for a term of from one to three years, however after a Clinical Assistant Professor has completed three years of continuous employment their term will be from two to three years.
- require a notice of one year of intent not to renew except when the appointment is only for one year, in which case a notice of three months is required.
- can be considered for promotion from Clinical Assistant Professor to Clinical Associate Professor after a minimum of five years of employment (full or part time).

3.3.2.6.4 Clinical Associate Professor

Clinical Associate Professor is a title denoting experience in academia or a record of contributions to their professional field and promise of further academic development. These appointments:

- are for a term of from three to five years.
- require a notice of one year of intent not to renew.
- can be considered for promotion from Clinical Associate Professor to Clinical Professor after a minimum of five years of employment at the level of Clinical Associate Professor (full or part time).

3.3.2.6.5 Clinical Professor

Clinical Professor is a title used for someone with substantial experience in academia and/or substantial contributions to their professional field. These appointments:

- are for a term of from three to five years.
- require a notice of one year of intent not to renew.

3.3.2.6.6 Role in Governance

As part of the general faculty, Clinical faculty participate in faculty governance as defined by the Faculty Handbook. Clinical faculty shall have a departmental home and a Position Responsibility Statement (PRS). Each department and college hiring clinical faculty shall include provisions defining clinical responsibilities,

search and appointment processes and review, renewal and advancement procedures in its governance document.

5.4.1.6 Evaluation and Review of Clinical Faculty

For the purposes of evaluating performance, Iowa State University uses the following forms of review for non-tenure-eligible faculty.

- Annual evaluations.
- Review for renewal of appointment.
- Review for advancement.
- Reviews shall take place every three years (not counting annual evaluations) or at appointment renewal time whichever is greater.

5.4.1.6.1 Annual Evaluation

Annual performance evaluations (see FH 5.1.1.2) are required for all Clinical faculty whether fulltime or part-time and are conducted by the department chair. The evaluation is for performance appraisal and is based on an individual's Position Responsibility Statement. The annual evaluation will serve as a basis for determining merit salary increases.

5.4.1.6.2 Review for Renewal of appointment

Non-tenure-eligible faculty appointments are eligible for renewal based upon the quality of performance and the continuing need of the unit. Reviews for renewal are conducted by an appropriate faculty committee and recommended by the department chair. Renewal decisions are subject to approval by the dean and the senior vice president and provost. The review should take into account the faculty member's demonstrated effectiveness in fulfilling their responsibilities listed in their Position Responsibility Statement.

5.4.1.6.3 Advancement of Clinical Faculty

A Clinical faculty member may be proposed for advancement to the next rank according to the schedule and current time at rank as specified in FH 3.3.2.6. Departments shall develop procedures for advancing clinical faculty that include a review committee made up of tenured and non-tenure-eligible (at or above the rank being considered) faculty.

5.4.1.6.4 Criteria for advancement

Departments shall develop specific criteria for promotion to Clinical Associate Professor or Clinical Professor.

In general, promotion to Clinical Associate Professor and Clinical Professor is based on the level of education, degree obtained, years of experience in the relevant field, areas of expertise, and specialized knowledge necessary to fill appointment needs.

A promotion to Clinical Associate Professor must be based upon an assessment that the candidate has made contributions of an appropriate magnitude and quality in the relevant field with respect to their responsibilities listed in their Position Responsibility Statement and on evidence of promise for further development and contributions to their field.

A promotion to Clinical Professor should be based upon promise fulfilled. The case for such a promotion should include evidence of appropriate accomplishments in the relevant field with respect to their responsibilities listed in their Position Responsibility Statement.