01. PURPOSE

01.01 The clinical faculty appointment provides an appointment route for individuals who are entering the department with a terminal degree, but who are not pursuing a tenure track position. Clinical faculty are generally full-time faculty who are engaged in teaching, service, professional development, and intellectual contributions. Although the primary responsibilities of a clinical faculty member are to teaching and service, clinical faculty members are expected to engage in sufficient research to maintain Scholarly Academic (SA) status as described in CBAPPS 5.07 Criteria for Faculty Qualifications.

02. ACADEMIC RANKS AND TITLES

02.01 The academic ranks and related titles in clinical faculty appointments shall be:
   a. clinical assistant professor;
   b. clinical associate professor; and
   c. clinical professor.

02.02 This series of ranks is established to accommodate those terminally-degreed faculty members who wish to maintain primary emphasis on teaching and service yet participate in some research activities.

03. APPOINTMENTS

03.01 Procedures for appointment and promotion to academic ranks related to clinical faculty are based on criteria similar to those used for appointment and promotion of full-time, tenure-track faculty; these criteria are provided in 3.08 to 3.10 of this section.

03.03 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 may direct graduate theses and dissertations as well as serve on thesis and dissertation committees as appointed.

03.04 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.

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

03.06 A 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 results of the individual’s performance evaluations, and department/school need.

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

03.08 Clinical Assistant Professor. Appointment to the rank of clinical assistant professor is extended to an individual who:
   a. holds a terminal degree; in the Department of Accounting, commonly accepted terminal degrees include:
      • PhD in Accounting;
      • PhD in a field of business or related field with a concentration in accounting;
      • DBA with a concentration in accounting;
      • JD with LLM in Taxation or a JD with MS in Accounting (for taxation); and,
      • PhD in Management Information Systems, Information Systems, Computer Science, or Information Technology with some accounting coursework and/or work experience (preferably both).
   b. qualifies for Scholarly Academic status as described in CBAPPS 5.07 Criteria for Faculty Qualifications; and,
   c. exhibits effective teaching or the potential to excel in teaching.

03.09 Clinical Associate Professor. Appointment to the rank of clinical associate professor is extended to an individual who:
   a. holds a terminal degree as described in 03.08 above;
   b. is author or co-author on a minimum of five peer-reviewed publications;
   c. has over five years’ teaching experience at the university level;
   d. demonstrates a record of effective teaching; and
   e. demonstrates a record of significant service and leadership.

03.10 Clinical Professor. Appointment to the rank of clinical professor is extended to an individual who:
   a. holds a terminal degree as described in 03.08 above;
   b. is author or co-author on a minimum of 11 peer-reviewed publications;
   c. has over ten years’ teaching experience at the university level;
   d. demonstrates a record of effective teaching;
   e. demonstrates a record of extensive service at both the university and professional level;
   f. exhibits leadership relative to academia and professional organizations; and,
   g. is recognized by peers for professional contributions (for example, teaching, service or research awards).

04. EVALUATION

04.01 Clinical faculty are subject to annual performance review as is customary for all faculty.

04.02 Three areas of activity are important in the evaluation of individuals for performance review, promotion and merit in the clinical faculty track:
a. Teaching
b. Scholarly and Professional Activities
c. Service

04.03 All promotions shall be based upon a sustained record of teaching effectiveness, scholarly activities, professional activities, and service.