

Department of Anthropology Clinical Faculty Appointment and Promotion Criteria

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Introduction

This document forms the Department of Anthropology's Clinical Appointment and Promotion Unit (CAPU) Criteria as defined by the *University of Georgia Guidelines for Appointment and Promotion of Clinical Faculty* (University Clinical Guidelines). It supplements the University Clinical Guidelines and provides standards, criteria, and procedures specific to the Department of Anthropology for the appointment and promotion of clinical faculty. In case of inconsistencies within this document, or discrepancies between this document and the University Clinical Guidelines, the University Clinical Guidelines will prevail. All "Eligible CAPU Voting Faculty" (as defined later in this document) are expected to be familiar with both this document and the University Clinical Guidelines.

Clinical faculty in the Franklin College of Arts and Sciences contribute to advancing experiential, applied, practice-based, and career-oriented instruction for our students. These educational opportunities are needed by students in all of Franklin's divisions and programs to prepare them to be workforce-ready and secure meaningful and impactful careers. Clinical faculty bring to Franklin industry, business, non-profit, or governmental sector expertise that enable them to prepare students for professionally applied contexts, bridging the gap between theory and practice. Clinical faculty also often engage in the scholarship of teaching and learning, as well as applied and community-oriented practice, research, and scholarship. These are recognized scholarly orientations with established promotional pathways for Clinical faculty across the university. Clinical faculty can also have administrative roles that align with their professional orientation.

Clinical faculty members in the Department of Anthropology are required to enhance the teaching, scholarship, professional practice, and service contributions of the program in which they are hired, through their knowledge, experience, and connections in applied professional contexts. Clinical faculty are expected to maintain a balance between teaching, scholarship, professional activities, and service that generally differ from that of tenure-track faculty and lecturers by maintaining closer ties to applied professional practice. Clinical faculty usually maintain active relations with their professions and may be budgeted for substantial engagement in outreach and service. Clinical faculty may also engage in teaching and research activities. The specific allocation of a clinical faculty member's effort between teaching, scholarship, professional activities, and other areas will vary on an individual basis and will be specified at the time of appointment. Likewise, clinical faculty's eligibility for graduate program faculty status may vary on an individual basis based on their experience and qualifications. Clinical faculty are not eligible for tenure.

Full-time clinical faculty will have full voting privileges in the Department of Anthropology in all matters with the exception of appointment, promotion, and tenure of tenure track faculty, and other tenure-related issues.

Clinical Faculty Ranks and Types of Appointments

The clinical track has four levels: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. In accord with terminology in the discipline, faculty at these ranks will be referred to internally as Instructor of Practice, Assistant Professor of Practice, Associate Professor of Practice, and Professor of Practice consistent with their rank.

CAPU Head

The Head of the Department of Anthropology will serve as the head of the CAPU.

Eligible CAPU Voting Faculty

All tenure-track faculty and all clinical faculty in the Department of Anthropology are eligible to vote on clinical faculty appointments. All professors, associate professors, clinical professors, and clinical associate professors vote on promotion to clinical associate professor, and on third-year review of clinical assistant professors. All full professors and clinical professors are eligible to vote on promotion to clinical professor.

Standards for Appointment or Promotion

The ranks of the Clinical track in the Department of Anthropology are as follows.

Clinical Instructor: This rank is reserved for individuals who have less than 2 years of relevant professional experience in fields related to Anthropology, and may be held by individuals with a Master's or PhD degree. Some examples of relevant professional experience include, but are not limited to, the following: employment in government agencies, private sector firms or non-profit organizations with a focus on cultural resource management, public health, program design and evaluation, site preservation, human-centered design, patient experience, epidemiology and zoonotic diseases, stakeholder engagement, heritage management, international development, public interpretation, collections management, integrated environmental and cultural assessments, compliance (e.g., NHPA, NEPA Section 106), indigenous consultation and tribal relations, behavior studies, bioarcheology and forensics, osteology and other anthropologically relevant topics; active leadership in organizations advocating for positions on anthropologically relevant issues; or academic appointments in Anthropology or a related field.

Clinical Assistant Professor: Individuals in this rank must hold an appropriate terminal degree and must have two years of full time (*or* equivalent alternative) relevant professional experience, as described for the rank of Clinical Instructor. This professional experience can include time at the clinical instructor rank.

Clinical Associate Professor: Shall meet all criteria specified for Clinical Assistant Professor and shall be widely recognized at the regional level by leaders of relevant communities of practitioners as a leading authority within the practice of Anthropology or a closely related field. Evidence presented should demonstrate the regional standing of the candidate. Faculty members seeking promotion to Clinical Associate Professor should have met the criteria for promotion to tenure-track Associate Professor in the Department of Anthropology, adjusted in each area of effort, relative to typical tenure-track appointments, and should include at least three relevant and substantive accomplishments in professional activities per year since appointment or

promotion to the rank of Clinical Assistant Professor.

Clinical Professor: Shall meet all criteria specified for Clinical Assistant and Clinical Associate Professor and shall be widely recognized at the national level by leaders of relevant communities of practitioners as a leading authority within Anthropology or a closely related field. Evidence presented should demonstrate the national standing of the candidate. Faculty members seeking promotion to Clinical Professor should have met the criteria for promotion to tenure-track Professor in the Department of Anthropology, adjusted in each area of effort, relative to typical tenure-track appointments, and three relevant and substantive accomplishments in professional activities per year since appointment at or promotion to the rank of Clinical Associate Professor.

Criteria for evaluation, appointment, and promotion

Professional activities. Clinical faculty are expected to contribute to professional activities that help the unit's students identify and connect to applied professional opportunities. Evidence of this may include (but is not limited to) the following:

- Advise students on career pathways in applied anthropology, including tailored support for resumes, CVs, and job or graduate school applications.
- Supervise student internships, practice, or service-learning projects that involve applied or community-based work.
- Develop and teach applied-focused courses (e.g., medical anthropology, evaluation methods, cultural heritage policy) that integrate real-world case studies or skills.
- Incorporate experiential learning opportunities (e.g., simulations, community projects, consulting assignments) into classroom instruction.
- Mentor student-led applied research projects or capstones that engage with external partners or solve practical problems.
- Facilitate student participation in applied anthropology conferences, workshops, or competitions, including abstract preparation and presentation coaching.
- Apply for and/or collaborate on externally funded applied research or evaluation projects that include roles for students.
- Publish or present applied scholarship (e.g., white papers, policy briefs, practice-based research) in venues relevant to non-academic audiences.
- Develop partnerships with organizations (e.g., NGOs, government agencies, private firms) to create pipelines for student experience and research.
- Consult or co-develop applied projects with external organizations, demonstrating community impact and student involvement.
- Organize or co-host professional development workshops (e.g., grant writing, job interviewing, networking) for students.
- Maintain relationships with program alumni in applied fields and facilitate alumni mentoring or networking events.
- Coordinate or promote career panels, speaker series, or employer info sessions featuring applied anthropologists or interdisciplinary practitioners.
- Serve as a liaison to professional associations (e.g., SfAA, NAPA, AAA Careers Committee) to stay current on career trends and share resources with students.
- Collaborate with campus career services to tailor programming and job placement support for anthropology students.

- Lead or contribute to departmental initiatives that promote applied learning, such as internship programs, applied certificate development, or curriculum revision.
- Document and assess student career outcomes, contributing data and analysis for program review or accreditation.
- Represent the department in interdisciplinary applied initiatives (e.g., public health programs, sustainability institutes, community engagement networks).
- Review or evaluate student placements and community partners, ensuring quality and ethical standards in applied experiences.
- Advocate for institutional resources (e.g., funding, space, staff support) to sustain and expand applied professional opportunities for students.
- Obtain or maintain continuing education, licensure, or certification recognized in the clinical faculty member's field of expertise.

Instruction, research, and service. In evaluation and promotion decisions, instruction, research, and service will be assessed in proportion to the allocation of effort the faculty member is assigned, based on criteria presented in the Anthropology Department Promotion and Tenure (PTU) guidelines for tenure-track faculty. Because professional activities that contribute to students' career readiness or development are required of clinical track faculty, other kinds of contributions in instruction, research, and service are expected to be less prominent in their records than they would be in the record of a tenure-track faculty member. It is expected that in most cases, Clinical faculty members' research will be applied, pedagogical, or community-oriented in nature, and their teaching will be relatively targeted to provide career readiness or development for students.