

## REPORT ON CLINICAL FACULTY MEMBERS

The Academic Affairs Committee has determined that the confusion over clinical faculty rights and responsibilities stems largely from a lack of communication. Also, there is a problem in the wording of the Academic Policy specifically addressing Clinical Faculty. We make the following recommendations to fix these issues.

First, the problem of reapplying on a yearly basis is widespread, and results from poor communication. While the appointment is annual (as per Section 3.02 of Academic Policy 041020), the application process is not:

“3.02 The duration of each appointment will be for one year. Additional one-year appointments may be made at the discretion of the University, and no property right in the title shall be conferred by virtue of this appointment. Appointment renewal will be contingent upon the University’s sole judgment as to the quality and level of service provided by the clinical faculty member to the University.”

IT IS IMPORTANT TO NOTE THAT CLINICAL FACULTY MEMBERS DO NOT HAVE TO REAPPLY EACH YEAR, only that the appointment itself is made on an annual basis. It is also important to note that clinical faculty members have the right to renegotiate their appointments on an annual basis, allowing them to be promoted (e.g. from Clinical Assistant Professor to Clinical Associate Professor), seek pay raises, and redefine their roles.

*We propose that a formal recommendation be made to Provost Hebert to clarify this point for all Deans, Department Chairs, and others involved in the hiring and appointing process.*

Also, there are two sections in the Academic Policy that appear to be in direct conflict with each other, namely 4.02e, which states:

“e. Voting and Other Rights. The proposal shall define the rights and responsibilities of appointees in the proposed titles, including their voting status in their respective department/school and/or college, and their access to grievance and appeals processes available to tenure-track faculty”

And 5.01, which states:

“5.01 During their term of service, clinical faculty members shall be accorded the same privileges and perquisites at the University as tenure-track faculty.”

WE PROPOSE THE FOLLOWING CHANGE BE MADE TO 5.01 TO BRING IT IN LINE WITH THE UNDERSTOOD FUNCTION OF CLINICAL FACULTY:

*5.01: During their term of service, clinical faculty members shall be accorded privileges and perquisites as agreed upon in their annual contracts.*