

University of Georgia
Warnell School of Forestry and Natural Resources

**Procedures and Criteria for Appointment and
Promotion of Clinical Faculty**

Per the *University of Georgia Guidelines for Appointment and Promotion of Clinical Faculty*, “clinical faculty...are educator-practitioners in the health and other professions who have a background in their disciplinary area and who practice the discipline in a work setting.” The Warnell School hires clinical professionals to bring their expertise and practical work experience to bear on inter-disciplinary issues between natural resources, public health, and veterinary medicine and to participate in the instructional, research, and service missions of the School.

In all matters related to the appointment and promotion of clinical faculty, the Warnell School will carefully adhere to the *University of Georgia Guidelines for Appointment and Promotion of Clinical Faculty* (UGA Clinical Guidelines). The standards, discipline-specific criteria, and processes presented in this document are intended to supplement and/or extend the UGA Clinical Guidelines. All clinical faculty in the Warnell School are expected to be familiar with both this document and the UGA Clinical Guidelines. Furthermore, clinical faculty in Warnell will have teaching, applied research, and service appointments for which the expectations are documented in the “Criteria for Promotion & Tenure, Warnell School of Forestry and Natural Resources”, approved by the Provost October 11, 2019. Any exceptions to the UGA Clinical Guidelines included in this document must be approved by the Senior Vice President for Academic Affairs and Provost. Otherwise, if any inconsistency or discrepancy is found in this document, or if this document does not address a certain issue, the UGA Clinical Guidelines will supersede this document.

Clinical Faculty Role in the Warnell School:

The fields of natural resources management (e.g. wildlife and fishery sciences, forest management, soil and water resources management, and parks, recreation, and tourism management) overlap with human and wildlife health, creating opportunities for obvious collaborations with the fields of public health, medicine, veterinary medicine, epidemiology, and one health. Clinical faculty in the school are expected to prepare students and engage with researchers in the practice of improving health and wellness of human and wildlife populations. They will work to increase our understanding of the individual and societal health and wellness benefits of the outdoors and outdoor activities. They will engage with faculty in related fields across the University and enhance the academic and professional development of undergraduates and graduate students in support of the teaching, research, and outreach missions of the Warnell school and the University.

Clinical Faculty (CF) Track: clinical faculty with a full-time or partial appointment in the Warnell School, and adjunct clinical faculty.

Appointment home: the Warnell School of Forestry and Natural Resources.

Clinical Appointment & Promotion Unit (CAPU) Eligible Voting Faculty: All tenure-track and clinical faculty of appropriate rank will serve as the eligible voting faculty.

CAPU Head: The Warnell School Associate Dean for Academic Affairs will serve as the CAPU Head.

Required Credentials: Terminal degree appropriate for the position. Experience working with public health and/or individual health outcomes as affected by outdoor recreation, outdoor activities, and/or wildlife interactions. Must have publications or significant professional accomplishments in those areas. Professional credentialing is expected for those coming from a discipline where such credentialing is standard.

Appointment Procedures: Will follow standard appointment procedures and documentation for UGA Faculty.

Annual Performance Evaluations: must be conducted according to the unit criteria. Faculty progress toward achieving the discipline-specific criteria must be clearly documented in writing.

Adjunct faculty appointed in the CF track will be appointed as “adjunct clinical (rank)” faculty and will be expected to meet the appointment and promotion criteria for non-adjunct CF faculty. Per UGA Policy 03.04.002, Other Terminology, paragraph 6.
<https://policy.uga.edu/policies/#/programs/HkqT6cdI6>

Criteria for Appointment and Promotion by Rank

In addition to the credentials listed above, the following criteria are required for each rank.

1. Clinical Assistant Professor

- a. PhD or terminal degree in an appropriate discipline.
- b. Experience working with public health and/or individual health outcomes as affected by outdoor recreation, outdoor activities, and/or wildlife interactions. Must have publications or significant professional accomplishments in those areas. Professional credentialing is expected for those coming from a discipline where such credentialing is standard.
- c. Time limit: No more than seven years at the rank of full-time clinical assistant professor.

2. Clinical Associate Professor

- a. At least five years at the rank of Clinical Assistant Professor, and/or comparable experience at another academic institution.
- b. Candidate must show intellectual, training, educational, and/or outreach contributions towards either understanding effects of outdoor activity, outdoor recreation and/or wildlife interactions on social and individual well-being, or expanding opportunities for outdoor activity, outdoor recreation, and/or wildlife interactions, or understanding wellness of wildlife populations. Candidate must show evidence of substantial contribution to education, research, outreach, or service in the form of research or outreach publications, program development, website development and traffic, and/or teaching awards as outlined in the general Warnell P&T guidelines. Candidate must also demonstrate promise of moving toward excellence in the study and promotion of human health and wellness benefits of outdoor spaces and activities and

wellness of wildlife populations as well as in associated teaching, scholarly activities, outreach, or professional leadership, as appropriate.

c. Recognition as an authority in their specialty at the *regional level* based on documented excellence in the study and promotion of human health and wellness benefits of outdoor spaces and activities or the wellness of wildlife populations and on accomplishments in associated teaching, scholarly, outreach, or professional leadership activities, as appropriate.

3. Clinical Professor

a. At least five years at the rank of Clinical Associate Professor, and/or comparable experience at another academic institution.

b. Candidate must show substantial intellectual, training, educational, and/or outreach contributions towards either understanding interactions effects of outdoor activity, outdoor recreation and/or wildlife interactions on social and individual well-being, or expanding opportunities for outdoor activity, outdoor recreation, and/or wildlife interactions, or understanding wellness of wildlife populations. Evidence of these contributions can take the form of research or outreach publications, outreach activities, program development, popular media, website development and traffic, collaborations across agencies or institutions, and/or teaching awards as outlined in the general Warnell P&T guidelines. Candidate must also demonstrate promise of moving toward excellence in the study and promotion of human health and wellness benefits of outdoor spaces and activities or wellness of wildlife populations as well as in associated teaching, scholarly activities, outreach, or professional leadership, as appropriate.

c. Recognition as an authority in their specialty at the *national level* based on documented excellence in the study and promotion of human health and wellness benefits of outdoor spaces and activities or the wellness of wildlife populations and on accomplishments in associated teaching, scholarly, outreach, or professional leadership activities, as appropriate.

Approved by the faculty of the Warnell School on July 18, 2025.

Approved by the Dean of the Warnell School on July 21, 2025.

Approved by the Senior Vice President for Academic Affairs and Provost on July 24, 2025.