PURPOSE

1. The clinical faculty appointment is to provide an appointment route for individuals who are entering academics from the clinical practice environment. Clinical faculty make a unique contribution to the mission of the university. Clinical faculty are generally full-time faculty who are not only engaged in teaching, but also engaged in clinical scheduling, clinical training, supervision, clinical evaluation, program development and/or other areas of practical application. The clinical faculty appointment establishes the appropriate rank and title for individuals who participate in academic programs that educate students for professional practice. The primary responsibilities of a faculty member appointed as a clinical faculty member is to provide education in the area of client/patient services, share professional expertise with students, and to direct educational experiences in practice settings in their particular profession.

2. Clinical faculty members have extensive experience and professional practice expertise. They may also be engaged in practice concurrent with teaching assignments. They are individuals who have elected to maintain their primary practice credentials and clinical practice skills, which can specifically contribute to the academic programs particularly in the clinical areas.

ACADEMIC RANKS AND TITLES

3. The academic ranks and related titles in clinical faculty appointments shall be:
   a. Clinical lecturer
   b. Clinical assistant professor
   c. Clinical associate professor
   d. Clinical professor

4. This series of ranks is established so the university can recruit and retain fully credentialed and salaried faculty in the clinical/professional practice disciplines. It is intended to accommodate those faculty who wish to maintain primary emphasis on clinical practice yet participate in education in an academic setting.

APPOINTMENTS

5. All appointments will recognize the individual’s potential to provide education in clinically relevant areas.
6. Procedures for appointment and promotion to academic ranks related to clinical faculty are the same as for regular appointments. (PPS 8.10 and Faculty Handbook)

7. Clinical faculty members may be appointed to graduate faculty status by following the same department/school guidelines for other faculty in that particular department/school. Clinical faculty members typically do not direct graduate theses and dissertations, but they may serve on thesis and dissertation committees as appointed. A department may petition that clinical faculty members can direct master’s theses provided they have the appropriate qualifications as outlined in PPS 7.03.

8. If the appointment of a faculty member is changed from a clinical appointment to a tenure-track appointment, years of service will not be considered in the determination of the probationary period.

9. Clinical faculty can be appointed at any academic rank as long as the faculty member fulfills the requirements.

10. A clinical lecturer, clinical assistant professor, clinical associate professor or clinical professor shall be appointed for a term not to exceed five years or, if for a lesser period of time, the time period specified. A faculty member may be reappointed in the clinical track for one or more additional terms, contingent upon continuity of funding, the individual's evaluations, and department/school need.

11. A faculty member appointed as clinical faculty is eligible for all benefits except tenure.

12. Clinical Lecturer. Appointment to the rank of clinical lecturer is extended to an individual who:
   a. Completed a professional credential relevant to the particular professional discipline;
   b. Demonstrates clinical/professional practice competence and has a license to practice in the discipline and is practicing (if required by the state); and
   c. Contributes in the clinical/professional practice area and exhibits potential for significant professional growth.

13. Clinical Assistant Professor. Appointment to the rank of Clinical assistant professor is extended to an individual who:
   a. Completed a professional credential relevant to the particular professional discipline;
   b. Demonstrates clinical/professional practice competence and has a license/certification to practice in the discipline and is practicing (if required by the state);
   c. Contributes in the clinical/professional practice area and exhibits potential for significant professional growth;
d. Has experience in professional education at the university level;

e. Has relevant professional presentations, workshops, or publications; and

f. Exhibits leadership in relevant professional organizations.

14. Clinical Associate Professor. Appointment to the rank of clinical associate professor is extended to an individual who:

a. Completed a professional credential relevant to the particular professional discipline;

b. Demonstrates clinical/professional practice competence and has a license/certification to practice in the discipline and is practicing (if required by the state);

c. Contributes in the clinical/professional practice area and exhibits potential for significant professional growth;

d. Has more than five years experience in professional education at the university level;

e. Has relevant professional presentations, workshops, and publications; and

f. Exhibits leadership in relevant professional organizations.

15. Clinical Professor. Appointment to the rank of clinical professor is extended to an individual who:

a. Completed a professional credential relevant to the particular professional discipline;

b. Demonstrates clinical/professional practice competence and has a license/certification to practice in the discipline (if required by the state);

c. Contributes in the clinical/professional practice area and exhibits potential for significant professional growth;

d. More than ten years experience in professional education at the university level;

e. Has relevant professional presentations, workshops, and publications;

f. Exhibits leadership in relevant professional organizations; and

g. Is Recognized by peers for professional contributions (for example awards).

EVALUATION

16. Clinical faculty shall be subject to annual performance review as is customary for other faculty.

17. Three areas of activity are important in the evaluation of individuals for performance review, promotion and merit in the clinical faculty track:

a. Effective teaching - classroom, laboratory, clinical

b. Professional status and activities (equivalent to scholarly activity see 15e and 16e above)

c. Practice or practice relevant activities (equivalent to service activity see 15e and 16e above)
18. All promotions shall be based upon a sustained record of teaching effectiveness, professional status and activities, and practice related activities. Effective classroom, laboratory, and/or clinical teaching is assessed by student, peer, and self evaluations designed by the faculty member's department/school in accordance with college policy. Professional status consists of level of education, quality and level of professional experience, and clinical/professional practice recognition and will vary by professional discipline. Practice relevant activity consists of current performance in a clinical/practice setting.

CERTIFICATION STATEMENT

19. This PPS has been approved by the reviewer listed below and represents Texas State's Division of Academic Affairs policy and procedure from the date of this document until superseded.

Review Cycle: ____________________________ Review Date: ____________________________
Reviewer: __________________________________________________________________________
Date: ______________________________________________________________________________
Approved: _________________________________________________________________________
Date: ______________________________________________________________________________

Gene Bourgeois
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