

College of Engineering

Clinical Faculty Appointment and Promotion Criteria

I. Introduction

This document forms the College of Engineering's (CENGR'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 CENGR for the appointment and promotion of clinical faculty. In case of inconsistencies within this document, or discrepancies/inconsistencies 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 engineering are required to enhance the teaching, scholarship, professional practice and service contributions of CENGR through their professional knowledge, experience and connections. Clinical faculty are expected to maintain a balance between teaching, scholarship, professional activities and service different from that of tenure track faculty and lecturers. Clinical faculty usually maintain active relations with their professions and may be budgeted for substantial engagement in outreach and service. Clinical faculty may also collaborate with tenure track faculty in research. The specific distribution of a clinical faculty's time between teaching, scholarship, professional activities and service will vary on an individual basis and clinical faculty are not eligible for tenure. Clinical faculty can be appointed in all schools of CENGR.

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

Clinical Faculty Ranks

The three clinical faculty ranks in CENGR are Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. In accord with terminology in our discipline, faculty at these ranks will be referred to internally as Assistant, Associate or Professor of Practice consistent with their rank.

CAPU Head

The head of CAPU will be the school chair of the relevant disciplinary area. All CAPU heads will report to the dean of CENGR.



Eligible CAPU Voting Faculty

All tenure track faculty and all clinical faculty 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 vote on promotion to clinical professor.

II. Appointment and Promotions

In accordance with University Clinical Guidelines, clinical faculty must meet standards for professional employability (degree, training, certification, licensure or other professional credentials as applicable for the disciplinary area) and maintain a balance between teaching, scholarship, practice and service different from that of tenure track faculty. Appointment and promotion is based upon promise or demonstrated excellence in instruction, scholarly activities, professional activities, and/or service. The balance among the various categories should be clearly specified by the dean of CENGR in consultation with the school chair upon the individual member's appointment.

Faculty members within schools will have primary responsibility for insuring the prospective clinical faculty member holds the appropriate degree and has the experiential background needed for the disciplinary setting in which the individual will work.

As non-tenure track faculty, all clinical faculty must be reappointed each year, dependent upon satisfactory performance. Criteria for consideration for annual contract renewal at all three ranks will be consistent with UGA policy and procedures. In order to be promoted, a clinical faculty member must meet the criteria specified for appointment to the higher rank.

II – A. Standards and Criteria

CENGR's discipline-specific standards and criteria developed for promotion and tenure of tenure track faculty along with UGA's *Guidelines for Appointment Promotion and Tenure* will be applied as appropriate for clinical faculty. In addition, clinical faculty are expected to contribute to professional activities and evidence of this may include (but is not limited to) the following:

Evidence of contributions to professional activities:

- Students supervised or mentored in sponsored external projects
- Developing new and expanding existing internships, co-operative education opportunities and partnerships with external partners.
- Engaging in paid professional consulting in the relevant area of professional practice.
- Participating in professional externships or seeking temporary or freelance employment in the area of professional practice, while on a professional leave of absence or during summer employment.
- Participating as a student in continuing education in the area of professional practice, including industry workshops, seminars, and courses

- Attending major conferences where current issues of professional practice are discussed.
- Service in leadership positions of professional societies and organizations

The relative weight placed on teaching, scholarship, professional activities and service will be commensurate with the candidate's assigned percentages in these four areas. In all joint endeavors, the evidence presented should specify the extent of each person's contribution.

Clinical Assistant Professor: Must hold an appropriate terminal degree, or in rare and extraordinary circumstances the terminal degree requirement may be waived on the basis of demonstrably successful related experience that is expressly approved by the Provost. The candidate must have at least five years of full time (or equivalent alternative) professional experience in the profession for which the person is being appointed as a clinical faculty member. Professional experience is experience acquired while 'practicing the discipline in a work setting' and includes, but is not limited to, experience acquired in industry, academia and public/private/voluntary sector. Candidate should show evidence of a high level of competence in their specialty and demonstrate promise of moving toward excellence in instruction, scholarly activities, professional leadership, professional practice and/or service, as specified at appointment. A faculty member is expected to serve no more than seven years at the rank of full time clinical assistant professor.

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 their disciplinary practice specialty. Evidence presented should demonstrate the regional standing of the candidate.

Clinical Professor: Shall meet all criteria specified for Clinical Assistant and Clinical Associate Professor and shall be widely recognized at the national or international level by leaders of relevant communities of practitioners as a leading authority within their disciplinary practice specialty. Evidence presented should demonstrate the national or international standing of the candidate.

II – B. Procedures

CENGR's procedures developed for promotion and third year review of tenure track faculty will be applicable for promotion and third year review of clinical faculty. Reappointment, review, promotion and appeals processes will follow the University Clinical Guidelines.

Approved by CENGR faculty: May 31, 2017

Approved by CENGR Dean: June 1, 2017

Approved: 
SVPAA & Provost


Date